

## **Sir John Hunt Community Sports College Consultation Frequently Asked Questions**

### **Why become an academy?**

The governors and school leaders have been carefully considering the future of Sir John Hunt Community Sports College and exploring different partnerships that will support continued school improvement. They concluded that it would be in the best interests of the students, staff and the wider community to take advantage of the closer collaboration and stronger support it would get by being part of a multi-academy trust; and, having evaluated the options, that it should join the Greenshaw Learning Trust.

Becoming an academy will provide the school with more opportunities to allow it to continue its improvement journey, than if it remained as a Local Authority school. Within the Greenshaw Learning Trust the school will be in a strong network to enable better CPD opportunities for staff and to collaborate with high performing schools, sharing best practice.

### **Why Greenshaw Learning Trust?**

The senior leadership of the Greenshaw Learning Trust and Sir John Hunt Community Sports College have worked together and there is a clear alignment in ethos and values; there is a high aspiration for all students and a strong significance is placed on local governance.

Sir John Hunt Community College has already chosen to take on many of Greenshaw Learning Trust's strategies (lesson structure, principles of teaching, roll call and tutor reading programme) and will offer access to a team of subject leaders who will provide support and continuous CPD. As well as the school improvement specialists, the well-established 'shared service' supports business functions of schools.

### **The Greenshaw Learning Trust – introduction by Will Smith, CEO**

The Greenshaw Learning Trust is building a 'family' of like-minded schools that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive character.

The Greenshaw Learning Trust was established as a multi-academy trust in 2014. In the changing world of education, we were keen to broaden our influence, but were also aware that we did not have all the answers and welcomed more formal partnerships with other schools to help us to continue to improve.

The Greenshaw Learning Trust is an established and successful multi-academy trust with eight primary and twelve secondary schools in South London, Surrey, Berkshire, Bristol, South Gloucestershire, Gloucestershire and Plymouth. The Trust has acquired schools of varying standards and all have shown significant improvement since they joined the Trust.

At the Greenshaw Learning Trust, we do not believe there is one definitive road to success. We cherish the differences between each of our schools and want all of them to continue their improvement journey. It is not just about results; it is about helping people, and schools, to flourish and be remarkable. And within our community and our culture of always learning together, we go beyond what is achievable alone.

The definition of our 'Trust' is everyone in the organisation: our pupils, teachers, support staff, governors and the shared services. The Trust is not a separate entity that rules hierarchically from the peripheries. All our schools and shared services are part of the fabric that makes the Trust what it is.

### **Does the Greenshaw Learning Trust recognise and promote the individuality of schools?**

Whilst the Greenshaw Learning Trust schools have a broad geographical spread, the Trust considers itself a local trust. All the GLT schools have a governing body with local representatives. The GLT Board of Trustees believes that the headteachers and governing bodies are the best people to run its schools and delegates responsibilities for budgets and decisions on uniform, curriculum etc. There are certain functions that are common across the Trust, including the finance and HR systems.

The Greenshaw Learning Trust values the power of individuals and organisations working together in collaboration whilst retaining their individuality, and recognises that we can always improve. The Trust drives outcomes by providing expert support and looking at the best practices available. Alongside school leadership, the Trust Shared Services reviews the schools' strengths and weaknesses and develops a plan to ensure that every child works in an inclusive and supportive environment, with high quality teaching.

### **Will the curriculum / external support change?**

The Greenshaw Learning Trust's policy states schools must offer a broad and balanced curriculum that meets the needs of the students, and the details of an individual school's curriculum, including exam boards, are the decision of the governing body and school leadership team.

The Greenshaw Learning Trust has developed a Key Stage 3 curriculum across all subject areas and is available to use in part or in its entirety. It is not compulsory for schools to use it. If the school chose to change the curriculum, it would be carried out only with the correct support and training for teaching staff.

