



Parent Consultation Evening Kidmore End CE Primary

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What is an academy?

- An academy is an independent state school funded by the DfE but outside the control of a local authority.
- Once converted, academies are run by a trust, which is a charitable company limited by guarantee.
- Limited freedoms are given to academies to change the way the school is run.
- Schools retain their faith character as part of the conversion process



Who makes the decision?

- The decision rests with the governing body.
- Governing body should consult parents & other stakeholders before reaching final decision.
- The time-line?
- Due- diligence?



Oxford Diocesan School Trust

- ODST is a multi academy trust, set up by the Oxford Diocese.
- It currently has 21 schools.
- All the academies in ODST are governed by a single board of Trustees at a strategic level.
- The Trustees are accountable to the Secretary of State for the performance of the academies within the trust.
- Local governing bodies in each of its academies, have delegated powers and functions.

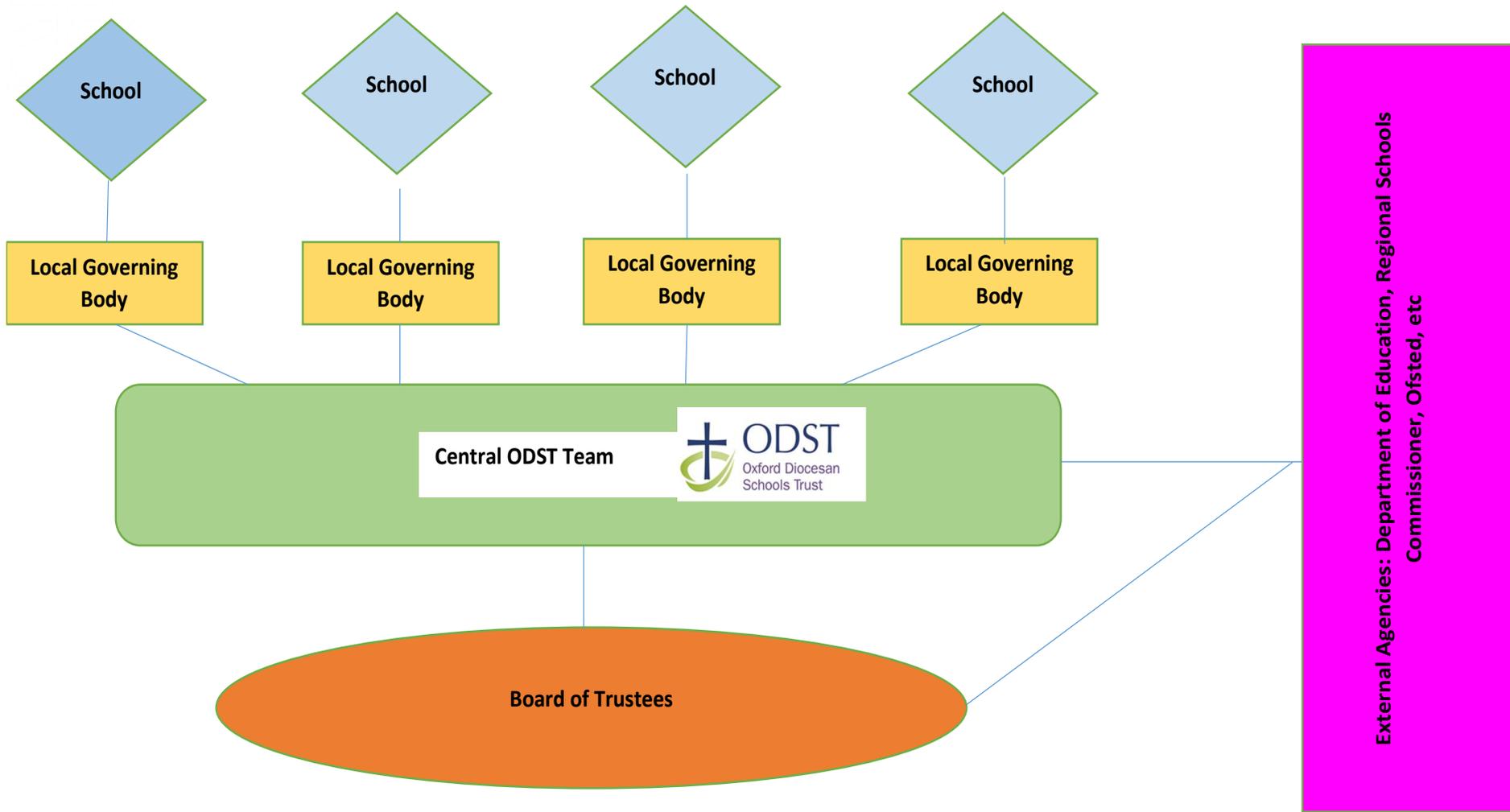


Oxford Diocesan School Trust

At the heart of our vision for the schools in ODST is a belief in educational excellence

- *We are called to serve our pupils, staff, parents and their local community by providing academies with the highest levels of academic rigour and pastoral care.*
- *We are committed to sustaining high quality schools and supporting schools in need of specific improvement.*
- *Our schools teach a broad & balanced curriculum within national guidelines.*
- *Whilst underpinned by Christian values, these are not imposed: e.g. admissions policies are open*





