



Consultation on the question of whether Bright Tribe Trust (BTT) schools should join the Adventure Learning Academy Trust (ALAT) to form one single trust which will be known as the Adventure Learning Academy Trust

Introduction

The Bright Tribe Trust (BTT) is proposing to join the Adventure Learning Academy Trust to form one Trust which will be known as the Adventure Learning Academy Trust (ALAT). This proposed Trust would include the current ALAT schools which are Gulval Primary School, Tywardreath Primary School, Fowey River Academy, Liskeard Hillfort Primary School and Altarnun Primary School; and in addition, would include the current BTT schools of Alde Valley Academy, Colchester Academy, Cliff Lane Primary School, Castle Hill Infant and Junior Primary Schools and Werneth Primary School.

The Whitehaven Academy, Haltwhistle Lower and Upper Schools and Grindon Hall Schools will remain within BTT until they transfer to a new sponsor to avoid any additional disruption to operation of these schools. BTT will ensure that the education of pupils within these schools continues without disruption whilst they are still the responsibility of the Trust.

This document provides further information on the implications of the schools highlighted above joining as one Multi Academy Trust (often referred to as a MAT) and we would like to hear your views on this proposal.

Both the ALAT and BTT Trust boards believe that this proposal will help safeguard and the strengthen the improving standards currently provided in the majority of each of the schools involved, benefitting their current and future pupils and students and the contribution they make to their local and regional communities.

Once the Trust boards have received and considered your responses, they will each make a decision on whether or not to proceed with the application to the Education and Skills Funding Agency (the relevant government body) to establish the Adventure Learning Academy Trust as a single MAT.

Reasons for the move to one Adventure Learning Academy Trust

Creating one MAT structure and increasing capacity will enable the Trust and its schools to work together and pool resources and skills to ensure the best possible provision and education for pupils and students.

Specifically, the Trust board considers that the schools joining together as one MAT could:

- Maintain and further develop strong governance at the school level and central Trust level
- Provide greater opportunities for the schools to work together across a range of school activities
- Through its clear strategic vision and direction, help the schools to secure greater influence and support the delivery of outstanding adventure learning education

- Enable the schools together to create efficiencies in how we buy supplies
- Increase opportunities for career development and training for staff

How this will and will not affect the operation of each school

In summary, the transfer of BTT schools to ALAT will mean the following:

Forming the ALAT MAT will not change the:

- Curriculum, the school name, it's day to day operation, including day and term times, and the school uniform
- Admission arrangements
- Buildings
- Terms and conditions of employment for staff and
- Leadership structure

The key changes are to the governance of the schools.

- All schools will be part of the Adventure Learning Academy Trust MAT. Once the non-transferring schools are transferred to their new sponsors, BTT will cease to exist and this means that the current BTT Directors / Trustees will cease to act as such. ALAT will have one set of Members and Trustees.
- Funding will continue to come from central government via the Education and Skills Funding Agency (ESFA)

Key Information

How long is the consultation open for?

The consultation will open on May 1st 2018 and close on May 25th 2018

How do I make my views known?

There are several options open to you which are set out at the end of this document.

How do I find out more?

Please come to one of our consultation evenings on:

North – 17th May at Werneth Primary School, 2:30 – 3:15pm or 5:00 – 5:45pm, with Principal Conrad North and Anne-Marie Winter (BTT/ALAT Executive Manager)

East – 16th May, 5pm – 5.45pm at Colchester Academy / 7:30 – 8pm at Alde Valley Academy, with Mike Wilson (SE Regional Executive Principal) and Anne-Marie Winter (BTT/ALAT Executive Manager).

Further information will also be published on both the ALAT (www.alat.org.uk) and BTT (www.brighttribe.org.uk) websites.

How will the consultation impact on the board's decision and how do I respond?

The ALAT and BTT Trust boards will not decide on whether BTT schools should join the ALAT Trust until the consultation process has been completed.

