

Springfield Junior School

Kitchener Road, Ipswich, Suffolk IP1 4DT

Telephone: (01473) 741300 Fax: (01473) 747485

E-mail: ad.springfield.j@talk21.com

Headteacher: M. Lynch BSc



Monday, September 24th 2018

Dear parent or carer,

CONSULTATION ON PROPOSAL TO ESTABLISH THE CHILDREN'S ENDEAVOUR TRUST AND TO CONVERT THE SCHOOL TO ACADEMY STATUS

The school Governing Body has been considering carefully the future strategy for Springfield Junior School given the wider Government policy on education and the running of schools.

Our school is performing well with a current Ofsted judgement of 'Outstanding.' However, we recognise that sustaining and improving school performance will be challenging in the current educational landscape.

The Governing Body has, after detailed investigation, come to the view that a long-term school-to-school partnership between Springfield Junior School and Broke Hall Community Primary is the best way forward. The Governing Body is therefore proposing that the two schools convert to academy status and establish a multi academy trust to be called the Children's Endeavour Trust.

Governors want to consult with parents, carers, staff and the wider school community on this proposal so that we understand your views. The consultation will run from Monday, September 24th until Friday, October 19th. Attached is a consultation document explaining the proposal in more detail.

As part of the consultation we would like to parents and carers to attend one of the meetings below. The Chair of Governors, Renée Wright, the Headteacher, Michael Lynch, Governors and colleagues from the other school will make a brief presentation before giving you the chance to ask questions about what the proposal will mean for the school.

8th October 2pm or 10th October 6.30pm

After the consultation meetings have been held the Governing Body will conduct a survey of parents, carer and staff to understand your views on the proposal.

The Governing Bodies of the two schools will then meet on Tuesday, October 30th to consider a report on the consultation and decide whether to proceed with the proposal.

Yours sincerely,

Renée Wright
Chair of Governors

Children's Endeavour Trust

A PROPOSAL TO ESTABLISH A NEW MULTI ACADEMY TRUST

CONSULTATION DOCUMENT

September 2018



Children's Endeavour Trust

The Proposal

The Governing Bodies of two primary schools, **Broke Hall Primary School** and **Springfield Junior School** have been investigating the benefits of forming a multi-academy trust together, given current Government policy on education and the running of schools:

Each school is already successful in its own right, playing an important role within the communities they serve, with a distinctive ethos and individual approach. However, in an increasingly challenging educational landscape the Governing Bodies recognise that a new approach is needed to sustain and improve school performance and achieve better outcomes for pupils.

The proposed **Children's Endeavour Trust** would be a new partnership that would strengthen and sustain the quality of education each school is able to offer their pupils through greater collaboration and joint working between member schools.

The proposed multi academy trust would be established in January 2019 by the two schools and each school would each convert to academy status.

The Member Schools

Springfield Junior School

Springfield has a special atmosphere you can feel as soon as you walk through the door. Friendly, enthusiastic, warm and welcoming. The children work with a sense of purpose and a real interest in their studies. This is no doubt due to our well-qualified and hard-working staff who aim to do everything possible to help each child in all areas of the curriculum.

Broke Hall Primary School

Broke Hall is a large, happy, vibrant school where everyone is cared for and made to feel secure. We strongly believe that education should be fun and children enjoy their learning. Staff are committed to delivering the highest standards of teaching and learning whilst maintaining a strong pastoral ethos. Children are valued as individuals and encouraged to participate in a range of activities enabling them to develop skills and attitudes, which equip them for life.

	Broke Hall Primary School	Springfield Junior School
<i>Age Range</i>	3-11 years	7-11 years
<i>No. of pupils</i>	672	350
<i>Headteacher</i>	Mrs Jenny Barr	Mr Michael Lynch
<i>No. of staff</i>	106	54
<i>Most recent Ofsted report</i>	February 2018 Good	October 2014 Outstanding

The History of Partnership

The two schools have a long and successful history of working together through the Springfield Teaching School Alliance. The teaching school is nationally approved provider of training to teachers and teaching staff from Newly Qualified Teachers (NQTs) in their first job through to experienced teachers seeking to become school leaders or specialist teachers in subjects such as Maths and Literacy.

The Headteachers and other school leaders have also provided support to other schools seeking to raise their standards or achieve even higher school performance and pupil outcomes. The proposed CEO is a nationally recognised leader in developing effective strategies to support pupils eligible for Pupil Premium. (These might include children from disadvantaged backgrounds or who are in care).

The two schools benefit from this outreach because the staff that go out to support and advise others become better leaders and teachers through the experience of discussing, sharing and developing best

practice. It also enables the schools to retain the best staff because of these career development opportunities.

