

Summary of the Proposal for new Multi-Academy Trust in Blackburn and Conversion of BCHS and Crosshill to Academy Status

Member Schools

Blackburn Central High School Crosshill School

Communication Address

Blackburn Central High School with Crosshill

Haslingden Road • Blackburn • BB2 3HJ

Our proposal

From Wednesday 14th November 2018 to Friday 14th December 2018 we consulted on the proposal for both Blackburn Central High School and Crosshill School to convert from Foundation Trust Schools to academy status and to form a Multi-Academy Trust. The proposed conversion date is 1st of April 2019. The proposed name of the new MAT is Champion Education Trust.

The consultation

Both schools carried out a public consultation which started on Wednesday 14th November 2018 and ended on Friday 14th December 2018.

The consultation was a comprehensive, open and transparent process and consisted of:

- A joint consultation meeting on the proposal for staff on Wednesday 14th November 2018
- A consultation document that was distributed to key stakeholders (parents, students, staff, local college and post 16 providers, LA secondary schools, primary feeder schools, AP and PRU provision, Governors and Trustees, medical and social care professionals, BwD Local Authority)
- Access to the consultation document and optional response via Survey Monkey through both school website
- Parents sent text and included in weekly newsletter to inform them of consultation period
- Documentation shared on both school's websites
- A newspaper article via a local daily newspaper regarding the two schools proposal to form a MAT
- Staff meeting held for both schools
- Met students in the junior leadership team at BCHS
- Assemblies with years 7 – 10 in BCHS
- The school also held a public consultation meeting and invited students, parents, stakeholders and members of local communities to come along ask questions and share their thoughts on the proposal. This was held on 26th November 2018 within the school.
- Prompts via social media platforms to remind stakeholders of opportunity to consult

Respondents were also given the opportunity to add any comments in respect of the proposals.

Please see Appendix A for a full timeline

Summary of responses

Number of responses received – 72

Based on the information given by respondents:

- 15% were parents
- 40% were staff members
- 38% were students
- 1% were Local Schools
- 6% were other school community stakeholders

Please see Appendix B for a breakdown of responses.

Responding to feedback

We are grateful for the feedback on our proposal. The outcome was the 76% of all respondents either supported, strongly supported or did not oppose to the proposal to form a Multi Academy Trust.

Written comments

Of the 72 responses 28% (20) added a comment;

60% (12) were positive comments

7% (5) were negative. One of these respondents was from a member of the public who raised a number of queries. We are currently taking appropriate advice on this correspondence and will share our response with Governors asap

15% (3) were neither positive or negative

Questions to address

Set out below are the key questions raised and concerns which emerged from the consultation. These have been considered by us and our responses are below.

1. Eid?

Answer *It is assumed this means will we still incorporate Eid into the holiday pattern where possible and the answer is Yes*

2. Yes, so long as staff contracts remain the same

Answer *Staff terms and conditions and contracts of employment would remain the same and follow the burgandy/green books*

3. Will staff have to TUPE to the academy trust?

Answer *Yes and this will be conducted by our HR consultant Claire Williams from Capita*

4. If someone is employed to a specific school do they have to work across schools?

Answer *No a member of staff employed by a school will not have to work across schools. If a role is needed to work across schools this will be part of the job description and contract of employment.*

5. What other schools will join the Trust?

Answer *It is intended that other schools will join the Trust as yet we don't have any names. Any school wanting to join the Trust would need to believe in the vision and mission of the Trust. The school could be from any phase and or specialism. The aim is to build a family of schools who will work together and share their expertise to give vulnerable students the very best provision.*

6. Can the frequently asked questions and answers be shared?

Answer *Yes these will be shared on our website and in the consultation report*

See Appendix C for key themes from feedback.

Our conclusion

The number of and range of type of respondent indicates that our consultation reached a wide range of stakeholders.

The majority of responses voted in agreement of the proposal to form a multi academy status.

It is also pleasing to note the number of positive responses which outnumber the negative responses

Summary and next steps

This report will be sent to the Department for Education and shared with all stakeholders.

The final decision on conversion to academy status will be made by each governing body prior to the funding agreement being signed.

Appendix A

Timeline – MAT conversion

2nd March 2016 – meeting of a working party with members of BCHS and Crosshill governing bodies and representative from EBLCT

Three options for the future of the schools discussed – continue the foundation trust in its current form, extend the existing trust encompassing a wider vision, consider academy status with by joining or forming a MAT.

Action – to speak to future potential future partners and schools and draft a vision

22nd March 2016 - meeting of a working party with members of BCHS and Crosshill governing bodies and representative from EBLCT

Discussions of visits to existing collaborations and details of individual local schools that the Headteacher had had discussions with.

Action – meet with local schools on 8th April 2016.

8th April 2016 – meeting at BCHS with representatives from BCHS and Crosshill governing bodies and EBLCT

Presentation by Jamie Otter on MATs, discussions held on collaborative working. Primary school informal partnership set up.

30th June 2016 – Meeting of EBLCT

EBLCT updated on primary meeting.

Action – to discuss future strategy once EBLCT formalities completed

27th October 2016 - Meeting of EBLCT

Received updates on primary partnership work.

Action – to carry out an options appraisal for MAT conversion and report to governors of both schools.

15th December 2016 - Meeting of EBLCT

Discussions of options appraisal documents.

Action – Trustees to add to documents and bring to next meeting

9th February 2017 - Meeting of EBLCT

Feedback from options appraisals.

