



Dane Bank Consultation

8th November 2018





The Aim of the Meeting

- “ To find out more about Dane Bank’s reasons for considering conversion to Academy Status
- “ Opportunity for governors to find out more about how parents and carers feel about joining the Changing Lives in Collaboration Cooperative Trust (CLIC Trust)
- “ Feedback opinion to the Governing Board to help governors make their decision

Dane Bank's Current Status

- “ We are a Local Authority school funded by Tameside Council
- “ Part of our budget is retained for Local Authority Services
- “ We already opt out of some Local Authority Services





Local Authority's Current Position

- “ Adopting a neutral stance on academy conversions
- “ Has faced cuts to staffing levels and resources
- “ Offers its services to all schools on a ‘buy back’ basis

The Local Authority for example, were unable to offer support for the implementation of the General Data Protection Regulations [GDPR]. Schools have had to source this for themselves. They are learning to become more independent and seek support from other sources.

History of the Decision to Consult

- “ Significant discussion by the Governing Board over the past two years
- “ Discussions and review of the success of working collaboratively with the CLIC Trust and its schools over the past year
- “ Discussions with DfE, senior staff and other academies.
- “ Decision by Governors to consult with parents and carers, staff and other partners on academy conversion.



Collaboration

CLIC takes the view that everyone is there for each other and not feeling isolated; everyone has something to offer.

CLIC operates with transparency and openness and this is the best environment for challenge and development



On a day to day basis there will be very little change:

- “ Curriculum, teaching and staff would all stay the same.
- “ No change to school names or uniform.
- “ School day and term times will remain coordinated with other Tameside schools.
- “ Excellent working relationships with partner schools to continue.
- “ Admission arrangements would not change.



The following part of the presentation is broken down in Specific Themes:

1. Governance, Values & Structure
2. Curriculum, Standards & Children
3. Finance & Operations

Governance,
Values and
Structure

- ” Governance
- ” Values
- ” Cooperative Academy Trusts
- ” Dane Banks Structure
- ” CLIC Trust Structure



Dane Bank's Vision

Our School Vision

We aspire for every child to be happy, caring, secure and responsible; to develop a lifelong passion and thirst for learning, to enable them to fulfil their potential and be prepared for the challenges of the 21st century.

School Motto

Enjoy and Achieve Together



CLIC Trust's Vision and Ethos

By the end of their primary education we aim for all of our children to be ready for secondary school and be inspired to be the best they can be through acquiring the 6 attributes of the CLIC guarantee:

- ✓ **Resilience**
- ✓ **Respect**
- ✓ **Responsibility**
- ✓ **Fairness**
- ✓ **Empathy**
- ✓ **Kindness**

Our ethos is guided by our core principles:

- ✓ **Children first**
At the heart of every decision is, will this benefit our children?
- ✓ **Aspiration for all**
Children, staff, families and local communities to aim high and dream big
- ✓ Ensuring our schools are at the **heart of their communities.**
- ✓ **Supporting meaningful partnership.** Schools that support and challenge each other to become the best schools through mutual accountability
- ✓ **A commitment to continuous improvement** to strive to provide the best opportunities for our children so that they can look back with pride and forward with confidence