The Local Authority has a statutory duty to provide funding for children with special educational needs and the funding will remain the same. The headteacher is responsible for the school budget and therefore if specific services are currently commissioned, this can continue.

### **What are the changes for staff?**

The Greenshaw Learning Trust will become the employer of the schools' staff - all current staff will transfer to the Trust under TUPE (Transfer of Undertakings Protection of Employment) regulations. Staff will not have to reapply for their jobs and will retain their current pay and conditions. Teachers will remain in the Teachers' Pension Scheme and support staff will remain in the Local Government Pension Scheme as they are now; the employers' contributions will be maintained by the Greenshaw Learning Trust. The employment status of staff remains continuous. If the school joins the Greenshaw Learning Trust, a TUPE consultation will be held in the summer term, where staff can ask further questions. Initial due diligence has been carried out and redundancies are not expected, as a result of this process.

Joining an established and successful group of schools will help attract, develop and retain good staff. Staff will not be required to relocate to other schools within the Trust. However, opportunities are shared to enable individuals to progress if they wish to.

Staff development is a key priority and this is offered through CPD and ensuring staff are able to focus on refining teaching practices, rather than spending significant time on marking and collecting data.

The Greenshaw Learning Trust holds national union recognition agreements and meets regularly with national union representatives.

Staff are offered a variety of benefits and further details can be found [here](#).

### **How does the Greenshaw Learning Trust collaborate?**

The Greenshaw Learning Trust thrives from collaboration at every level and encourages a culture of sharing ideas and learning from one another. The Directors of Education meet headteachers regularly and identify needs and put support in place and the Shared Services work closely with schools to support them.

The GLT schools work collaboratively and have subject networks where teaching staff share good practice. Staff share their knowledge by visiting other schools, meeting virtually and having access to shared resources. The Trust provides a wide network where people can connect and share best practice. Staff will not be expected to move.

### **Will the school leadership change?**

Julie Bevan and the senior leadership team will continue in their current positions on the conversion date.

### **What is the Governance structure?**

The Greenshaw Learning Trust Board of Trustees is the responsible body for all the Greenshaw Learning Trust's schools. The Board of Trustees delegates many responsibilities to school governing bodies and headteachers. The governing bodies are composed of community, trust, staff and parent governors and are supported by the Trust's clerking service. The governing bodies have responsibility for monitoring outcomes, safeguarding, performance management reviews, budget monitoring and agreeing significant changes.

The Trust provides training to support and develop governors. All existing governors will be invited to apply to be part of the governing body within the Greenshaw Learning Trust.

The Trust Senior Leadership Team provides line management for headteachers.

### **Will policies change?**

Each of the Greenshaw Learning Trust's schools has its own individual policies. The policies must follow and not contradict the Trust policies. However, they may vary according to their school community. The policies for Sir John Hunt Community Sports College will continue to be scrutinised and agreed by the school's senior leadership and local governing body.

### **Will admissions change?**

Currently Sir John Hunt Community Sports College's admissions authority is the Local Authority. When a school becomes an academy the admissions authority changes to the Greenshaw Learning Trust Board of Trustees. The Greenshaw Learning Trust Board of Trustees follows the normal admissions arrangements to provide places that meet local need.

### **How will the school be funded?**

The funding per pupil reflects local arrangements. The school will still receive pupil premium funding in common with all schools nationally. If Sir John Hunt Community Sports College becomes an academy and joins the Greenshaw Learning Trust, funding would come directly to the school.

### **What are the changes for the premises for Sir John Hunt Community Sports College?**

The land and buildings used by the school will continue to be available. Initial due diligence is under way to understand shared spaces with Whitleigh Community Primary School and Woodlands School.

### **What are the next steps?**

The consultation on the proposal for Sir John Hunt Community Sports College to become an academy and join the Greenshaw Learning Trust remains open until Friday 21 May 2021 and further feedback/questions are welcomed. The local governing body will meet to review the consultation findings and due diligence will be carried out before deciding whether to proceed.