

Hadrian Park Primary School – Trust Proposals

Stakeholder Consultation Information

1. Background

Schools in North Tyneside have always worked with each other and partners to improve education and life chances for young people. During the last few years this collaboration has produced significant gains. In particular there has been considerable improvement in exam results across the board. We are keen to move things further but realise that none of us can do this on our own. We believe that becoming a Trust School will allow us to work more closely with a broad range of partners. We are excited by the opportunities this will bring to our young people.

Our plan is to become a Trust School, which means we will become a type of foundation school. (Roman Catholic and Church of England Schools are already Foundation schools). At the same time we will join the North Tyneside Learning Trust (NTLT), which will be a charitable trust involving other local schools and external partners.

This document will provide more information about our plans and tell you how you can get involved in consultation, which will assist the Governing Body in making its decision.

The partners involved are:

Secondary School Partners

- Churchill Community College
- George Stephenson Community High School
- John Spence Community High School
- Longbenton Community College
- Marden High School
- Norham Community Technology School
- Seaton Burn College
- Whitley Bay High School

Special School Partners

- Beacon Hill School
- Silverdale School
- Southlands School
- Woodlawn School

First School Partners

- Rockcliffe First

Primary School Partners

- Amberley Community Primary
- Battle Hill Community Primary
- Carville Primary
- Greenfields Community Primary
- Hazlewood Community Primary
- Moor Edge Primary
- Redesdale Community Primary
- Stephenson Memorial Community Primary
- Wallsend Jubilee Community Primary
- Western Community Primary

Employer Partners

- Barnardos (Third sector)
- IBM (Digital Technologies)
- Kier Construction (Joint Venture Partner)
- Nexus (Engineering)
- North Tyneside Council (Public Sector)
- Northumbria Healthcare Trust / North Tyneside PCT & health partners (Health and Care)
- Northumbria Police Authority
- Procter and Gamble (Science Pathways)
- Shasun Pharma (Science Pathways)
- Shepherds Offshore (Renewables)
- Swan Hunters (Engineering/Marine Design)
- Tyne and Wear Fire and Rescue Authority (Public Sector)

Further Education (FE) Partners

- Newcastle College including associated Higher Education (HE) partners
- Tyne Metropolitan College including associated HE Partners

University (HE) Partners

- Newcastle University
- Northumbria University

Strategic Planning Authority Partners

- North Tyneside Council Trustees
- Diocesan Authorities

2. What is a Trust School?

A Trust School is a local authority maintained school which is supported by a charitable Trust which appoints some of the governors. It remains part of the local authority, family of schools.

It operates within the same frameworks as other maintained schools:

- it will teach the National Curriculum,
- follow the Schools Admissions Code and;
- be inspected by Ofsted.

Teaching staff will be employed under the terms of the School Teachers' Pay and Conditions Document. The local authority will fund the school on the same basis as all other local authority schools and will retain its intervention powers if there are problems at the school.

Trust schools differ because their charitable Trust (the North Tyneside Learning Trust) establishes a long-term relationship with external partners and involves them in the school's governance and leadership. The governing body of a Trust School (which retains parents, staff, community and local authority governors) remains responsible for all major decisions about the school and its future. The skills and experience of the Learning Trust-appointed governors will strengthen the whole governing body and make a contribution to the school's ethos. The governing body remains responsible for all aspects of the conduct of the school (including the school's budget and staff), and so responsibilities and accountabilities remain clear. [Appendices B & C show the operational relationships between schools and the NTLT].

A Trust School does mean that:

- The school becomes its own admissions authority
- The governing body becomes the employer
- Land, building and assets will be transferred from the local authority (LA), and held by the Trust

3. How will the Learning Trust Add Value?

Our approach to school improvement and the improvement of the lives and life chances of children, young people and their families is focused on raising standards and improving wellbeing. We have come to realise that schools cannot make this impact alone. The formation of the North Tyneside Learning Trust allows schools:

- To support the borough in improving outcomes in learning, quality of life, health and employment for all its children, young people and communities
- To facilitate and strengthen existing collaborative activities and to involve other partners in using these arrangements to enrich the curriculum and children's life chances

- To develop and strengthen innovation and creativity in our school communities to enrich the lives of children and young people, their parents and all education professionals
- To create a sustainable, strategic alliance of schools, Higher Education (HE) and employers that will transform and enrich the curriculum for all who learn in North Tyneside
- To create a model of shared leadership and accountability for our whole system strategy that recognises and makes best use of the distinctive contribution that our partners will make in creating a Learning Borough
- To help create North Tyneside as a borough characterised by enterprise and high ambition
- To help North Tyneside transform its economy to become one characterised by a high wage and high skill equilibrium.