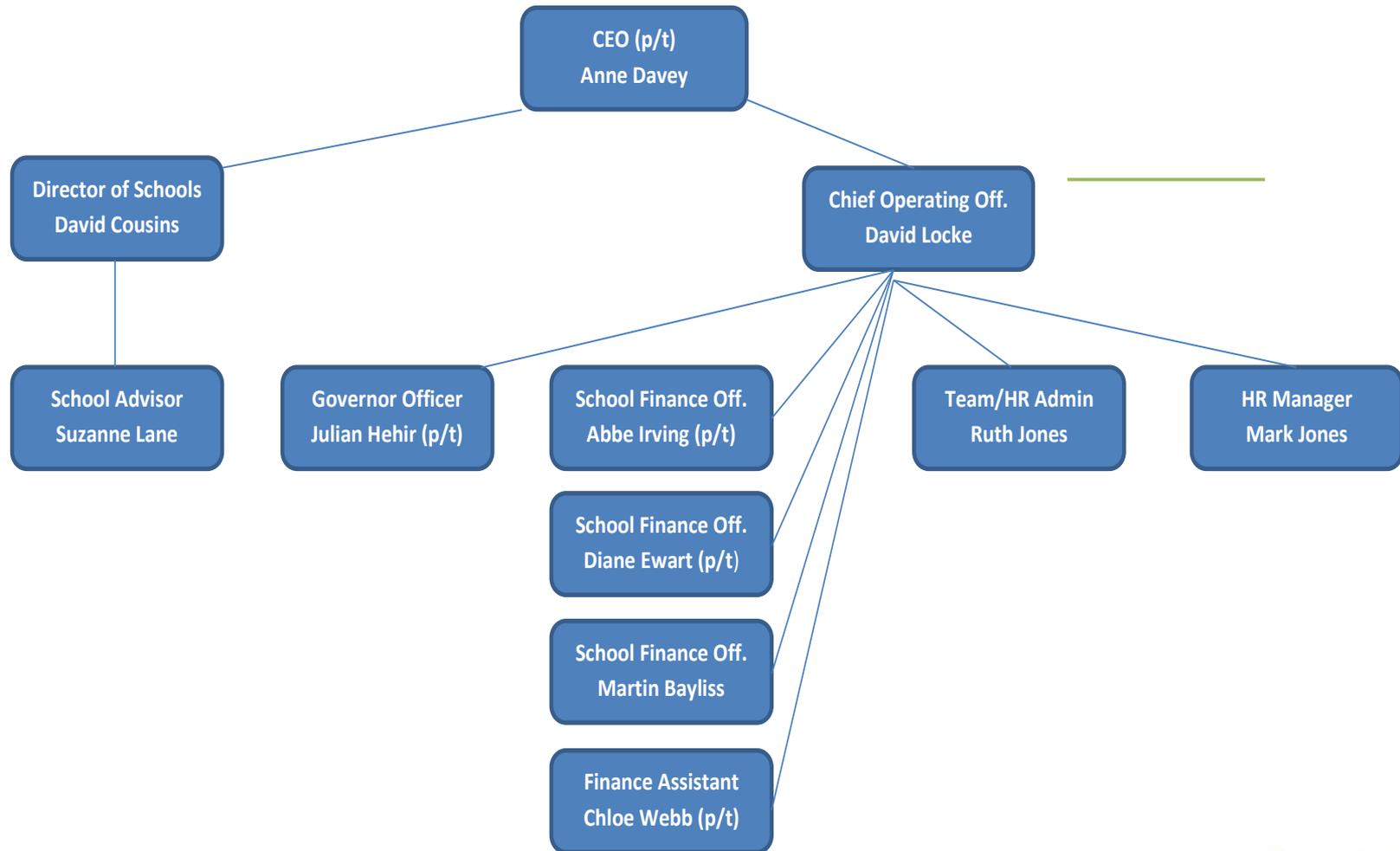
Local Governing Body

Whilst ODST Trustees have overall responsibility for the work of the Trust, locally appointed Governors have delegated powers to.....

- Oversee the day-to-day operation of the school
- Manage the school's budget and resources
- Hold leaders to account for the achievement of pupils
- Deal with the management and organisation of the school
- Create and monitor the development plan for their school
- Implement Trust policies
- Retain their local distinctiveness



ODST Organisational Structure



Our Schools

2012

The John Henry Newman Academy (Littlemore)

2013

Grove CE Primary, The Hendreds CE Primary

2014

St Christopher's CE Primary (Cowley), Wheatley CE Primary, St Peter's CE Middle (Old Windsor), Burchetts Green Infant, St Luke's Primary (Maidenhead)

2015

St Christopher's Primary (Langford), St Peter's Infant (Alvescot), The Blake CE Primary (Witney), North Leigh CE Primary, Bampton CE Primary, Burford Primary, The Batt CE Primary (Witney), St Mary's Infant (Witney)

2016

Brize Norton Primary, Holyport CE Primary (Maidenhead)

2017

Dr South's CE Primary (Islip), Tackley CE Primary, Datchet St Mary's CE Primary, Leafield CE Primary



Support for your school

ODST central services will support headteachers and governors in:

- School Improvement
- Finance
- Human Resources
- Governance
- Admissions
- Buildings



School Improvement

- A series of co-ordinated visits through the year
- Rigorous support and challenge
- High quality CPD
- Networking to inspire a family of self-improving schools
- Inspection and other support
- Clear systems of accountability at all levels of the school and academy trust



Finance

- Central budget support – on site and telephone finance team
- Common budget software
- Shared procurement
- Contingency processes
- Regular meetings for finance officers and business managers.



