

Epping Forest MAT

Staff Meeting Presentation

7th February 2018

Welcome

3.30pm Presentation

3.50pm Q&A

Purpose of the meeting

The Governing Body is consulting on a proposal to form a Multi-Academy Trust (MAT) and convert to academy status.

Consultation provides the opportunity for stakeholders to understand the rationale and drivers for change, the options available and provide feedback to governors.

Whilst governors believe that forming a MAT is the best option for the school, your views are very important and will help determine the way forward.

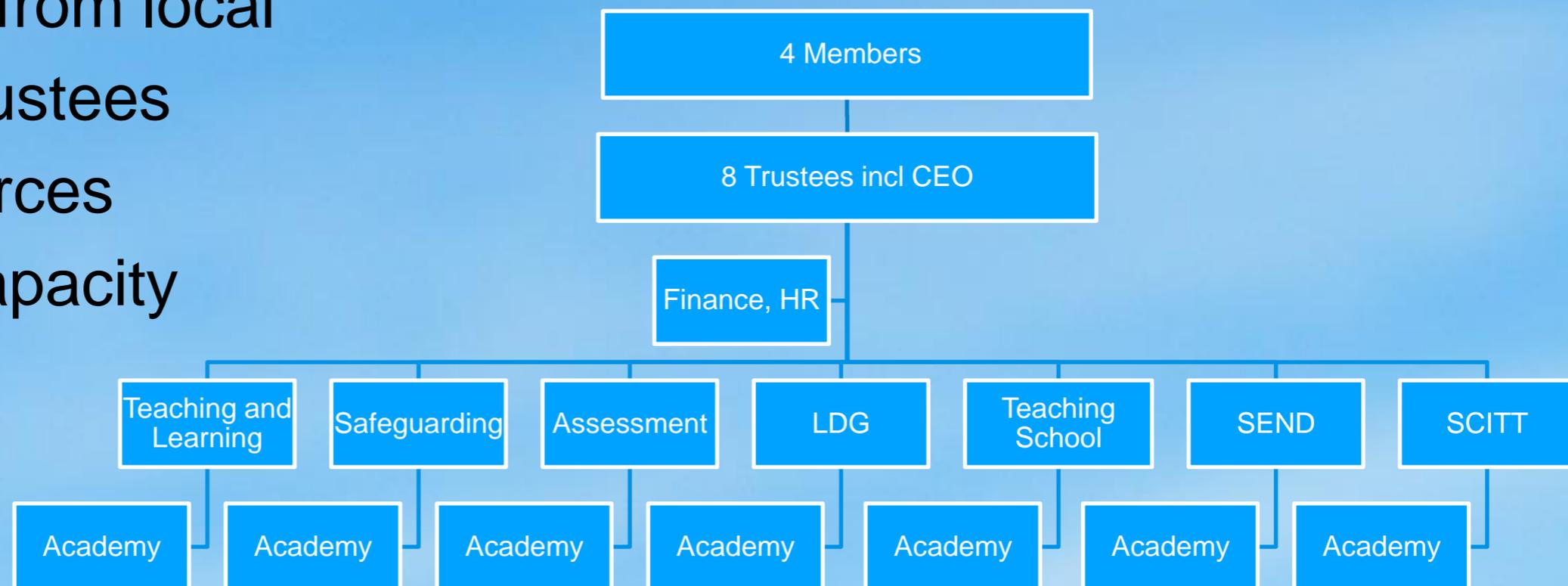
Why are schools becoming MATs?

- The National landscape is changing.
- Whilst the Department for Education (DfE) has changed its position on plans for the forced academisation of all schools, the underlying factors are unchanged:
 - Changes to school funding
 - School budgets being cut
 - Local authority structures changing
 - Local authority budgets reduced
 - Support for schools diminishing
 - Government wants schools to join Multi-Academy Trusts.

Schools needs to adapt and evolve to protect and enhance school improvement and learning opportunities for all pupils, in a changing environment.

What is a Multi-Academy Trust?