Specifically, this will mean that the Learning Trust will allow us to:

- Raise aspirations of learners and equip them with the skills necessary to make a contribution to society
- Raise awareness of opportunities in terms of current good practice and possible developments
- Provide a focus for the development and support of high quality teaching, training and learning from Early Years to Advanced level
- Develop and sustain a curriculum enhanced in both content and delivery, across all ages and phases. For example, developing creativity and enriching curricular opportunities in ways schools would find difficult to do alone
- Provide access to a range of expertise and specialist teaching to support all phases and ages
- Improve outcomes for all learners. In particular, address post-16 performance in all areas and especially at Advanced level
- Sponsor and support collaborative interventions to improve outcomes for vulnerable and under-performing groups
- Significantly increase progression to HE and higher skills programmes, especially from economically-disadvantaged groups
- Sponsor and support the development and delivery of innovative and specialised education-to-employment pathways that support the economic regeneration and development of North Tyneside and the sub-region
- Widen community participation in learning
- Attract investment in the infrastructure for learning at school level in the borough.

Appendix A shows some early work done by the Trust members to establish the purpose of the Trust and what it stands for. Additional information can be provided.

4. How will our School and the Learning Trust be Managed?

People may be worried that moving to Trust School status, within the North Tyneside Learning Trust takes decision making away from the school and local issues may be ignored. This is not the case:

- Individual school governing bodies retain their autonomy.
- Each governing body will consist of representatives from the following stakeholder groups: **Parents; Staff; LA; Community; Foundation (maximum of two nominated by the North Tyneside Learning Trust)**
- Existing collaborations can and will continue. Forming the Trust is about extending such opportunities not reducing them.
- The Trust Board membership includes representatives from schools.

The North Tyneside Learning Trust fits into current arrangements in the following way:

- The **Local Authority** is the Strategic planner; commissioner of school places; commissioner of activity; partnership and partner development; school challenge and support; proportionate intervention; and is one of the Trust partners
- Each **Trust School** is the employer of teaching and support staff; sets high standards and progress for all learners; is responsible for all matters to do with teaching and learning and the business of the school
- The **Learning Trust** delivers the Trust objectives that have been defined by schools; holds school land and assets in trust; supports the school governing body; appoints foundation governors

5. What does all of this mean for:

Pupils

We believe that learning is for life – our partners share this commitment. We will continue to teach the National Curriculum, but will benefit from partners' experience and ideas to:

- tailor lessons and options to meet every pupil's needs
- strengthen practical and vocational opportunities for all our pupils, and particularly those who are less engaged in school
- support pupils to decide what they want to do with their lives and plan how to get there, and give them realistic advice
- Existing projects will continue, and the new relationship will make it easier to plan for the long-term.

Parents

Schools joining the North Tyneside Learning Trust are required to agree that they will be bound by the Schools Admissions Code. This means that we will continue to have fair admissions and that we will not introduce any selection by ability. We expect to keep very similar arrangements and criteria to those that we have now.

Parents will continue to have representation on their school's governing body through the role of parent governors. This role gives parents a voice on their governing body and provides an opportunity to contribute to the education of their young people.

Staff

The governing body, not the Trust, will continue to run the school and to be responsible and accountable for its performance. The school budget will continue to be delegated to the governing body.

