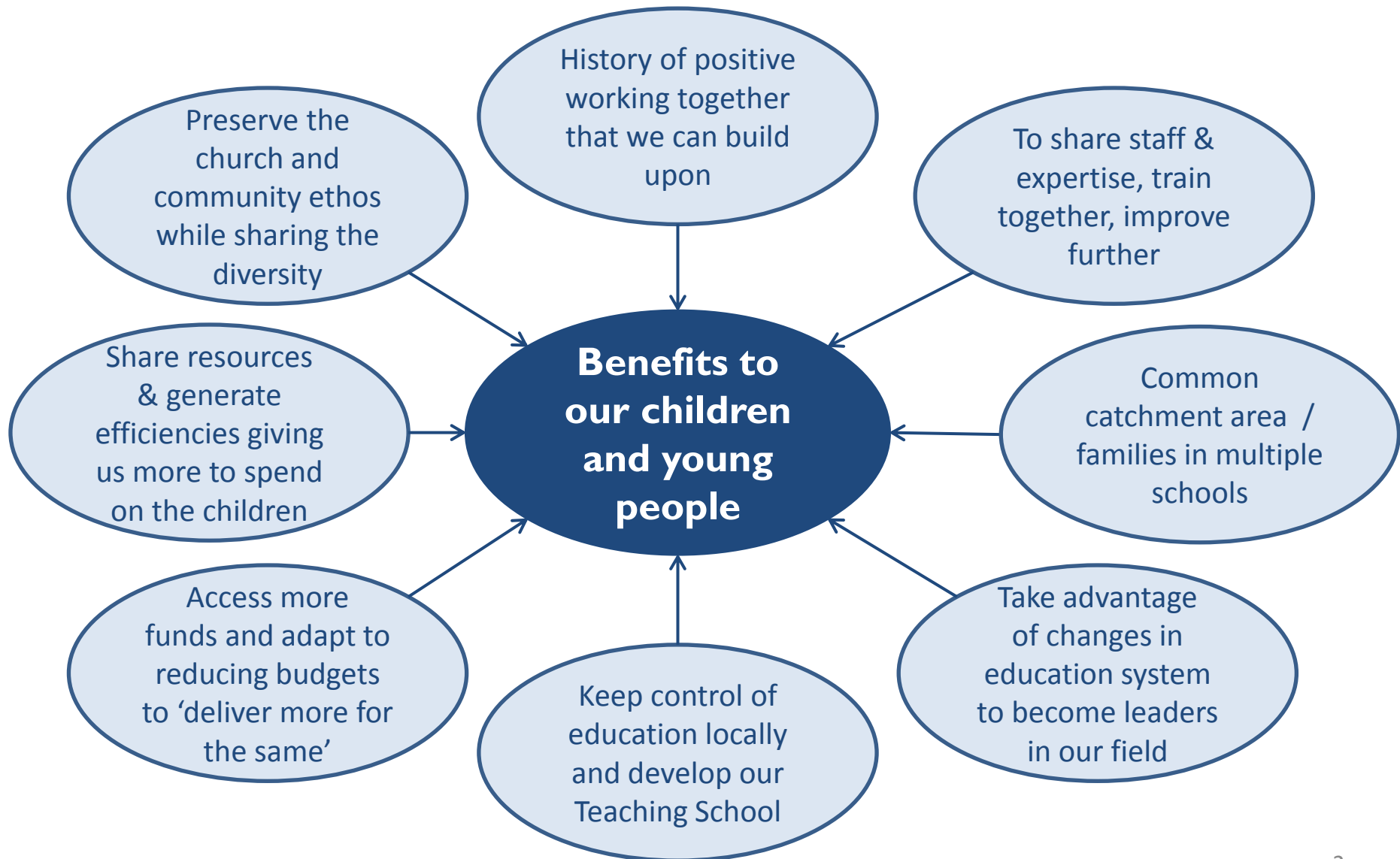


A Multi-Academy Trust in Portishead



Reasons for a local partnership?



Professional development

- A beacon of excellence
- Teacher training: PGCE to NPQH
- Joint CPD
- Research projects
- Staff secondments
- Develop and retain
- Learn from the best teachers across all phases
- Our own Teaching School Alliance



Leadership

- Develop the roles of all our Headteachers & Senior Teams
- Succession planning
- Recruitment and retention
- Shared Self-Evaluation
- Shared & affordable roles e.g. HR Manager/ Educational Welfare/ play-therapist

Opportunities

Subject Specific Opportunities

- Specialist facilities (Visual Arts and DT; Science; Performing Arts; PE)
- Leading teachers Science/ IT, Phonics
- Maths Challenge
- Writing projects
- Extension for more able
- Cross-school mastery lessons
- Cross phase learning – up and down
- Shared library resources

A model for Governance of the Trust

Trust Members (5)

Diocesan Foundation Members x 2
Community Members x 2
Chair of the Trust Board

Min 25% Anglican representation (to be agreed)

Trust Board (8)

Skills-based Trustees appointed by the Members x 6
Partnership Lead
Elected representative from Chairs of LGBs
Non-voting expert members as required

