



Academisation consultation

Frequently Asked Questions:

1. What is an academy?

Academies are still state schools, but they're funded and operated a little differently than maintained schools.

Instead of being funded by the local authority (LA), academy trusts are paid directly by the Education and Skills Funding Agency. This means that academies have more control over how they do things than schools that aren't academies.

Academies don't charge fees.

2. What is a multi-academy trust?

Academy trusts are not-for-profit companies. They have trustees who are responsible for their performance, in the same way that LA maintained schools have governors.

The trustees are both company directors and charity trustees, and the academy trust employs the school staff.

We're proposing to join an existing multi-academy trust (MAT). This means that we'll be part of a community of schools that are governed by 1 board of trustees. Each school in the trust have its own local governing body, with some delegated governance responsibilities for that particular school. The trust employ a team of central staff to support the group of schools and drive school improvement. As part of a trust with multiple schools, our school will have the opportunity to collaborate and share resources with the other schools across the trust.

3. What is the benefit of academisation for our school?

The benefits for our school will include:

- Improved teaching and learning for pupils because:
 - Teaching expertise and resources can be shared across the trust
 - There will be more training opportunities for our staff

- Greater freedom in deciding how to spend government funding
- The opportunity to collaborate
- More or better extra-curricular activities
- Greater financial efficiency by:
 - Procuring goods and services at a larger scale across the trust
 - By sharing staff, including specialist staff who work centrally for the trust e.g. a school improvement team

4. Why the Creative Learning Partnership Trust (CLPT)?

CLPT's vision and values align with those of our school. Children are at the heart of their decision making.

They have a proven track record of strong school leadership in local schools. They are forward thinking and resourceful, offering clear support and development for staff across the school.

They understand that no two schools are the same and will proactively encourage St. Leonard's to retain our identity.

5. Will the Trust or Trustees make a profit from the school?

No. Academy trusts are charities and any surplus or other income must be used to benefit pupils.

6. Will the Trust take any money away from our school?

The Trust will receive a top-slice as a percentage of our schools' money known as the General Annual Grant (GAG). It will form a fund to pay for central services provided to the school by the Trust.

The Trust will:

- Carefully consider the funding needs and allocations of each academy.
- Provide educational, financial, operational (estates, IT, HR, economies of scale via procurement), governance and CPD support.
- Not top-slice or pool other funding outside of the GAG

7. When our school is an academy, will it still be inspected by Ofsted?

Academies are inspected by Ofsted and are held to the same standards as state-runs schools.

8. When our school is an academy, will it still follow the National Curriculum?

Academies must follow the National Curriculum.

We will continue to develop our curriculum with the support of colleagues across the CLPT network. Our curriculum will continue to be designed for pupils at St. Leonard's.

9. When our school is an academy, will we change our name/logo/uniform?

No. These will remain as they are currently.

10. When our school is an academy, will our term times change?

No, the CLPT follows Staffordshire County Council term dates.

11. When our school is an academy, will our catchment area or admissions policy change?

No. The CLPT follows the Staffordshire County Council Admissions Policy and catchment areas.

12. How will academisation affect our pupils?

Pupils won't notice a big difference in the day-to-day operation of the school but will benefit in the long term from the opportunities provided by academisation.

Collaboration as part of CLPT will lead to shared practice and resources for staff. This will result in higher quality teaching and learning across classrooms; this will be one of the biggest impacts for our pupils.

CLPT already run cross-Trust events and challenges for pupils. To date, these have included sporting events, poetry competitions and STEM opportunities.

13. How will academisation affect our provision for special education needs and disabilities (SEND)?

Academies have the same requirements when it comes to SEND as other state schools, as set out in the SEND Code of Practice.

St. Leonard's will benefit from being part of a wider network of schools. Our staff will be able to share good practice with other local settings. Leaders will be part of networks and teachers and support staff will be able to access additional training opportunities.

14. How will academisation affect our school staff?

Staff will transfer to CLPT from the local authority under the Transfer of Undertakings Protection of Employment (TUPE) with full protection of pay, conditions, and service. This means staff will transfer with their current roles intact. Existing employment rights are fully preserved at the point of transfer. There are no planned job losses linked to academisation.


The formal TUPE consultation process ensures that staff are fully informed throughout the process, staff and unions have the opportunity to ask questions and raise any concerns, and there is transparency about any proposed changes.

Pension rights remain unchanged.

Staff will benefit from greater professional support and development opportunities. There will be opportunities to work collaboratively with other local professionals. CLPT prioritises clear career progression pathways for staff. This investment in staff directly benefits pupils.



Find out more:

 [The Creative Learning Partnership Trust - Home](https://www.creativelrng.com)
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