The existing rights of teachers will be fully protected if we join a Trust. We will still be bound by the School Teachers' Pay and Conditions Document and for support staff both National and Local Terms (the NJC National Agreement on Pay and Conditions of Service (The Green Book which applies to support staff) and any North Tyneside local agreements which were in place at the point of transfer). All staff will be employed by the school governing body instead of the local authority (LA). All staff will be covered by the School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 - <http://www.opsi.gov.uk/si/si2007/20071289.htm> - which provide for all rights, powers, duties and liabilities to transfer from the LA to the governing body (paragraphs 29 to 32 of Schedule 1)] and we will continue to recognise the same unions. The Trust will not be the employer. The contractual arrangements will change in line with TUPE regulations which will ensure that there is protection for staff as a result of these changes. Governing bodies will ensure that current pension arrangements continue for all staff.

The governing body will still have to include at least two members of staff.

Schools will remain part of the local authority's family of maintained schools and we will continue to play our full part in taking hard to place pupils, and will not introduce selection by ability.

Governors

The governing body will become the employer of all staff in the school. Whilst this brings certain responsibilities, schools will be able to continue to have Service Level Agreements (SLA). So, provided

governing bodies follow the advice they receive, their liabilities in respect of issues such as employment and health & safety, remain unchanged. Responsibility for the actions and decisions of a governing body rests with the whole body rather than with individuals. Governors do not incur any personal liability in respect of anything done in good faith in exercising their power to spend the school's budget share, or delegating power to the headteacher. Similarly, if trustees act prudently, lawfully and in accordance with their governing document, then they will not incur any personal liability for breach of trust or duty.

There are five compulsory stakeholder groups for Trust schools:

- parents
- school staff
- the Local Authority
- the community
- Trust-appointed governors.

The numbers of each category of governor will vary according to the size of the school but there will only be two Trust-appointed governors. North Tyneside Council's Governor Services team is drawing up models for governing bodies to consider, if they agree to re-constitute as Trust Schools

Trades Unions

Trades Unions will continue to enjoy full recognition under the North Tyneside Learning Trust and Trust School arrangements. We remain committed to national agreements and the School Teachers' Pay and Conditions Document. Union representatives will be covered by agreements that provide the required time and facilities to enable them to fulfil their role.

Partners

There are a number of strategic and more operational benefits to employers and HE partners who are prepared to be part of the North Tyneside Learning Trust. They include:

- A real opportunity to influence employment and skills strategies to increase the number of potential employees with the attributes needed by employers
- An opportunity to contribute to community cohesion
- Raising the profile of local employers and the initiatives they are involved with
- Contributing to the long term regeneration of North Tyneside.

Most important of all, however, is the opportunity to make a real difference to the lives and life chances of the children, young people and families, who live, learn and work in North Tyneside. Partners will nominate people to become Foundation Governors.

6. How you can get involved in the Consultation Process?

This consultation is about the decision whether this school becomes a Trust School and is **not** about any other organisational change. For example, this is **not** a consultation for any change on three-tier or two-tier education. Nor is it a consultation to alter the age range of any school.

These proposals are published for consultation between noon on 1 April 2011 and noon on 15 April 2011. **The date and time by which written representations may be made regarding these proposals is noon on 15 April 2011.**

During the consultation period there are a number of ways you can make your views known.

- Face to face – we are holding an open event on 7 April 2011 at 5.30pm. Please see details in the letter.

- In writing – to school. You may wish to use the questionnaire attached to your letter for this purpose but you are not restricted by it.
- By email – hadrianpark.primary@northtyneside.gov.uk

7. Where can I get Further Information?

You can find out more information about the North Tyneside Learning Trust from: www.ntlearningtrust.org.uk