Decision: Unanimous resolution to agree in principle the forming of a new MAT and register initial interest with the DfE.

4th May 2017 – Meeting at BCHS with governors and representatives from local primary schools, BCHS and Crosshill governors and local authority
Proposal presented for BCHS and Crosshill to form a MAT.

May 2017

Both sets of governors formally resolved to start the process of becoming a Multi Academy Trust.

9th May 2017 - Meeting of EBLCT

Brainstorming of the future of both schools.
Resolved: that a new MAT be set up.

May 2017 – Applications submitted to DfE for academy status for both schools

April 2018 – Successful in winning the bid to open a new special free school in Blackpool

October 2018 – Academy orders received for both BCHS and Crosshill Schools

18th October 2018 – Champion Education Trust formally incorporated

13th November 2018 – First consultation meeting held with trade unions

14th November – 14th December 2018 – Full public consultation

7th January 2019 – Meeting held by BCHS governing body.

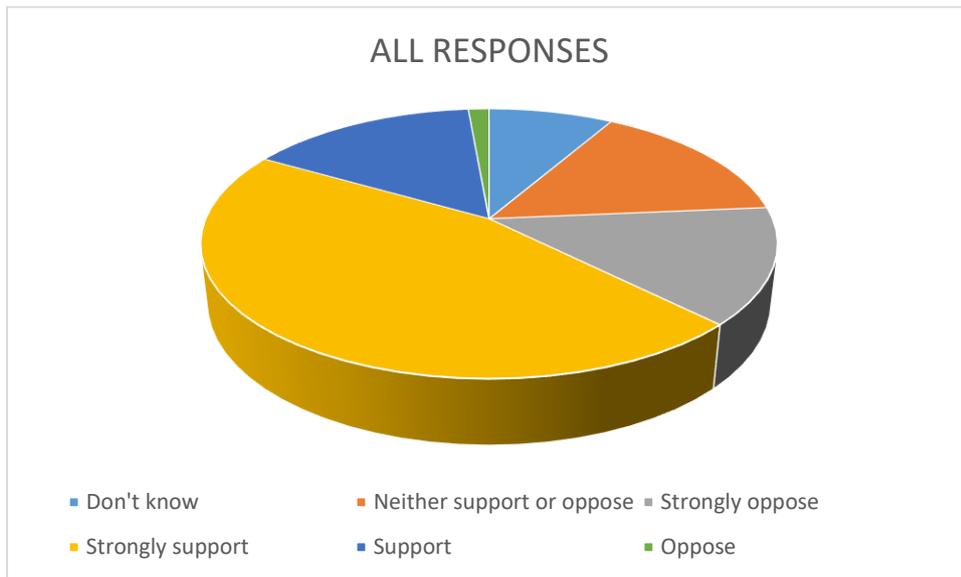
Unanimous resolution to approve to approve the consultation report and for BCHS to continue in its conversion to academy status.

7th January 2019 – Meeting held by Crosshill governing body.

Unanimous resolution to approve to approve the consultation report and for BCHS to continue in its conversion to academy status.

1st April 2019 – Target conversion date for BCHS and Crosshill Schools

Appendix B



Strongly support	46%
Support	15%
Neither support or oppose	15%
Oppose	1%
Strongly oppose	14%
Don't know	8%

Appendix C - Consultation Feedback

There was an option for responses to include a comment.

These are the key themes in the responses.

Positive

I support the creation of the MAT as long as my working T&C's dont significantly change.

It is better to do it now and have control about who makes up the multi academy than to be forced into an alliance that isn't suitable. We will have more control over the direction our schools are going which in turn will benefit our learners.

Staff development is very much needed.

Lovely idea to do this

I think this is a good idea because we can now get help and support from different schools

Can't wait as a student for our school to turn into an academy

As long as pay and conditions stay the same it sounds like a good opportunity

I feel this is a fantastic opportunity as long as staff pay isn't reduced

As long as employment terms and conditions remain the same

Your choice just make sure its fair on students

Negative

I do not agree with academisation in any form, especially a special school. Education is a service, not a business

Response:

It is agreed that education is a service, however we are obliged to operate by business means. Regardless of whether our funding comes through the LA or direct from government as an academy, it is subject to the National Funding Formula. This does not make us a business but we have to be accountable for public funding. In many way being an academy will make us more accountable with more checks and audit imposed. As a special school we work closely with Blackburn with Darwen and the partnership with them will remain vital.

Having been a parent governor and involved in discussions about MAT, I am not convinced this is in the best interests of BCHS. My concerns include funding and that BCHS will only be as good as the worst school within the trust. Of 62 Mats running mainstream secondary

schools examined by the Department for Education, 45% were found to be “performing significantly below average” in their pupils’ progress.

Response:

There will only be two schools in the trust initially, both of which are good schools. Therefore there is no concern about BCHS only being as good as the worst school, as they are both good schools.

The statistics shown do not differentiate between forced academies and schools that chose to convert.

I feel academies are only interested in finance and paying the superiors, I do feel the children will not benefit. Especially the children from this area that attend BCHS school.

Response:

The schools are committed to abiding by the burgundy/green books for staff pay and the MAT is committed to continue to abide by these.

Parents have not been properly informed of the consultation. I only found out because of a story in the paper, no letter came home about it or text message.

Response:

The consultation was widely publicised by text, letter, website, newsletter and newspaper article plus students were informed in assemblies. The fact that we have parental responses shows that all were consulted.