If you wish to respond to the consultation, there are a number of options available. You can send comments by email to the BTT enquiries email address (enquiries@brighttribe.org.uk) with the subject line **'BTT and ALAT consultation'**, deliver written comments to respective school receptions marked **'BTT and ALAT consultation'** and/ or attend one of the consultation meetings.

Please respond by midnight on May 25th in order that the Trust boards will have the opportunity to take your responses into account when making their decision.

Frequently Asked Questions

What is a Multi Academy Trust (MAT)?

A MAT is where a group of academies are operated by a charitable Trust with a Trust board of Members and Trustees who act as the governing body for the academies.

Why join BTT with ALAT as one MAT?

Specifically, the Trust boards consider that joining together as one MAT could:

- Maintain and further develop strong governance at the school level and central Trust level
- Provide greater opportunities for the schools to work together across a range of school activities
- Through its clear strategic vision and direction, help the schools to secure greater influence and support the delivery of outstanding adventure learning education
- Enable the schools together to create efficiencies in how we buy supplies
- Increase opportunities for career development and training for staff

What would it mean for staff at each of the schools?

Each of the involved BTT school staff would transfer to the ALAT Trust under 'TUPE' regulations. These regulations mean that staff transfer on their existing terms and conditions. Pensions for staff would remain unaffected. When school originally converted to academy status, the staff transferred under these regulations.

Within the ALAT Trust, existing staff could choose to (but not be obliged to) work across the different schools with a view to raising standards, securing economies of scale, and increasing staff development with wider experience and enrichment opportunities.

Who receives funding for a school within a MAT?

Under a MAT structure, funding for each school would be received by ALAT and would be under control of the Trustees – this is the group of people who are responsible for the operation of ALAT, in much the same way as a governing body is responsible for the operation of a single school.

There will be no difference in the way that a BTT and an ALAT school is allocated funding from the current process.

How would admission arrangements work?

There is no proposal to change the current admissions arrangements for BTT schools joining the ALAT Trust or for existing schools within the ALAT Trust.

Each school would continue to be bound by and comply with the Schools Admissions Code and the School Admissions Appeal Code, and the respective Local Authorities Fair Access Protocol.

Would BTT schools uniform change?

No, there is no proposal for the uniform to change.

Would the school name remain the same?

Yes.

How would schools be governed within the ALAT Trust?

Any academy Trust is under the control of a board of Trustees, who are responsible for the way in which schools within the Trust operate. The board of Trustees of a MAT has the responsibility of running all of the schools operated by the MAT. They have certain obligations in relation to the financial position of the MAT and risk management.

The process will be no different to how BTT and ALAT schools are currently governed, apart from the board of Trustees acting as a single board of BTT and ALAT schools under an ALAT governance structure.

In practice, there will be no change because both ALAT and BTT currently have the same members and Trustees who represent and govern both Trusts.

What about the status quo?

The Trust boards find themselves in a strong position and are very proud of the success of the schools and all pupils and staff. However, the boards recognise the benefits of BTT and ALAT operating as a single Trust as highlighted above.

What are the legal steps required for BTT schools to join ALAT?

BTT and ALAT would need to:

- Submit a formal business case to the Education and Skills Funding Agency (ESFA) setting out details of the proposed transfer of the BTT schools to ALAT for approval by the Secretary of State;
- Transfer the assets, including land and operations of the BTT schools to ALAT.

Will there be any cost implications for either the BTT or ALAT schools?

The Trust will meet the legal costs of this process.

What about the Trust boards obligation under the Equality Act?

The Trust Boards are mindful of their duty to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relationships between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are: age, disability, gender re-assignment, pregnancy and maternity, race or belief, sex and sexual orientation.

If there is anything related to this that you would like to draw to the boards attention, please get in touch by emailing either the BTT enquiry email address (enquiries@brighttribe.org.uk) with the subject line '**BTT and ALAT consultation**', deliver written comments to school receptions marked '**BTT and ALAT consultation**' and/or attend one of the consultation meetings.

We look forward to hearing from you.