8. How will the Decision be made Concerning Trust Status?

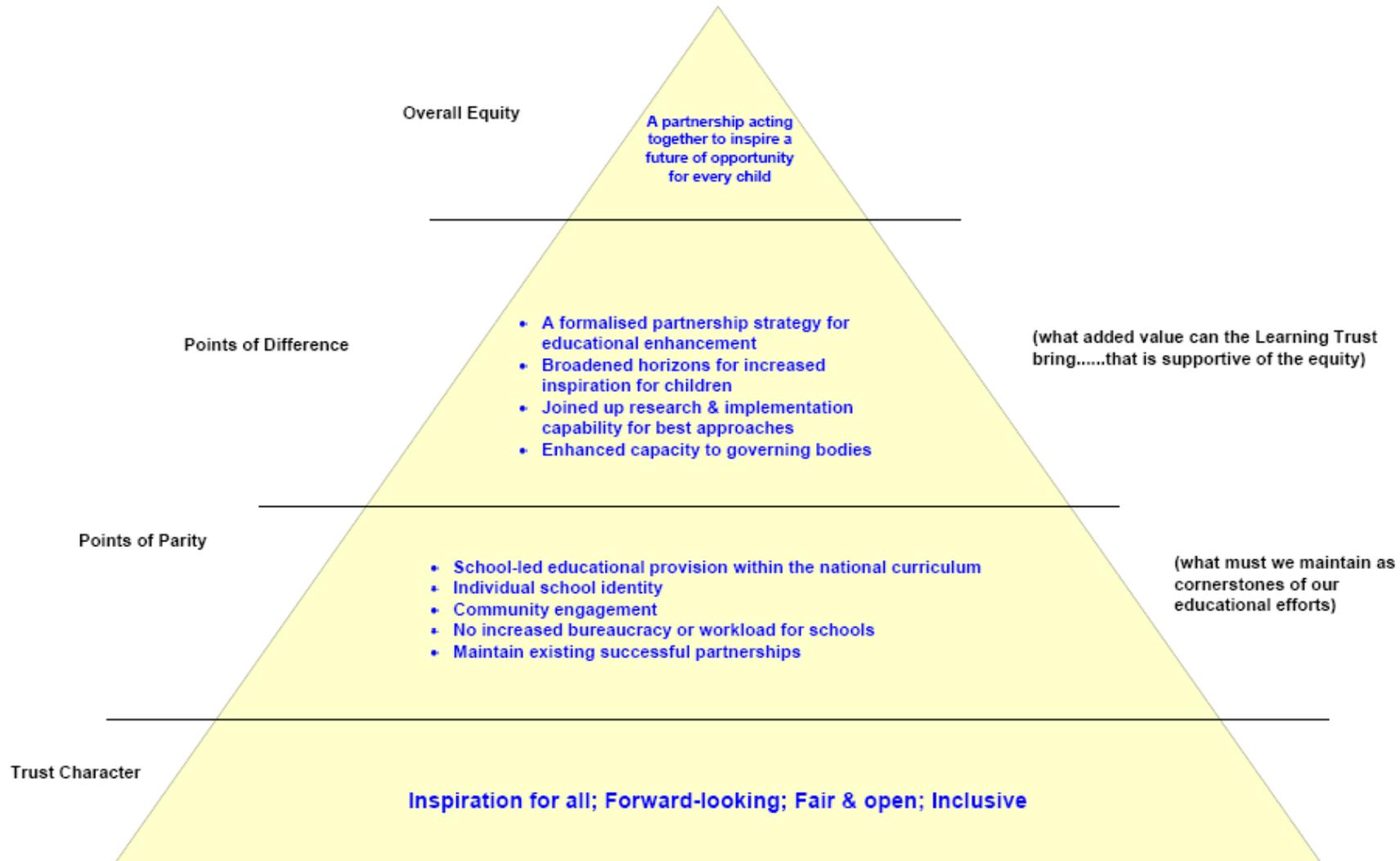
The Governing Body will meet on 10 May 2011 and consider its position, taking into account information gathered during the consultation. If the Governing Body decides to continue, we move into a formal stage of publishing a Prospectus, which is a more legally binding document. This will contain the details of all partners to the Trust and will be published, if Governors agree, on 6 June 2011. Once it is published, there is a fixed period of 20 working days where it will be open for anyone to make representations. Details of how this may be done will be published with the Prospectus. Before the end of the summer term, the Governing Body will meet to review all representations and take a final decision as to whether they wish to become a Trust School and join the North Tyneside Learning Trust.

If the decision is for the Governing Body to change category to that of Trust School and to join the North Tyneside Learning Trust, work will continue in the summer term to conclude legal arrangements relating to staff, land and buildings.

