



# Proposal to expand Castleman Academy Trust through academy conversion/transfer of five schools

## Consultation meeting presentation

February 2020

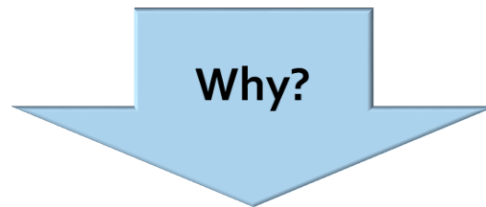


Ferndown  
Middle School



## What is the proposal ?

- Ferndown First, Middle & Upper Schools, Corfe Hills School and Parley First School join Broadstone First & Middle Schools as part of Castleman Academy Trust
- Joining schools convert to or transfer **academy status**.



- To enable the schools to continue to provide an **excellent education** and achieve **outstanding outcomes** for all our pupils.



- To control our own destiny.....in a fast changing educational landscape.

## Who is going to be in the proposed expanded Castleman Academy Trust?

Name	Age Range	Year Groups	Headteacher	Pupils
Broadstone First School	5-9	R, 1, 2, 3, 4	Mrs D Wilks	300
Broadstone Middle School	9-13	5, 6, 7, 8	Mrs D Wilks	514
Corfe Hills School	13-18	9, 10, 11, 12, 13	Mr P Keen	877
Ferndown First School	5-9	R, 1, 2, 3, 4	Mrs J Di-Pede	340
Ferndown Middle School	9-13	5, 6, 7, 8	Mrs G Allen	566
Ferndown Upper School	13-18	9, 10, 11, 12, 13	Mr P Jones	886
Parley First School	5-9	R, 1, 2, 3, 4	Mr J Bagwell	312
			Total	3,795

## What are the challenges all schools are facing?

**Retaining, develop and recruiting the very best staff.**

**Greater scrutiny of school performance and pupil outcomes**

**Meeting the wider needs of pupils and their families**

**Maintaining financial sustainability within the current funding policy.**

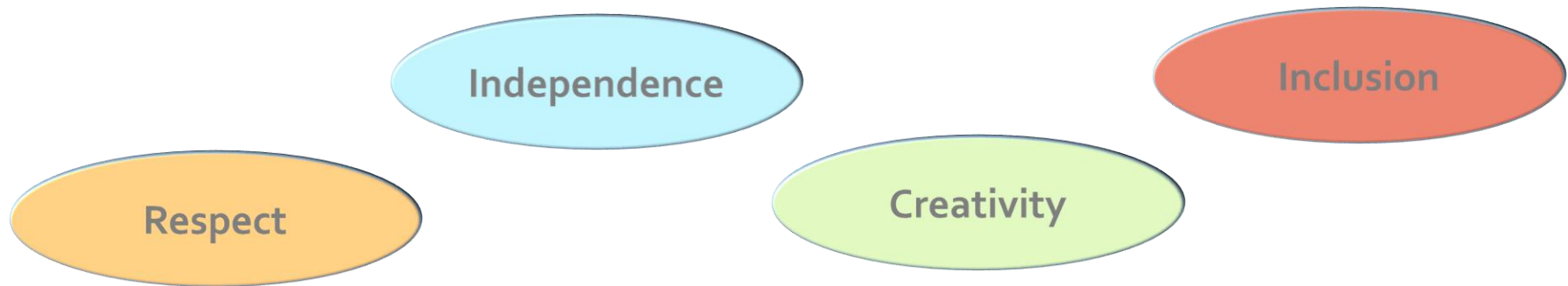
**Government policy that schools become academies**

## How was the proposal developed?



## What is the Castleman Academy Trust Mission?

- We will provide the highest quality, inspirational education and care that ensures every child in our local community reaches their potential, regardless of their background.
- Learning at Castleman Academy Trust will enable all young people to become
  - Successful learners who enjoy learning, make progress and achieve
  - Confident individuals who are able to live safe, healthy and fulfilling lives
  - Responsible citizens who make a positive contribution to society.
- Our school values reflect the values in our community that promote personal development, equality of opportunity, economic well being, a healthy and just democracy and a sustainable future.



## What are the Trust Principles?

- Children first, always
- We care deeply about our families
- All are welcome here
- We support and trust each other
- We have high expectations and high performance
- Great staff have lives outside school
- Our adults are learners too
- We have autonomy & freedom
- We see possibility and are optimistic



## How will our schools benefit?

Greater collaboration and joint working between Headteachers, senior leaders, staff and governors will offer a number of benefits.

Students & Pupils	Staff & Leadership	Leaders & Governors	School
<p><b>Enhanced...</b></p> <ul style="list-style-type: none"> <li>• Teaching and learning</li> <li>• Curriculum</li> <li>• SEND Provision</li> <li>• Extra-curricular opportunities</li> <li>• Access to resources</li> <li>• Pastoral Care</li> </ul>	<p><b>Better...</b></p> <ul style="list-style-type: none"> <li>• Professional development</li> <li>• Academic planning</li> <li>• Resource sharing</li> <li>• Career opportunities</li> <li>• Sharing practice</li> </ul>	<p><b>Greater...</b></p> <ul style="list-style-type: none"> <li>• Leadership support &amp; challenge</li> <li>• Leadership training</li> <li>• Governor training &amp; support</li> <li>• Operational management support</li> <li>• Focus on Teaching &amp; Learning</li> </ul>	<p><b>Effective and efficient...</b></p> <ul style="list-style-type: none"> <li>• Central services</li> <li>• Procurement and commissioning</li> <li>• Resource sharing</li> </ul>



## What have we had to think about?

Joining schools have been working with the founding schools to develop the principles, structures and ways of working of the expanded Trust:

- Vision, values and goals
- Governance structure
- Members & Trustees
- Leadership structure
- Delegation of authority to Governing Bodies
- Trust central costs and school contributions or "*Top slice*"
- Staff management and terms of employment
- Future membership

## How is the Trust governed & lead?

- **Headteacher** remains responsible for running their school day-to-day.
- **Local Governing Body (LGB)** continues to oversee their school.
- Headteachers of each school and CEO form the **Leadership Group**.
- **CEO** is accountable to DfE for Trust performance, leads intervention if necessary, chairs the leadership group and also oversees non-education functions of Trust e.g. finance and HR
- **Board of Trustees** accountable for performance of all schools and pupil outcomes; vast majority chosen from existing governing bodies for their relevant skills / expertise and all schools are currently represented
- **Trust Members** hold Trustees to account and are the guardians of the Trust vision & ethos

## What will stay the same at our school?

- **Our community school ethos and values**
- **Our own Headteacher**
- **Our teachers and support staff**
- **High standards of academic and personal development**
- **Excellent quality of teaching and learning**
- **School identity: name, logo and uniform**
- **Our own Governing Body managing the school**
- **Inclusive Admissions policy**

## What are the next steps?

- Academy consultation runs until Friday, February 28<sup>th</sup>
- Q&A from parent and staff meetings to be published by February 11<sup>th</sup>
- Consultation survey opens February 6<sup>th</sup> and closes midnight February 27<sup>th</sup>
- Governing Bodies and Boards to consider consultation report at meeting on March 10<sup>th</sup> and decide whether to proceed with expansion
- Range of legal and regulatory tasks to be completed
- Target date for transfer is September 1<sup>st</sup> 2020.