

WHAT IS A MULTI ACADEMY TRUST? (MAT)

A group of academies who are working together to achieve the best outcomes for children. The schools are linked formally through governance and legal status.

WHAT ARE THE KEY BENEFITS OF BEING IN A MAT?

- Sharing of expertise and joint staff professional development
- Greater capacity to grow and develop our own leaders
- Freeing up Heads to focus on the bits that really matter
- Improved career progression for talented staff, allowing us to recruit and retain high quality people
- Financial savings around procurement due to bulk purchasing of goods and services
- Shared back-office support, saving money and providing financial security

WHAT WILL THIS ACTUALLY MEAN FOR THE STAFF AND FAMILIES OF A SCHOOL JOINING A MAT?

Life continues as usual with the ethos, values, uniform and culture of the school remaining independent and unchanged.

WILL A SCHOOL LOSE CONTROL OF ITS OWN BUDGET?

Enhance Academy Trusts has a Chief Finance Officer (CFO) who has the overview of all financial matters and is expected to provide savings through procurement, income generation and efficiency. At local level, schools still make decisions about how they spend their own budget.

WHAT CENTRAL SERVICES ARE PROVIDED AND HOW ARE THEY PAID FOR?

We provide a range of central services including:

- HR Support: *Internal, Schools People & Fusion HR*
- Payroll & Pensions
- Health & Safety: *Internal & AJ Gallaghers*
- Legal & Insurance: *Schofield Sweeney & AJ Gallaghers*
- Facilities Development & Property Management: *Internal & AHR*
- Governance & Compliance (including policy development & GDPR)
- Financial Management
- Procurement & Service Level Agreement Reviews
- External & Internal Audits

The academy central contribution in the 2023/2024 academic year is calculated as 5.5% of the General Annual Grant (GAG) less the equivalent of the Teachers' Pay and Teachers' Pension Grant.

HOW MUCH SUPPORT WILL BE GIVEN FOR THE PROCESS OF ACADEMY CONVERSION?

The process will be supported by Enhance Academy Trust together with our professional partners including legal advisors.

WILL OUR SCHOOL STAFF END UP WORKING IN A PARTNER SCHOOL?

This is possible but only if existing staff choose to do this to further their career. New staff recruited once the school is a member of the Trust would be employed by the Trust. Leaders would always take account of preferences, experience and physical location before suggesting a move.

WILL THE CURRENT HEADTEACHER OF A SCHOOL REMAIN IN CHARGE AND RETAIN THEIR STATUS AND POSITION AND RESPONSIBILITY?

This is the job Headteachers are paid for and they will be left to continue to do it. They will however be passing on some parts of the job to the Central Team such as aspects of finance, Estates and Health and Safety. They will also receive support from the CEO and Peer Headteachers.

WHO WOULD CARRY OUT HEADTEACHER APPRAISAL?

This will currently be carried out by the CEO

WHAT ABOUT CAREER PROGRESSION FOR A HEADTEACHER?

As our Trust grows it is possible that future Executive Headteacher and school improvement opportunities may arise.

IS THERE A SEPARATE OFSTED INSPECTION FOR A PARTNER SCHOOL?

Yes, schools would be inspected separately.

WILL OUR GOVERNING BODY LOSE STATUS AND THE POWER TO MAKE DECISIONS AFFECTING OUR SCHOOL?

The CEO and Executive Team will work with each Local Academy Board to continuously develop and deliver the highest standards of leadership and teaching and learning within the distinctive Christian ethos promoted by the Trust.

The Trust recognises that establishing and developing good working relationships with each Local Academy Board is fundamental to the success of each academy. The Trust aims to deliver its responsibilities for each academy whilst establishing a Scheme of Delegation that allows each Local Academy Board to function effectively and to play a substantial role in the development of their own academy.

WHAT IS THE BIGGER PICTURE BOTH LOCALLY AND NATIONALLY?

Local Authorities have a diminishing role with vast cuts in the services they provide. This is against a backdrop of the government strongly encouraging schools to join MATs and possibly requiring all schools to become academies in the future.