Co-operative Multi Academy Trusts

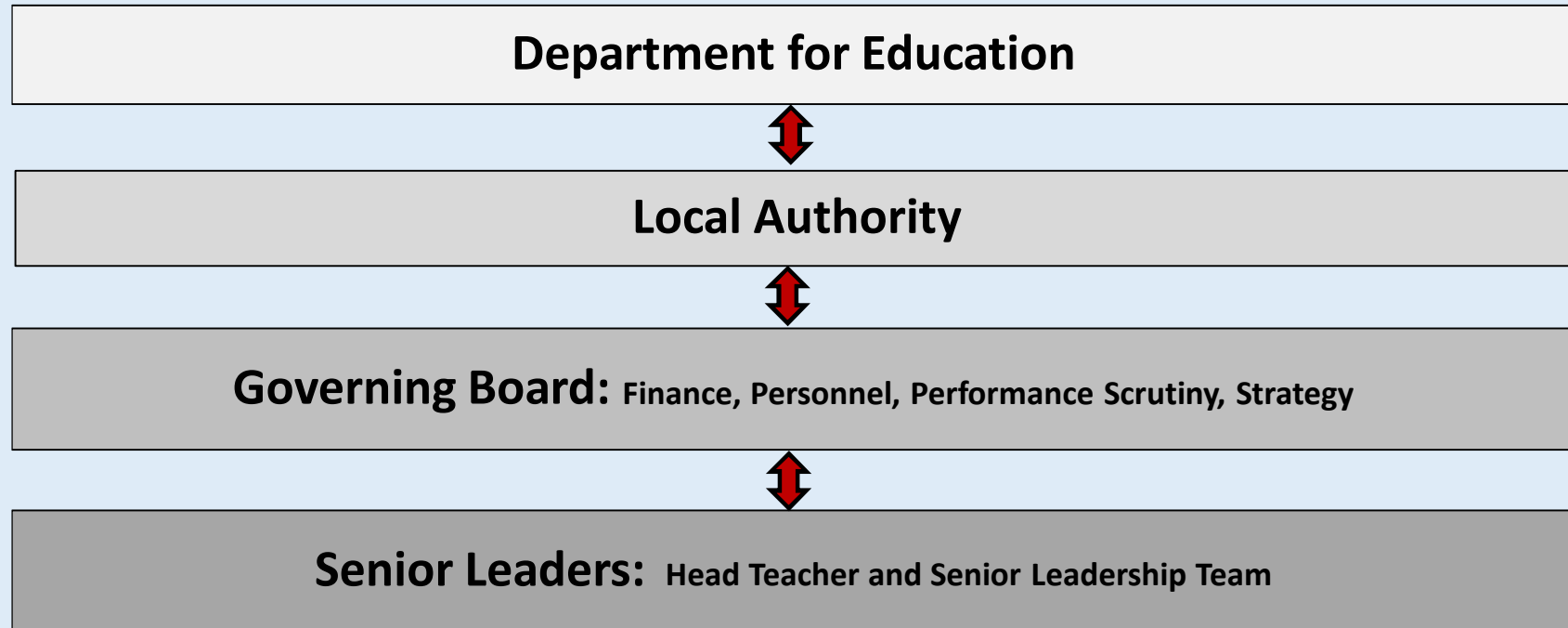


By joining a co-operative academy we ensure that:

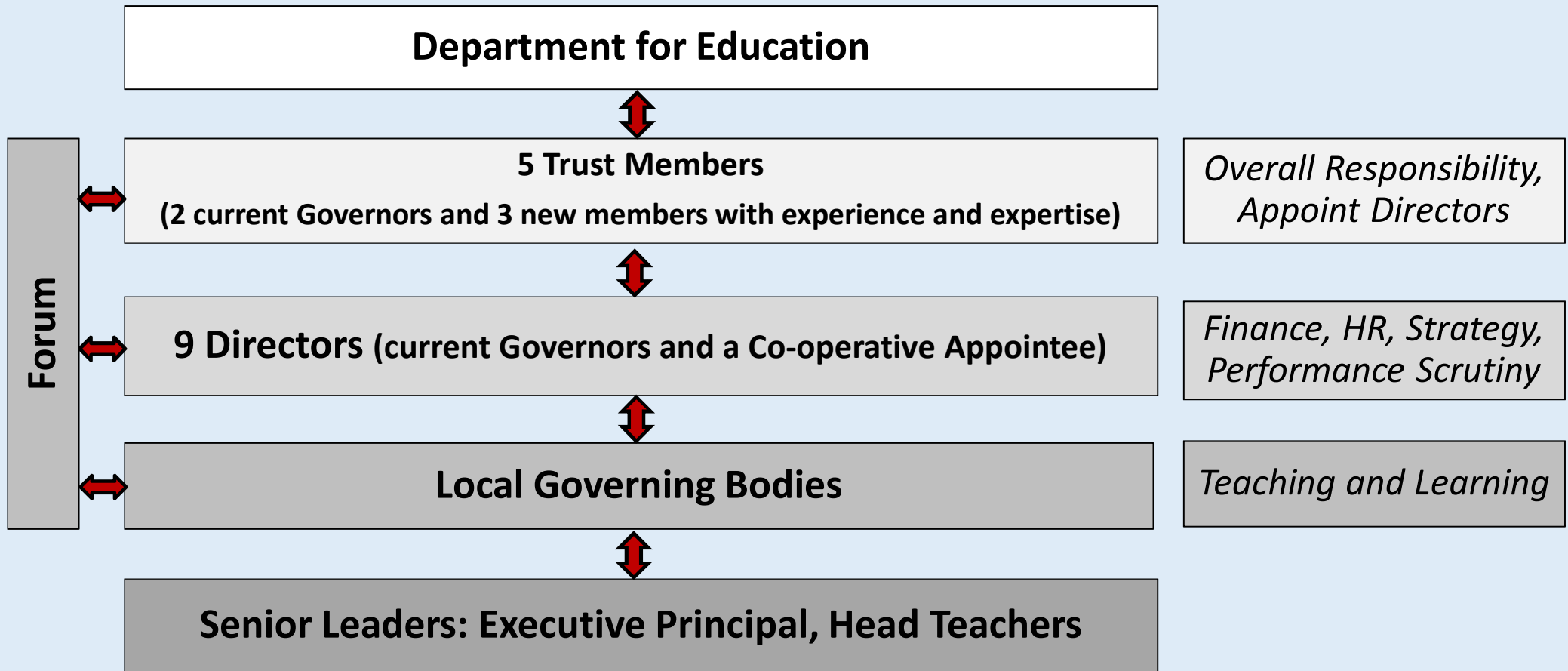
- “ the school serves the needs of our community by staying locally run
- “ there is a long term commitment to co-operative values: Self Help, Self-Responsibility, Democracy, Equality, Solidarity, Ethical Value
- “ there is a long term commitment to strengthening the link with our local communities