The Educational Landscape

It is government policy that schools should become academies and currently there are nearly 7,500 academies, the majority of which chose to convert to academy status. Around 27% of primary phase schools have become academies while 72% of secondary schools are academy status (Source: DfE schools census Jan 2018). A key part of the academy policy is that schools should work in partnership with other schools through multi academy trusts rather than be on their own

One consequence of Government policy is that there is less money centrally for education, which in turn means less resources to support better performing schools such as Springfield and Broke Hall. These changes in policy also mean that in some cases, services provided to schools for free now have to be charged for to make them financially viable. So, schools are having to spend much more time and work harder to commission value for money, quality services.

School funding has not kept pace with the cost increases that schools are facing such as increase in National Insurance contributions or the Apprenticeship levy.

Overall, it is getting harder and harder for single schools to continue to offer an excellent quality of provision and retain the very best staff while balancing their budget.

The Benefits of the Children's Endeavour Trust

The Children's Endeavour Trust would provide a range of important benefits for its member schools through greater collaboration and joint working between Headteachers, senior leaders, staff and governors, including to:

- Protect and develop each school's unique ethos, values and culture,
- Share and develop excellent practice in teaching and learning,
- Broaden and deepen the curriculum offered by each school,
- Enhance the professional development of teaching and support staff,
- Increase the range of learning and enrichment activities for pupils,
- Enhance the provision for pupils with additional needs,
- Help retain and attract the most capable staff,
- Increase mutual accountability, challenge and support for Governors and Headteachers,
- Secure financial efficiencies through coordinated resource planning and joint commissioning of services, and
- Respond to changes in Government policy proactively and efficiently.

Trust Vision and Values

Our aim is to create a multi academy trust that will harness the professional strengths within our schools to provide sustainable improvement in the standards and effectiveness of teaching and learning for pupils of all abilities.

As a sponsor multi academy trust, we shall share our professional strengths in partnership with the DfE Regional Schools Commissioner and the Local Authority, thus growing to ensure long term stability.

Trust governance, leadership and management

The Trust would be governed by a single board of trustees including existing governors from the founding schools. The trustees would have the range of important knowledge, skills and expertise needed to oversee an organisation of 1,000+ pupils, 160 staff and nearly £5m of public funding.

Each school would continue to have a Local Governing Body responsible for giving the school a clear vision, ethos and strategic direction, holding the headteacher to account for the educational performance of the school and its pupils, and overseeing the financial performance of the school to make sure money is well spent. Governors and Headteachers would continue to decide how their school is run with the vast majority of decisions still made locally.

The trust would have overall accountability to the Department for Education (DfE) but each school would be subject to individual Ofsted inspection.

As required by the Department for Education, the Trustees will appoint a CEO, a DfE requirement to lead the leadership group with specific responsibility for overseeing the trust's legal, financial, governance and HR functions.

Each Headteacher would continue to be responsible for running their school but would form, with the CEO, a leadership group responsible for developing and implementing trust plans for school-to-school support and collaboration.

The funding would still be calculated and allocated on a school-by-school basis. The schools would contribute to the central costs of running the trust, which would be kept as low as feasible. The Trust's finances would be subject to close scrutiny by the DfE's Education Funding Agency and independently audited accounts would be published. The Trust would be the employer of staff in all schools.

School management and operation

In each school, pupils would continue to be taught by the same teachers in the same classrooms, wearing the same uniform. Over time pupils would notice changes in the way they learn and be able to access a wider range of opportunities, as the schools develop trust-wide initiatives to enhance teaching, learning and the curriculum.

The names and identities of the school would remain the same and schools would retain control over the admissions policies and processes, which will continue to be compliant with the national admissions code.

All staff would continue to work in their current schools with the same responsibilities and terms and conditions as now. There would be opportunities for some staff to take on wider responsibilities across schools to enable the trust to function effectively and efficiently. Staff would also have access to enhanced professional development. There are no plans to make any posts redundant as a result of the Trust being established.

Next steps

The aim is for the Children's Endeavour Trust to be established on January 1st 2019.

The first step is for each of the two founding schools to consult with their school communities on the proposal. This coordinated consultation will run from Monday, September 24th until Friday, October 19th and will include meetings when parents, carers and staff will be able to hear more about the proposal and ask questions. There will be survey of staff, parents and carers to understand stakeholder views on the proposal.

Audience	Time & Date
Staff of both Broke Hall Primary School & Springfield Junior School	4.15pm on Monday, October 8 th at SJS
Broke Hall Primary School parents & carers	6.30pm on Monday, October 8 th at BHPS 2.00pm on Wednesday, October 10 th at BHPS
Springfield Junior School parents & carers	2.00pm on Monday, October 8 th at SJS 6.30pm on Wednesday, October 10 th at SJS

The Governing Bodies of the two schools will then meet on Tuesday, October 30th to consider a report on the consultation and decide whether to proceed with the proposal. Then, subject to completion of legal tasks such as completing the agreements with the Secretary of State, the Trust would be established and the schools would convert on January 1st 2019. The transition would be carefully managed to ensure day-to-day running of the schools is not affected.

Parents, carers, staff, pupils and the wider community of each school will be kept fully informed.