- A legal entity that governs a group of schools through a single set of trustees
- A charitable company limited by guarantee
- Established to enable formal collaboration between schools
- Directly funded by the Department for Education (DfE) instead of via the local authority
- Shift of accountability for school improvement from local authority to trustees
- Shared resources
- Leadership capacity



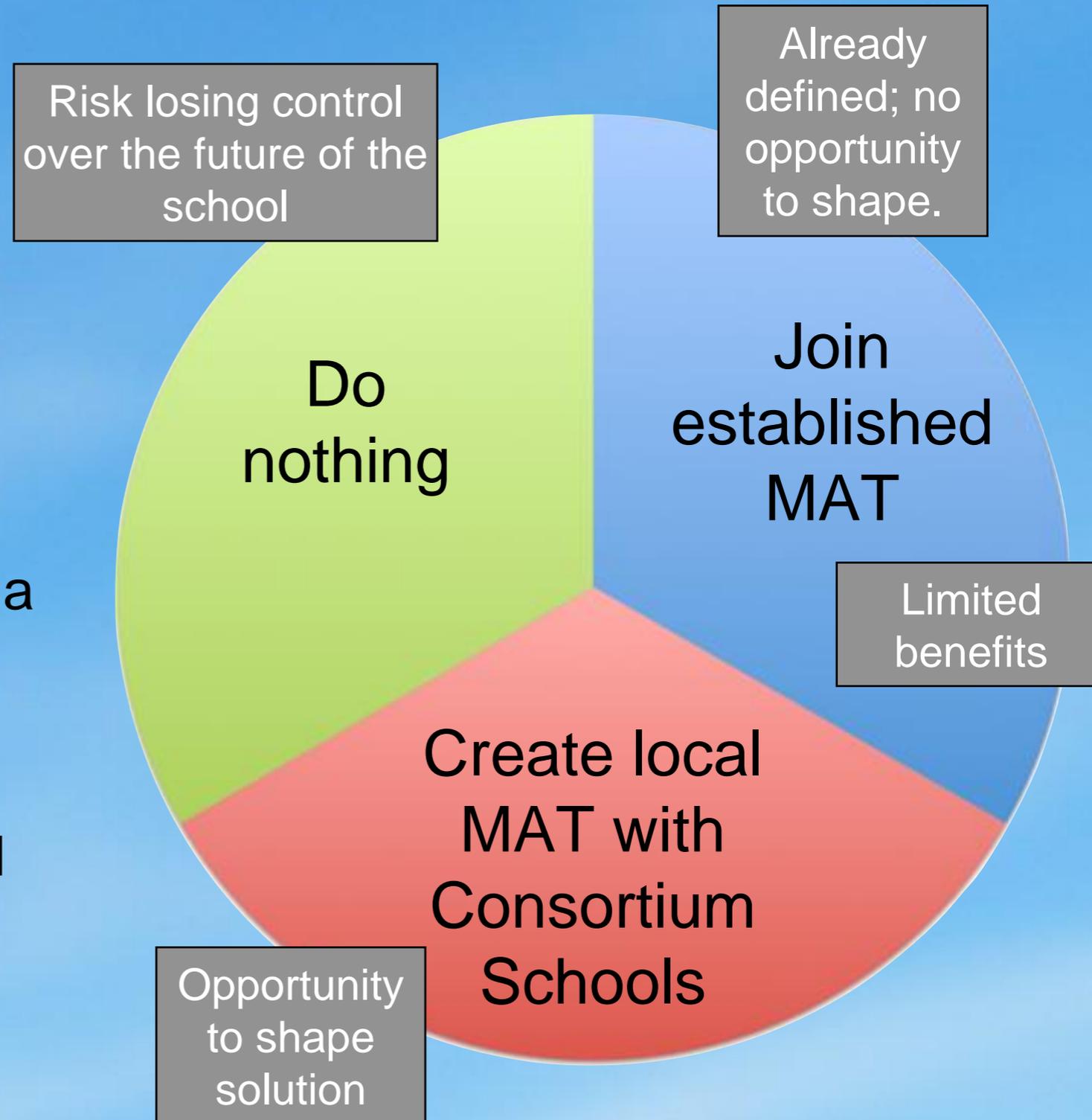
Considering the options

The Governing Body has spent the last year researching the options, including:

- National conferences
- Local authority briefings
- Talking to other MATs
- Discussion with local schools

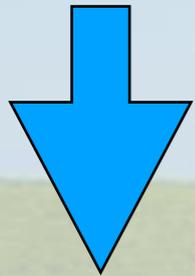
Each option was assessed against a number of criteria including:

- Pupil outcomes
- Staff recruitment, retention and development
- Financial strength and stability
- Values and ethos
- Autonomy



Timetable

Where are we in the process?



**Consultation
February 2018**

**Possible application
March/April 2018**

**Conversion
Summer term (3 months)**

**MAT established
July 2018**



Conversion – implications for staff

- The Trust becomes the employer not the school or LA
- Once the Academy order has been granted the TUPE process will start transferring staff to the Trust
- Recommended that informal consultation starts with staff and unions before the concept becomes a reality
- A more formal consultation follows later
- All staff transfer on existing terms and conditions of employment
- The Trust becomes responsible for pensions but Teachers remain in Teachers Pension and Support Staff in Local Government