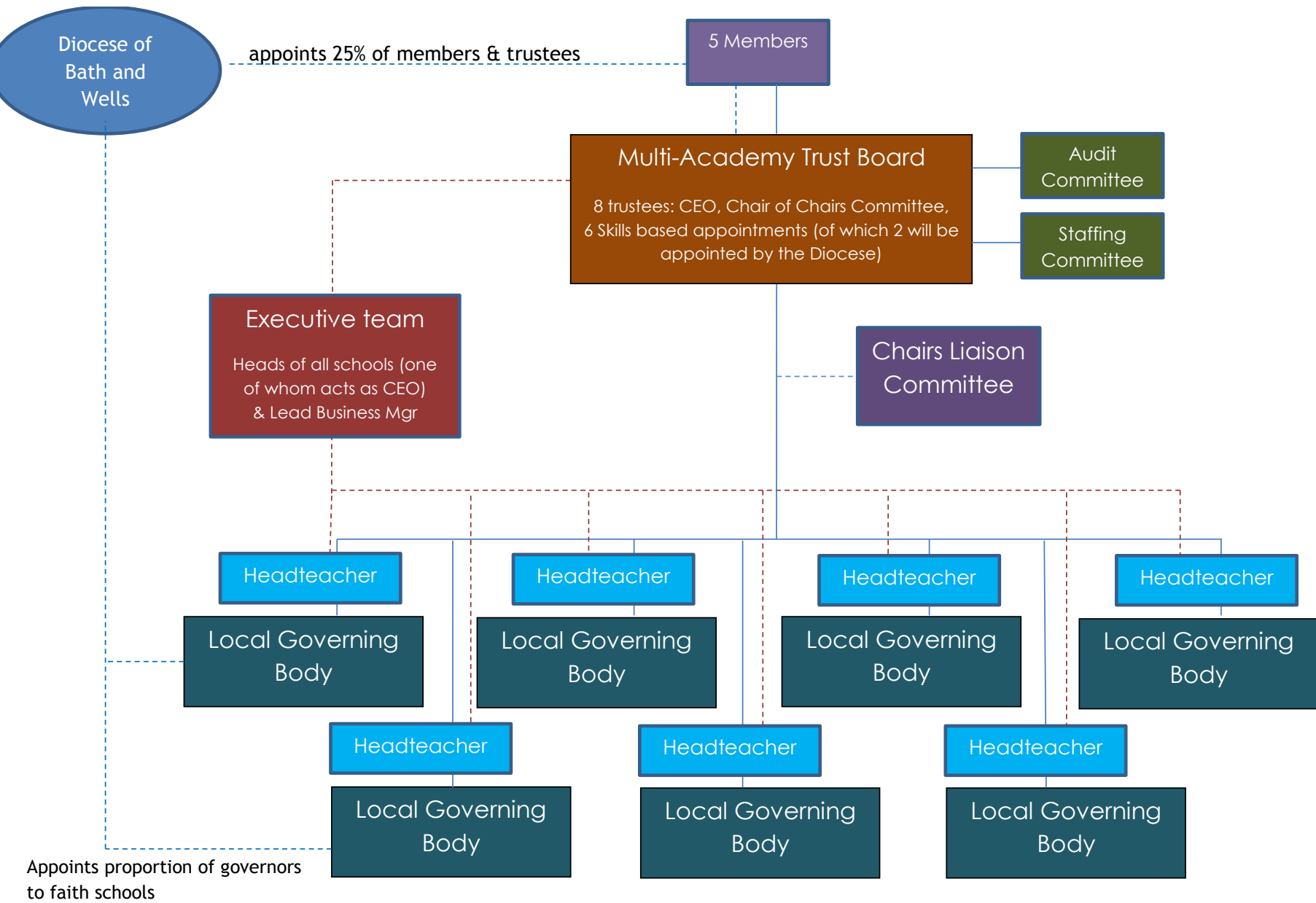
Skills based Board :-

- Finance
- Company management
- Educationalist
- HR/ Personnel
- Legal
- Asset

School Governing Bodies

(min 9 Governors including parent and staff representatives, Foundation Governors continue on an 'as is' basis)

Each school to retain a Governing Body with *significant* delegated responsibility e.g appointment and appraisal of Headteacher (with advisory support from the Trust)



Finances and staffing

- Academies income is based on the same formula used by the LA
- Academies' income is not top-sliced by the LA, the LA top slice is devolved to schools' to purchase services required that as a maintained school are provided by the LA
- Multi-Academy Trusts tend to take a top-slice of each school budget to fund the partnership costs and services
- Top Slices nationally are reported as usually between 4 – 8%, we aim for 3%. Gordano will be by far the biggest contributor
- As long as we avoid top-heavy structures we should expect economies of scale
- Capital projects are funded by the Education Funding Agency, not the LA, for MATs with 3,000 pupils+ capital is devolved fully
- The new Multi Academy Trust will employ all Staff
- Staff will be TUPE'd across at the date of conversion following appropriate consultation

The style of the trust

Low Profile

The Trust will be backroom not front of stage

Earned autonomy

The vast majority of decisions will be taken by Headteachers, SLTs and LGBs

Community

Present and future members would be geographical neighbours to maximise benefits

Partnership

Trust decisions will be made in open discussion on a basis of collegiality

Focus

A mission based on professional development

Quality

High expectations of pupil experience, service quality and teaching standards

What it means for our schools

Children

- An 'all through' learning journey – strengthen transition between phases
- Access to wider peer groups
- Access to greater learning resources
- Improve teaching and learning opportunities across all schools
- Improvements in their physical environment

Staff

- Greater opportunities for staff development
- Access to greater learning resources
- Sharing best practice, subject leadership and distributed leadership
- All staff employed by the Trust
- Employee benefits
- Opportunities to work in others schools
- Opportunities within the Teaching School alliance

Community and Governance

- To continue to work with North Somerset LA (& the Diocese of Bath & Wells)
- To continue to be a part of the local community
- Local people running the Trust and school Governing Bodies
- Shared policies
- Shared buying power to save money & release more funds for Teaching & Learning

Why we can be confident

Scale

c. 3500 children
c. 350 staff
c. £14.5m revenue

Sharing

An ambition to
give generously
and receive
gratefully

Style

Partnership not
empire

Status

All schools good or
outstanding in latest
Ofsted Inspection

Spirit

The needs of
children and our
community as our
first priorities

Structure

Governance based
on a skills model