

Academy Conversion Consultation

St Mary's Church of England Primary School

Staff Consultation
4th October 2022



Vision Statement

Our vision is to inspire and grow a compassionate community of excellence.

A happy place for our children to shine for God, for each other, and for themselves.



Introduction - Agenda

- ▶ **Welcome & Introductions**
- ▶ **What is an academy?**
- ▶ **Reasons for considering to convert to academy status**
- ▶ **Why Chester Diocesan Academies Trust (CDAT)?**



What is an academy?

- ▶ Academies receive funding directly from the government and are run by an Academy Trust.
- ▶ Academies have more autonomy over how they do things.
- ▶ Academies are inspected by Ofsted.
- ▶ Academy Trusts are not-for-profit companies. They employ the staff and have trustees who are responsible for the performance of the academies in the trust.
- ▶ Conversion usually takes around 6 months.



Reasons we are considering academy status

- ▶ Primary reason is to ensure that we achieve the best possible outcomes for the children of St Mary's Church of England Primary School.
- ▶ Help us to develop the highest quality of leadership and the highest quality of teaching and learning in order to improve the quality of teaching and learning within the school.
- ▶ The Government's vision is for all schools to join multi academy trusts by 2030.
- ▶ Local authorities are finding it harder to provide bespoke support to individual schools.
- ▶ Support our staff to develop and improve via collaboration with other schools in the Trust - and offer opportunities for leadership and growth.



Why Chester Diocesan Academies Trust (CDAT)?

- ▶ They are a like minded Trust with CDAT's vision rooted in Christian values.
- ▶ Will ensure we remain a nurturing, community focused school.
- ▶ CDAT doesn't take a corporate approach with its schools.
- ▶ Provide school improvement support that meets the individual needs and circumstances of each school.
- ▶ The collaborative approach amongst the 'family of schools' will enable us to draw on the expertise across the Trust, this will allow us to continue to develop and improve.
- ▶ We have taken the time to research carefully and explore lots of options before deciding on CDAT as the Trust we would like to be part of as this Trust will ensure St Mary's remains a small, community church school which is what makes us so special.



What will stay the same?

- ▶ No changes to:
 - ▶ The school name
 - ▶ The school day
 - ▶ Curriculum
 - ▶ Uniform
 - ▶ The LGB will continue to provide support and challenge



The Proposal

Proposal is for St Mary's Church of England Primary School to convert to academy status and join Chester Diocesan Academies Trust (CDAT) on 1st July 2023



CDAT's Vision

Rooted in Christian values, CDAT is committed to:

- Valuing the uniqueness of every child
- Aspiring to excellence
- Being a nurturing learning community for all

Jesus said, 'I have come in order that you might have life—life in all its fullness' (John 10:10).

As a Trust, our aim is to ensure that all of our pupils are able to benefit from and enjoy 'life in all its fullness.'



CDAT “Musts”

- ▶ Christian Ethos
- ▶ Collaboration, not Isolation
- ▶ Quality of Education – “stick of rock”
 - ▶ High expectations
 - ▶ Investment in staff development
 - ▶ Train, recruit & retain great staff
 - ▶ Sharing best practice



CDAT's Approach

CDAT doesn't take a corporate approach with its schools – we don't look to change school names/uniforms/badges, nor do we have a 'CDAT curriculum' that we expect all schools to follow, or insist on all schools using the same 'schemes' for maths, phonics and the like.

We recognise that our schools are very different – each serving its own community – and that a 'one size fits all' approach wouldn't work: our aim is to help each school be the very best version of itself that it can be.

Across the Trust there is an enormous amount of expertise and excellent practice. We see the Trust as a thriving learning community where staff and schools work together to help each other to continually improve.



CDAT Family

While our schools all have their own unique identity, they are also all part of the CDAT family of schools. All are church schools within Chester Diocese.

Currently 11 schools within the Trust. Our 11 current schools are in Cheshire, Stockport/Tameside and the Wirral.

1 has been approved for converting with 7 more at the consultation or formal application stage.

Central Team based at Church House in Daresbury but most often seen visiting schools.



Do everything in love



1 Corinthians 16:14

Conversion Process

- ▶ Consultation
 - ▶ Running for almost 5 weeks
 - ▶ Feedback form
- ▶ Legal
 - ▶ Confirm ownership of land
 - ▶ Commercial Transfer Agreement
 - ▶ Non Land Assets
 - ▶ Contracts/SLAs



Staff

- ▶ As Is
- ▶ TUPE briefing for staff
- ▶ Liaison with Trade Unions
- ▶ Due Diligence
- ▶ Pensions



Timeline of activity

- ▶ Formal consultation 16th September 2022 to 20th October 2022
- ▶ Consultation report and findings – October 2022
- ▶ Governors to make a decision on whether to proceed
- ▶ Proposed opening date of conversion and joining CDAT – 1st July 2023
- ▶ Regular communication with staff / parents / carers / pupils / community



Any thoughts or questions?

Email: consultation@st-marys.halton.sch.uk

Consultation website:

<https://st-marys.academyconsultation.co.uk/>

School Website: <http://st-marys.halton.sch.uk/>

