

Academy Conversion Consultation

Irby Primary School

Staff

21st March 2023



Irby Primary School Aims

'Be Kind, Work Hard and Never Give Up'

- ▶ At Irby Primary School, we believe that education is the key to a child's future and is much more than academic study. We encourage children to achieve the highest positive standards in all areas of school life. All children learn about themselves, other cultures and religions; to recognise and nurture positive relationships and acknowledge differences and demonstrate respect for others.
- ▶ We provide a friendly, caring atmosphere in which children feel happy, secure and valued whilst enjoying an exciting and engaging curriculum in a stimulating learning environment.
- ▶ In partnership with parents and carers we aim to develop the full potential, independence, self-motivation and confidence of the children. We seek to lead them to gain a fuller understanding of the world in which they live so they can become responsible and proactive global citizens.



Introduction - Agenda

- ▶ **Welcome & Introductions**
- ▶ **What is an academy?**
- ▶ **Reasons for considering to convert to academy status**
- ▶ **Why Oak Trees Multi Academy Trust?**



What is an academy?

- ▶ Academies receive funding directly from the government and are run by an academy trust.
- ▶ Academies have more autonomy over how they do things than community schools.
- ▶ Academies are inspected by Ofsted.
- ▶ They have to follow the same rules on admissions, special educational needs and exclusions as other state schools and pupils sit the same exams/tests.



Reasons we are considering academy status

- ▶ Our core consideration is to ensure the best outcomes for the children, families and staff of Irby Primary School.
- ▶ We recognise the need for structured, focused collaboration amongst schools and practitioners that will facilitate constant positive change resulting in improved outcomes for all children and their families.
- ▶ We seek to enhance the future of Irby Primary School by securing the support of an effective and successful MAT; which will provide high quality training and collaboration for all staff; drawing on in-house expertise across a number of high performing schools.
- ▶ A MAT can provide our school with financial support (e.g. economies of scale when purchasing) and access to central funding (e.g. for building repairs).

In light of the current political agenda, to select the right MAT at the right time for Irby Primary School.



Why convert now?

Having been through a process of due diligence in exploring all the support on offer and identifying a means of achieving the school's aims to meet aspirational goals for children and their families, we believe it is appropriate to secure the future for Irby Primary by committing to Oak Trees Multi Academy Trust now.



Why Oak Trees Multi Academy Trust?

- ▶ We wish to select a MAT with values and aims that align with our own.
- ▶ The Oak Trees MAT advocates and encourages schools to retain their individuality, ensuring that our school community retains much of its individuality and uniqueness, yet gaining all the advantages of being part of a successful MAT.
- ▶ The Oak Trees MAT has a successful track record of providing strategic direction through high quality support and challenge for other schools and is therefore well placed to support Irby Primary in attaining improved outcomes for children.
- ▶ Children will benefit from staff sharing their expertise between schools as well as access to a greater number and variety of collaborative projects, events and tournaments.



Why Oak Trees Multi Academy Trust?

We will remain who we are! No changes to:

- ▶ the school name
- ▶ the school day
- ▶ curriculum
- ▶ staffing
- ▶ uniform
- ▶ SEND top-up funding will continue to be provided by the LA
- ▶ the LGB will continue to provide support and challenge



The Proposal

The proposal is for Irby Primary School to convert to academy status and join Oak Trees Multi Academy Trust on 1st January 2024



Oak Trees Multi Academy Trust's Mission & Values

Oak Trees is an exciting Wirral-based Multi Academy Trust consisting of seven Wirral schools with shared values:

Our Trust Mission

'Achieving Excellence Together'

Our Trust values:

- ▶ Respect - Our Trust is built on strong relationships and we work together for the good of our children and families.
- ▶ Collaboration - This is at the heart of what we do. Our teams work together on a range of tasks and areas, and there is always someone to help.
- ▶ Inspiration - Our schools work together to inspire our staff and our children. We work with national trainers and inspirational Trust leaders for the good of our schools.



Oak Trees Multi Academy Trust Schools

Poulton Lancelyn, Church Drive, Egremont, Great Meol's, Stanton Road & Brackenwood Juniors, Greasby Junior School



What do We Stand For As a Trust?

- ▶ We are dedicated to helping the whole child, unlock their potential, and instill a love of learning.
- ▶ We share the wealth of experience and expertise from across our trust to enrich and bring learning to life for our children.
- ▶ We work together to help our schools to improve – adding capacity that the Local Authority haven't got.
- ▶ We are a local Trust – this enables us to have local joint events, sports matches, competitions – e.g. MAT song day and show, sports days, Unilever – we are all Wirral schools and understand the Wirral context
- ▶ Every member of staff in our trust genuinely cares about the achievement, development, well-being, and future of **all** of our children – we are a team!



What do We Stand For As a Trust?

- ▶ We believe that all schools should have their own leadership team and Headteacher and a strong Governing Body.
- ▶ School leaders continue to make their own decisions for their own schools and community – MAT leaders are there to help, support and facilitate but it is up to the school how they run on a day to day basis – it is your school!
- ▶ We listen to the school community and use that feedback to improve – parents, pupils, staff, Governors.
- ▶ Training – access to key trainers in many areas.
- ▶ Support – access to expertise from other leaders, curriculum leaders etc.
- ▶ MAT is led by experienced educational specialists with over 30 years of leadership experience.



Key Things To Know

- ▶ Wirral Trust
- ▶ School is still accountable to the local community - and all Local Governing Bodies have parent representation on them as before.
- ▶ Team – collaboration and relationships are the key!
- ▶ All schools follow the national curriculum and will continue to do so.
- ▶ Everything we do is with integrity and through listening to each community.
- ▶ Strong performance and feedback.
- ▶ Plan is to grow in the right way and ensure all schools performing well.
- ▶ Irby Primary School will remain as before – we value the community and the distinctiveness of each school, and this is part of the Trust ethos.



Conversion Process

Consultation

- ▶ Running for 4 weeks
- ▶ Feedback Form

Legal

- ▶ Confirm ownership of land
- ▶ Commercial Transfer Agreement
 - ▶ Non Land Assets
 - ▶ Contracts/SLAs



Staff

- ▶ Staff transferred under TUPE Regulations retain their existing terms and conditions
- ▶ TUPE briefing for staff
- ▶ Liaison with Trade Unions
- ▶ Due Diligence
- ▶ Pensions



Timeline of Activity

- ▶ Formal consultation 6th March 2023 – 31st March 2023.
- ▶ Consultation report and findings – April 2023.
- ▶ Governors to make a decision on whether to proceed.
- ▶ Proposed opening date of conversion and joining Oak Trees Multi Academy Trust – 1st January 2024.
- ▶ Regular communication with staff / parents / pupils / community.



Any thoughts or questions?

Email: consultation@irby.wirral.sch.uk

Website: <https://www.irbyprimary.com/>

