

19th December 2014

To whom it may concern

Penlee Academy Trust: Pensans, Alverton and Newlyn Schools

We are writing to inform you that, following agreement by the Governors, our schools are now actively pursuing conversion to Academy status, having concluded that conversion would be a positive move for all three schools.

At the heart of this proposal are the best interests of Alverton Primary School, Newlyn School and Pensans Community Primary School. In a time of enormous and very rapid change to the education system, Governors believe that preserving and developing the best of what we do as schools, is most easily achieved by seeking academy status to become 'converters'.

Our priority is to enable the schools to continue to provide an excellent education for our children while protecting the schools' roles at the heart of our community and retaining each school's unique qualities and strengths. We recognise that the role of Local Authorities in supporting schools is diminishing and that it is Government policy to encourage effective schools to become academies.

The Governing Bodies believe the best solution is for our schools to form a local primary school partnership of Alverton Primary School, Newlyn School and Pensans Community Primary School. The partnership would be a multi-academy trust (MAT) and each school would convert to become an academy. The partnership would be known as the Penlee Academy Trust but each school would keep its name.

The Governing Bodies have therefore voted to consult on joining the Trust and converting to academy status from 1st March 2015.

We are now consulting with the schools' parents, carers, pupils, staff and wider community to hear your views and establish if there is any significant objection that would make the Governing Bodies re-consider their proposal. The consultation period will end on 26th January 2015.

The Chairs of Governors and Headteachers will be available to answer any questions you might have at the following consultation meetings:

Pensans Community Primary School – Wednesday 14th January at 6.00 pm

Newlyn School – Thursday 15th January at 6.00 pm

Alverton Primary School – Tuesday 20th January at 6.00 pm.

If you have any feedback on the proposal that you would like to share with the Governing Bodies, then please do complete the attached questionnaire and return to any of the schools. A copy of the questionnaire can also be found on each school's website.

The Governing Bodies will then consider a report on the academy consultation before making a final decision on the proposal.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M. Higgs'.

Martin Higgs
Headteacher Alverton and Pensans Schools

PENLEE ACADEMY TRUST PROPOSAL

FREQUENTLY ASKED QUESTIONS

1. What is an Academy?

An academy is an independent state school that is run by an Academy Trust. The Academy Trust enters into an agreement with the Secretary of State for Education that sets out its responsibilities and accountabilities for the effective running of the academy. The academy is funded directly by the Government and is no longer run by the Local Authority. The Trust is given charitable exemption, which means it must operate much like a charity.

2. What is a Multi Academy Trust?

A Multi Academy Trust (MAT) is when two or more academies come together in partnership. Our Governing Body believes that the best option is to form a local primary school partnership of Alverton, Newlyn and Pensans to establish a MAT. The partnership will be known as the Penlee Academy Trust but each school will keep its name. Each school will convert to an academy. In the future, it will be possible for other academies to join the Trust. Through partnership the Penlee Academy Trust will support member academies in:

- developing and sharing best practice in teaching, learning and curriculum
- creating a skilled, motivated, expert workforce
- ensuring high standards through mutual challenge of performance
- making optimum use of their resources.

3. How would converting to an Academy benefit our School?

Becoming an academy will give the school more freedom to make decisions about the best way to provide an outstanding education for our pupils. The school will have the opportunity to provide a more innovative approach to teaching and learning and improve the pupil experience and performance. With the sharing of high quality staff and resources across the Trust, we will be able to meet the needs, interests and aspirations of our pupils. It is a positive way forward and will enhance the educational provision benefitting our pupils now and in the future.

4. Who will be responsible for running our school?

The Penlee Academy Trust will have a Board of Directors with equal representation from all three schools. The Trust Board will delegate most powers to run each school to a Local Governing Body (LGB), which will have a very similar role to the current Governing Body. These powers have been agreed by Governors from all three schools. The vast majority of Governors will be the same as now.

Each school will continue to be run by their Head but Governors and Headteachers from all four schools agreed to appoint an Executive Headteacher to lead the Trust's operation, to be accountable to the Trust Board for the performance of all three schools and to provide appropriate support to Heads.

