

Rationale For Creating and Converting to a Multi Academy Trust

Since April 2021, the collection of schools previously named as Kingsmead and Newton's Walk have developed through significant changes to support the needs of Derby City.

These changes have included;

- The re-organisation of the DFE numbers for Bridge Street School and Castle School
- The re-branding and naming of the schools creating three distinct schools with similar, but individual, identities.
- The creation of additional procured provision
 - o Darley Barn – for Outdoor Education and pursuits
 - o Construction
- The creation of extra classrooms
 - o Bridge Street School
 - o Castle School
- Developments of additional avenues of provision
 - o SEND placements at Castle
 - o KS2 & KS5 at Kingsmead School
 - o Complex Placements
 - o SEMH Advisor

All of these developments have been in collaboration with Derby City Council, planned and designed to;

- Create extra and effective capacity;
- Avoid additional cost for the local authority and therefore additional pressure on the DSG (Dedicated School Grant).
- Develop the identity and individual nature of our schools for students and families;

We are continuing to explore opportunities to provide education for KS2 and KS5 children because the demand for SEMH placements in the city far outweighs current capacity. The above developments and expansion have led to rapid pupil number growth (with a growth at Bridge Street School of 100% in this area since June 2023) and leadership changes across our schools and provisions. Although this has been challenging it has been effectively managed. This success has been tested, most recently by Ofsted in March 2023, when our Castle School was inspected.

Considering the current context of the education system and the scope of our work currently as a collaboration, the governing body of Kingsmead School and Management Committees of Bridge Street School and Castle School are seeking the views of its stakeholders to form its own Multi Academy Trust, The Respect Collaboration Trust.

The Respect Collaboration Trust, will support the city of Derby, and we will also have the scope to work with neighbouring and other authorities. We propose that the Trust will commence with 3 schools and Junction 16 but believe that other schools may want to join the Trust in the future. We look forward to working with partnerships and schools within the city and surrounding areas in a more formalised way.

In creating *our* Trust, we will retain both our identity and values. *We Never Give Up!*

We believe that the Respect Collaboration is already an established and strong organisation of Schools and Provisions across Derby City. One that is trusted by its partners, and the development of The Respect Collaboration Trust means we can solidify our tight-knit community and support others

in a more formal way, whether they be like minded schools or who those who want to join our Collaboration to become more aligned with our ethos, Vision and Values. Additionally there are similar schools in our communities with specialisms and expertise which could support the growth and development of services in our education sector to improve the experience and outcomes for pupils.

Across the city we have a proven track record of being experts in school improvement especially when considering challenging behaviour and mental health yet at the same time ensuring a positive experience and outstanding outcomes for the children who attend our establishments.

The creation of The Respect Collaboration Trust, allows us to retain our neutral stance, providing statutory functions across Derby City for Derby City children, yet at the same time ensuring we can broaden our offer to children further afield. We intend to build our trust by expanding on our very strong relationships with current and new partners.

Over the next 4 weeks we will seek the views of stakeholders across our organisation. The table below examines who we will meet and when.

Date	Event	Who is involved	Documentation Required
1 st October	Share Consultation Paper	Mike	Consultation Paper
2 nd October	School Union Meeting	Mike, Emmet, Rachel	Consultation Paper
3 rd October 3pm	Full Staff Meeting- Wisgreaves	Senior Leaders	Consultation Paper Presentation
8 th October	Local Secretary Union Meeting- Victoria Way	Mike, Emmet, Helen & Rachel	Consultation Paper
17 th October 5.00pm	Parent Consultation Meeting	Senior Leaders	Presentation
14-18 th October	Pupil Voice Activity: Castle Pupil Voice Activity: Bridge Street Pupil Voice Activity: Kingsmead	School Teams	Questions
7 th Oct-5 th November	Individual Stakeholder Appointments	Senior Leaders	Consultation Paper
6 th November	Consultation Closes		
7 th - 14 th November	Consultation Responses Collation	Senior Leaders	Written Response
18 th November	Governing Body Meeting	Mike and Sharon	Consultation Responses

All stakeholders, including Parents, members of our local communities, Headteachers, CEO's (and other trust leaders), Providers and Contractors are able to provide their views through response form below.

If you wish to meet with an Executive Leader from the Respect Collaboration of School to discuss the proposal further, contact r.brewer@respectschools.co.uk

Attached to this proposal document are a number of FAQ's which may support your consultation response.

Frequently Asked Questions

Has the decision to convert to an Academy already been made?

No! Until the consultation has been completed and everyone's views have been obtained a decision will not be made. The governing body have to weigh up the pros and cons of academy conversion.

Will the Schools change its names?

No, we believe that the schools should retain their original names, and there is no plans to change any schools names.

Will headteachers become principals?

No, headteachers will remain as headteachers

Will we have different uniform?

No, our operating procedures will remain the same. We intend retain the identities of our schools.

Will your admissions arrangements change?

No our arrangements will remain the same, for our current three schools they will be closely linked with the local authority

What is the position of the Local Authority?

Derby City Council have been very supportive with our discussions

What impact will becoming an academy have on my child?

Limited, we hope to have more creative freedoms and further enhance experience and opportunities for the young people who attend our schools

Will the schools have more places?

Currently we are consulting on expanding our PAN, this is not affected by this decisions. Over time we plan to work with other trusts to further grow provision across Derby and wider afield.

Will your pay change?

No, there are no planned changes to any staff pay.

Will becoming an academy trust impact on my pension?

No, there will be no impact on your pension

Will my contracted terms and conditions change?

No, there are no intended changes to terms and conditions.

Will the times of the day and term dates change?

No, they will broadly stay in line with local authority term dates and there are no plans to amend the school day.

How do you plan to work with other schools, trusts and local authorities?

We know we have been successful in developing a incredibly talented group of staff. We want to support other schools and trusts to better meet the needs of children in mainstream schools in a collaborative way. Additionally, we will continue to provide our outreach services and intend to expand these.

Will Ofsted inspections continue?

The position is the same whether schools are Academies or not

Will anyone be made redundant or is there opportunity for voluntary redundancies?

No

Would there be any changes to the admissions policy/criteria?

Schools will still be obliged to adhere to the SEND Code of Practice and the Admissions Code and any changes would have to comply. The LA administers this and would still have overall authority to ensure schools are complying with the Code.

Is there a long transition period to take up Academy status?

DfE will say three months, but the expected time is 4-5 months particularly if there are complex land issues to be resolved.

Who employs the staff in an Academy?

The Academy itself and not the Local Authority is the employer. It does give staff in school the opportunity to have direct discussions with their employer rather than, as can be perceived, a faceless Local Authority department.

What about future funding – will there be a difference for different types of schools?

At the present time the future funding of schools is still being finalised. Government has repeatedly said that there is no additional money for Academies; it is just that the school decides how to spend the money it is allocated. Funding is likely to be very tight over the next few years whether being LA maintained or an academy

CONSULTATION RESPONSE FORM

We are very interested in your views and comments on this proposal. Please use this form to let us have your views. (Please use extra sheets if you wish).

Do you support the proposal for Respect Collaboration of Schools to create a Multi Academy Trust, Respect Collaboration Trust?

I support the proposal.

I'm undecided about the proposal.

I don't support the proposal.

Please give us any comments here

Date.....

Status.....

(For example, a parent, governor, school, agency, other)

Please return your completed form to: The Senior Administrator, Unit 16, Victoria Way, Pride Park, Derby. DE24 8AN or admin@respectschools.co.uk

All responses will be treated confidentially.

The closing date for getting your views and comments in is: Monday 14TH October 2024.