“Co-operative Trusts are about mutualisation and groups of schools working strategically together for the common good” – *Titus Alexander, Convenor of Democracy Matters*

Dane Bank's Current Structure



CLIC's Structure



Co-operative
Forums

The nature of a Co-operative Trust is about everyone contributing and having a voice.

Forums are the opportunity for all our stakeholders to meet with the school leaders, CLIC Trust Leaders and Governors and talk about the school.

Curriculum, Standards & Children

- “ Benefits for the school
- “ Benefits for the staff
- “ Admissions
- “ Special Educational Needs
- “ The Executive Principal Role
- “ Curriculum
- “ Standards



The Impact on your Children

Our School Vision

We aspire for every child to be happy, caring, secure and responsible; to develop a lifelong passion and thirst for learning, to enable them to fulfil their potential and be prepared for the challenges of the 21st century.

- “ Provides a career pathway allowing us to recruit and retain the best staff
New funding streams
- “ Learning Circles/Joint Professional Development – allowing teachers to develop their practice
- “ Opportunities to take part in events with the CLIC family of schools
- “ Exposure to wider diversity, helping to prepare children for later life

Admissions,
Special
Educational
Needs and
Exclusions

Academies are required to follow the law and guidance on admissions, special educational needs and exclusions as if they were maintained schools



Benefits for Schools being part of a Multi Academy Trust

- “ Increased opportunities for joint working across a group of schools to shape the provision to meet the future needs of our children
- “ Working together and building on good practice
- “ To develop the expertise of all staff to further improve effectiveness and outcomes for children
- “ To offer additional career opportunities for all staff making CLIC more attractive for high performing teachers and support staff providing high quality teacher and the best quality outcomes for children
- “ Share expertise, as all staff in the Trust are employed by the same employer and so can transfer more easily or work across more than one academy. This presents positive opportunities for staff development.

Benefits for Teachers being part of a Multi Academy Trust

CLIC plays a role in articulating the benefits to teachers and other staff, of working for an expanding Trust to support the recruitment and retention of excellent staff:

- “ experience different roles, departments and schools, whilst staying with the same employer
- “ the opportunity to fast track their careers
- “ more flexibility.



How does the Executive Principal of a Multi Academy Trust impact on my child's education?

- “ Quality assure education including observing lessons, leading learning reviews and sharing best practice with the senior leadership team
- “ Coach and mentor new heads and senior leadership team
- “ Talent spotting to ensure succession planning protects the school from a teacher shortage
- “ Offering exceptional career opportunities and making CLIC an employer of choice

The Impact of a Multi Academy Trust on Subject Leaders and the Curriculum

We already have a strong emphasis on providing opportunities through distributed leadership, for all staff to develop their skills and effectiveness. By becoming a Multi Academy Trust we will be able to continue to 'grow leaders', giving staff opportunities to take on new responsibilities and observe highly effective leaders across a wider school community.



