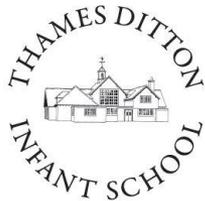


The Ember Learning Trust



Context

- Change in the whole structure of the educational environment
- We have a strong local relationship and started to explore possible options to develop and formalise the relationship two years ago.
- Wish to maintain what is good and positive at present and providing additional educational value - not just keeping the status quo

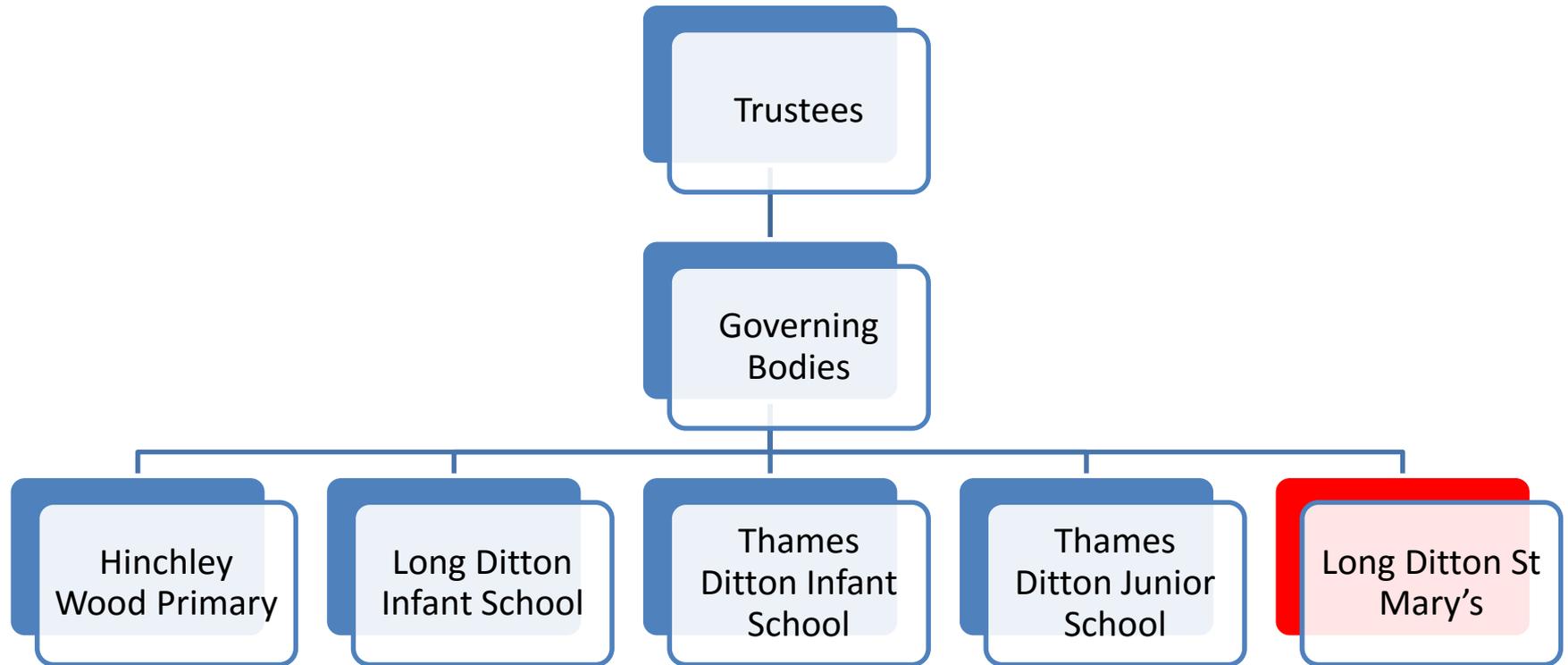
Partnership options we have explored

- A Hinchley Wood MAT
- An established MAT
- An Umbrella trust (academies)
- A Collaborative partnership
- A Local Authority maintained federation
- **A Co-operative trust**

Co-operative Trust Schools

- Co-operative Trust Schools are maintained schools supported by a charitable foundation (known as a trust)
- They usually start out as a group of schools in a local area
- Partnership is formalised through changing category from community to foundation status and becoming members of the trust.
- Schools still maintain their own governing body and budget control along with their own individuality and autonomy
- The trust only manages agreed projects between the schools – it does not manage any activity within each school
- Visit to see Southampton Trust in action

Cooperative Learning Trust



External Partners

- Surrey County Council
- Co-operative Schools Network
- A local university
- ‘The truth is that partnership is the key. Sometimes universities will take the lead, sometimes and increasingly, it will be the schools that lead the way. However, neither can do it alone and our review has made recommendations that emphasise the strength of working together within a system that is increasingly school -led’.
(Carter review of initial teacher training – January 2016)

The Benefits of the Learning Trust

Improved outcomes for children as a result of:

- Shared policies and practice within schools
- Shared strategic thinking of governors
- Professional opportunities for staff
- Shared recruitment (advertising/interviewing)
- Shared Inset, staff meetings and professional development
- Joint funding of specialist expertise
- Joint procurement – some potential savings

Why should we go ahead? (1)

- Develops existing partnership to be more formal
- Use of best practice from within the cluster and also from the wider Cooperative Educational movement
- Uses no financial resources from school budgets to create as set up costs will be met by use of existing funds within the Elmbridge Trust.
- Allows time for better trust and knowledge to build up between school Leadership Teams and Governing Bodies.

Why should we go ahead? (2)

- We keep the needs of the pupils, staff, parents and the local community as a priority
- Each school retains its autonomy
- Terms and conditions for all staff remain the same
- Allows greater and formal relationships with teaching universities for NQT development
- All schools in the Trust are equal and can participate as much or as little as they wish
- Structure can evolve if appropriate, or be reversed

Changes

- Governors become employers
- Governors become responsible for admissions
- Terms and conditions for staff remain the same
- Support staff no longer have access to car lease scheme
- 'TUPE like' process – all employees have right to continuous service
- LA funding does not change
- Two way process – possible to leave a co-operative trust

The White Paper: Educational Excellence Everywhere

- The White Paper' lays out an expectation that all schools will become academies by 2022.
- As a group of schools we aim to form a trust providing excellent education for our children now.
- May need to consider academisation in the future

Proposed first projects

- Supporting school self-evaluation and monitoring, in the context of the 2015 Ofsted framework.
- Moderation of assessment, for consistency of standards, in a “world without levels”.
- Developing our understanding of well-being and children’s mental health issues.
- Enrich the curriculum by providing innovative curriculum opportunities to develop the children’s knowledge and understanding of the world, to raise self esteem and promote pupil wellbeing

Next Steps

- We are consulting with all stakeholders – governors will make the final decision
- We aim to launch the new Trust at the start of the academic year 2016-17
- We do not wish to exclude any schools who would like to work with us on an equal collaborative basis and have offered Claygate Primary and Hinchley Wood Secondary school partnership options

Any Questions ?