HR

- Clear terms and conditions which respect national and local agreements
- Same day support for managing people matters
- Guidance on recruitment, structures and roles etc.
- Guidance on process (maternity leave, absence etc.)
- Payroll and pensions support/ administration
- Central support for a range of policies



Governor services

The ODST model:

- provides a central Governor Services Officer
- offers a range of services and central support for chairs and clerks
- provides mentoring and support for new governors and clerks
- offers regular high quality governor training & support, which can include bespoke whole governing body training
- offers leadership briefings for chairs, heads and clerks professional support



Additional services

■ Admissions: Co-ordination arrangements stay with LA but Academy remains the admission authority and will need:

- Admission policy guidance
- Statutory deadline guidance
- Regular training sessions
- Updates for Heads and Governors
- Support for appeals

■ Buildings:

- Experience in managing capital works – ODST now receives annual SCA (capital fund)
- Full condition survey and prioritised premises plan
- Facilities maintenance contractors options



The benefits of becoming an academy with ODST?

- School improvement support
- Primary level expertise
- Links with network of similar schools in the Trust (enhancing those in local partnerships)
- Links with the wider Diocesan Education team and partner organisations





Questions?



Questions and answers from the meeting.

How will finances be scrutinised?

As now, the school will run its own budget, but will submit monthly returns to ODST for monitoring.

Payroll is administered centrally.

What will happen to any surplus in the budget at the end of each year?

This remains with the school and is carried forward, and there is no clawback. The Trust may ask questions if there is a large surplus and no clear reason identified for having one.

Can we/the school see the Trust's finances?

Yes, they are subject to audit and are available online.

How is capital funding allocated?

As currently, each school will have a small capital allocation (devolved formula capital). The trust then has capital funds which it will allocate, and schools can bid for funding for larger projects. A full condition survey will be carried out prior to conversion.

What will happen to the free bus service?

There will be no change to the current arrangement.

Will the music programmes continue?

We will have access to the Oxfordshire Music Service as long as this traded service exists and we choose to invest our school budget in this area. We continue to be committed to music teaching.

Who inspects ODST and can the trust be replaced?

Multi-academy trusts have their own inspections by Ofsted. The trust could in theory be replaced, but it is more complex for a church school to be placed with a different sponsor.

Was there any choice in which academy trust?

Yes – there are ‘mixed MATs’ with both church and community schools – but arrangements are complex and we felt strongly that we wanted to maintain our strong affiliation with the church and focus on teaching, learning and school improvement, which is the key focus of ODST.

Does the intake of pupils differ after conversion?

No, catchment areas remain as they are and our admissions policy can still be determined locally.

Who are the trustees?

Chair is Kathy Winrow, very experienced school leader, other trustees from a wide range of backgrounds. Find out more at

<http://www.odst.org.uk/odst-directors>

Do you get involved in provision for SEND?

No, both special education needs and safeguarding stay with the Local Authority as statutory duties.

Will supplier arrangements transfer across and does the Trust have any 'buying power'?

The trust has in place agreements for a range of areas such as energy use, staff insurances etc. As a VA school we already source our own suppliers/contractors in a wide range of areas and the Diocese already support this by recommending trusted contractors.

What is the top-slice paid to the Trust? Will the school be better or worse off?

The top slice is the same as currently to the LA – 5%. Conversion is financially neutral, and there is a grant to cover costs specific to conversion. Given government funding restrictions, it is unlikely that any school will be financially better off in the coming years.

Is there a strategy for growth of the trust to ensure the personal touch remains?

There is a strategy, with a new trust planned for Bucks/Milton Keynes. It is envisaged ODST will grow to about 40, but over a period of time. A model of working in localised 'hubs' is also developing.

How much flexibility will Kidmore End have over their curriculum?

There is plenty of autonomy, although analysis of pupil progress information across the trust will also ensure challenge and support where needed.

Is there any change in the Governing Board?

The local governing body remains in place – governors will be nominated by PCCs and then appointed by the Diocesan Board of Education.

How will the trust help us to recruit and retain the best teachers?

Terms and conditions for staff remain the same, in line with national agreements. There are opportunities for continuing professional development and where appropriate there may be opportunities available in other schools.

What's in in for our school?

ODST has a mission to treat children as individuals, and to serve them by delivering the best education possible, including academic, social and creative development.

What is the timeline for conversion?

Application form already submitted to DfE and permission granted from both PCCs. Once academy order is through from DfE then due diligence checks should take us up to either July or early in the new academic year.