Curriculum

- “ This is led by the Local Governing Board for each individual school
- “ Committed to delivering a broad and balanced curriculum
- “ Designed to take account of our:
 - “ local environment
 - “ the expertise of staff
 - “ the traditions and context of your school
- “ Sharing the ethos & moral purpose of the trust but autonomy over our own priorities and curriculum
- “ Continue to administer SATs

Standards

History

KS2

Progress in reading and maths has consistently been statistically significantly above national and in the top 20% of schools nationally. Progress in writing is in line with national averages.

Each group of pupils is in line or above national averages for achievement of the expected standard and of a high score in reading and maths. In writing, achievement of the expected standard is in line with national averages for each group of pupils

KS1

Achievement of the expected standard in each of reading, writing and maths at the end of KS1 is well above national averages.

Year 1

Phonics has been consistently above national averages

EYFS

The school has consistently, over a 3 year period had 70%+ of its pupils achieve a Good Level of Development.

Sustain and improve

Opportunities for Children to Learn Together

- “ CLIC Schools’ Council
- “ Music Events
- “ Sports Events
- “ Joint projects i.e. artwork
- “ Joint celebrations i.e. Bastille Day
- “ IT Events



Finances and Operations



STAFF



FUNDING



FINANCIAL
OVERSIGHT



LAND & BUILDINGS



SUPPORT SERVICES



POTENTIAL SAVINGS
& BENEFITS



Staff

- “ Staff are currently employed by the Local Authority, not the school.
- “ All staff would transfer and be employed directly by CLIC.
- “ Staff terms & conditions would be safeguarded under a statutory process known as TUPE.
- “ CLIC are committed to national arrangements, including School Teachers’ Pay and Conditions Document.
- “ CLIC work closely with trades unions and professional associations.



Funding

- School receives its budget based on the Local Authority formula.
- “ Special Needs, Pupil Premium, and Sports Premium funding levels unaffected.
- “ Headteacher will continue to set the budget and manage the finances but with oversight from the CLIC Trust Finance and Resources Committee.
- “ School budgets will be set for academic year, rather than Local Authority financial year, making financial management easier.



Financial Oversight

- “ CLIC schools work within guidelines in the Academies Financial Handbook.
- “ CLIC has a Scheme of Financial Delegation that identifies the level of financial authority a school can take.
- “ Budgets are monitored monthly and benchmarked against other schools’ budgets.
- “ Accounts will be scrutinised by external auditors.
- “ All CLIC’s accounts are published.



Land and Buildings

- “ Local Authority would retain ownership of Land and Buildings, but grant 125 year lease to CLIC
- “ CLIC responsible for upkeep
- “ CLIC and Dane Bank School would have direct input, rather than going through Local Authority.
- “ Opportunity to bid for capital funding each year.

As an academy we have successfully bid for £700k in just 2 years to make building improvements.
- Meryl Blackburn (Head-teacher of Chorlton Park Primary in CLIC)



Support Services

Some of the support for Dane Bank that comes from being part of the CLIC Trust





Potential Savings & Benefits

- “ Working together with other schools offers potential synergies of time and money.
- “ There is the potential to look at how we distribute the work load to avoid duplication, freeing staff time to benefit our children.
- “ Working collaboratively can push down costs, for example by purchasing services jointly.
- “ Financial efficiencies and cost savings can be used to invest back into the classroom, for the benefit of our children.

CLIC's Position

The CLIC Trust work in partnership with schools before we invite schools to join the trust to ensure the school is a 'good fit', this is part of our due diligence process *(this is the process we go through on behalf of and reporting back to governors ensuring the change is in the best interest for all parties)*.

We feel it is important both parties know each other well and after a year of working together we feel confident Dane Bank and CLIC are a 'good fit'.

CLIC Board of Directors received a short report on Dane Bank and agreed they are a 'good fit' for CLIC, recommending the school seek the opinion of their community in this consultation process.

The next step for CLIC is to will receive a final report on the process to date including information from this consultation process.

Next Steps of the Consultation

We will share all your questions and answers in an update on the consultation on our website so you can find out more about points raised.

There is further opportunity for parents and carers to ask questions or share their opinions after this meeting. You can use the forms on the table and we would welcome written feedback at the end of this meeting or complete an on-line form on the Academy Consultation tab on the website:

www.danebank.tameside.sch.uk

At the End of the Consultation

Governors will consider all your responses in this consultation meeting and any comments posted in the boxes or from the on-line form to fully consider the feelings of Dane Bank's community. This will include comments from the staff and partner organisations.

The Governing Board will take a vote at the end of the process and then let you know what decision it has taken.