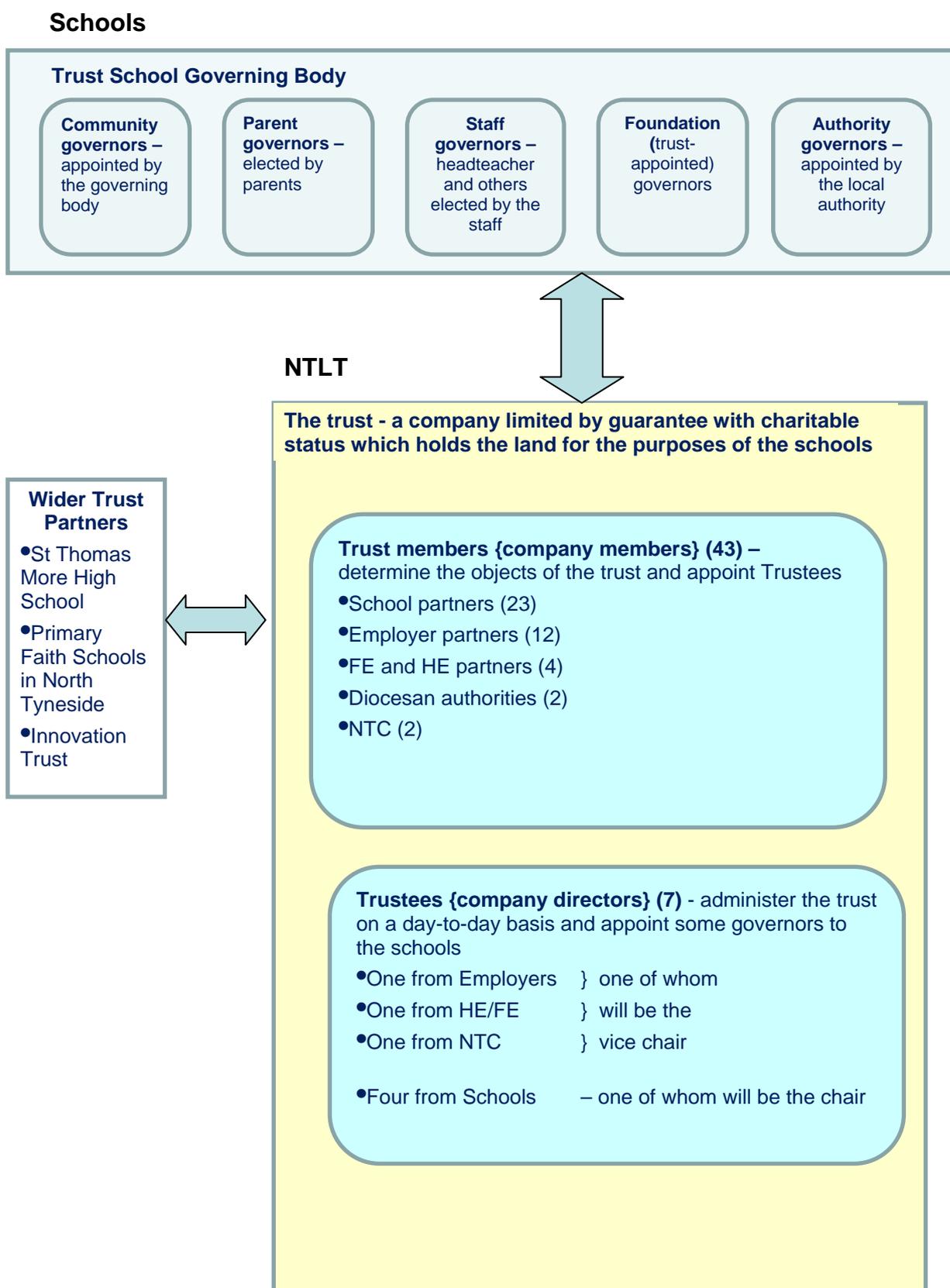
Alan Brown
Chair of Governors

Appendix A

North Tyneside Learning Trust – Equity Triangle

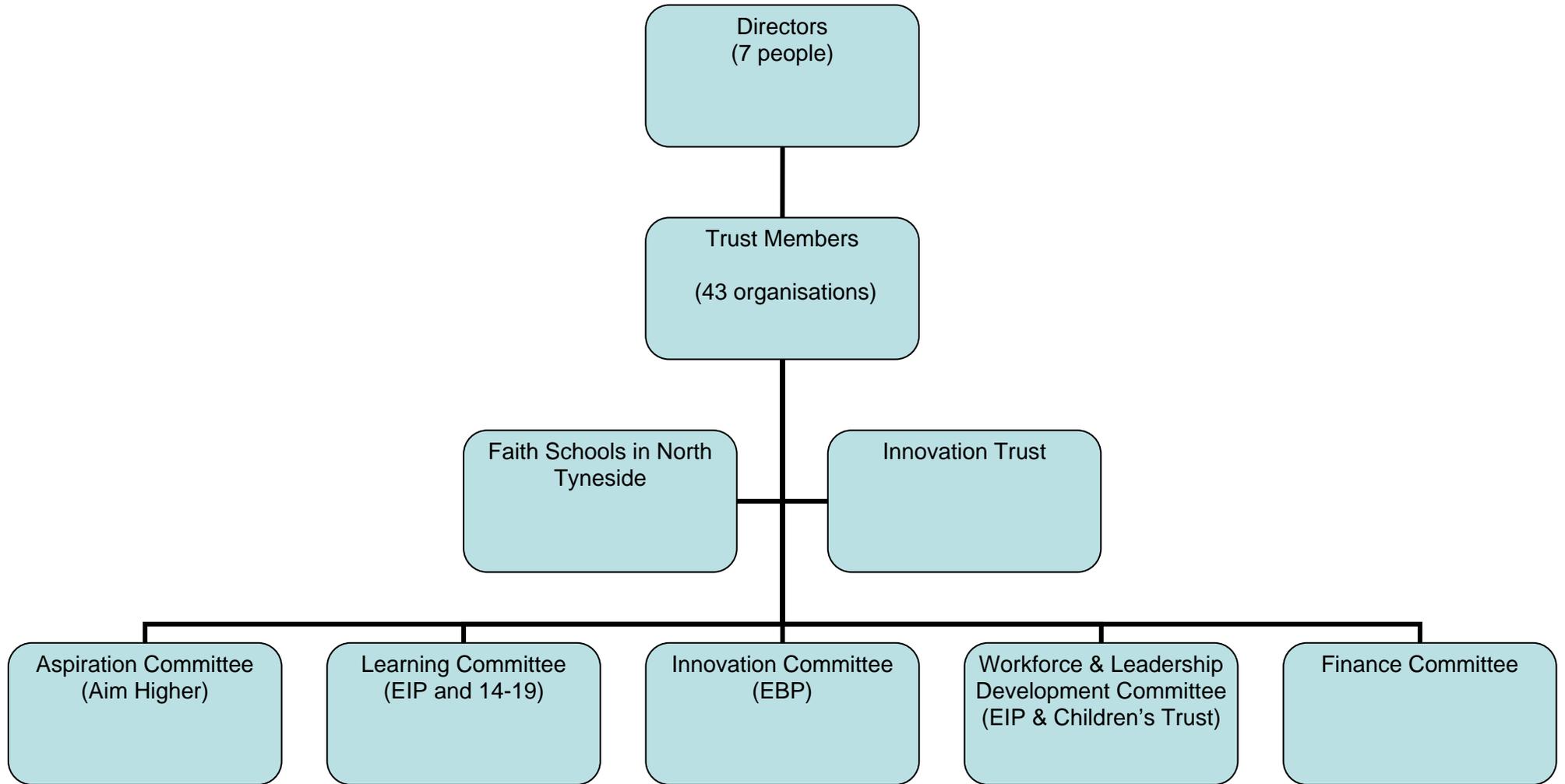


Relationship between schools and the NTLT (Based on current membership)



Appendix C

North Tyneside Learning Trust – Example of a *Possible* Operational Structure



These committees are for illustrative purposes only – the Trustees will set the actual operational structure in agreement with Trust Members