5. What is the process to become an Academy?

The Governing Body has voted in favour of this proposal and an application has been submitted to the Department of Education. The Secretary of State has approved our application and issued an Academy Order, which allows the school to convert subject to some legal tasks. The school must also complete a consultation with all stakeholders which

include parents, carers, pupils, staff and the wider community. We are holding consultation meetings for these stakeholders at each school as follows:

Pensans School – Wednesday 14th January at 6.00 pm

Newlyn School – Thursday 15th January at 6.00 pm

Alverton Primary School – Tuesday 20th January at 6.00 pm.

We will become an academy on 1st March 2015, should the final decision to convert be agreed by the Governing Body.

6. Would the school have to change its name, logo or uniform?

There is no obligation for a school to change its name. This is a decision for the school, and the Governing Body proposes to keep the current name and current school uniform.

7. How will being an academy affect staff?

Currently, the employer for staff is the Governing Body of the school. After conversion all staff at the schools will be employed by the Penlee Academy Trust. Staff are legally protected to transfer under the same employment terms and conditions, including pensions.

8. How are the children affected?

In many ways the children will not notice any immediate difference. They will be in the same uniform, in the same classrooms with the same teaching staff. We will continue to strive for an outstanding education for all our children. However, in time the children may notice changes and improvements in the way that they learn, resulting from the greater training opportunities given to teaching staff to innovate and improve the pupil experience

9. Will we get more money as an academy?

Academies receive the same amount of per-pupil funding as they would receive from the Local Authority as a maintained school. They also receive additional funding in the form of the Education Services Grant to cover the services that are no longer provided for them by Cornwall County Council and to cover the costs of academy status. The whole of the school budget would come direct to the school from central Government allowing the school to control the whole of their spending.

10. How will admissions to the school be affected?

The school will become its own admissions authority but will be required to adopt clear and fair admission arrangements in line with the admissions law and the School Admissions Code. The Local Authority will continue to have responsibility for making sure there are sufficient places locally and will coordinate the admissions process for all schools. This means parents/carers will still only have to complete one application per child. Applications for September 2015 entry will still be via the coordinated process.

The Trust will manage its own admissions process including regularly publishing the Academy's admissions policy. Any changes to the policy will need consultation in line with the School Admissions Code.

11. Does becoming an academy change the relationship with other schools and the community?

No, academies must ensure that they continue to be at the heart of its community, collaborating and sharing facilities and expertise with other schools and the wider community.

12. Will our responsibilities in relation to SEN and exclusions change?

No. Responsibilities as an academy in relation to SEN and exclusions will be just the same as they are now.

13. Can a child with a statement nominate an academy as their school of choice?

Yes. Schools converting to academy status can retain the admissions criteria they currently use. These arrangements and related processes must at all times comply with the School Admissions Code.

Rationale for forming a MAT

Newlyn, Alverton and Pensans schools are committed to working in a formalised partnership that builds on an already successful collaboration.

The three schools are currently part of the Penwith Education Trust and, whilst recognising the value of collaborative working in this large organisation, believe that working in a smaller and more manageable group would enable us to become more effective. We consider that the opportunities for raising standards of teaching and learning by building on the existing links and relationships will be maximised through a more streamlined structure.

The reasons for wishing to be part of the Penwith Education Trust in 2012 were rooted in a desire to improve the quality of education in our shared community. In looking to form a smaller group, we retain the same aims. However, we recognise that the educational landscape nationally and locally has shifted significantly since the formation of PET and we therefore believe that we must look at an alternative model in order to act in the best interests of the children in our schools.

Although our MAT is made up of our three schools, we remain committed to working with all schools in the local area, and indeed nationally, where we consider that these extended partnerships will have a positive impact on our children's learning.

Our aim is to bring together the strongest elements of each school. This means that we will seek to enable teachers, pupils and governors to work more closely together with a view to raising standards in each school. We also intend to make the most of the resources available to us through a more strategic use of our combined purchasing power. This will in turn allow us to direct additional resources towards our core purpose of teaching and learning.

As three schools in close proximity, we serve the same community and share the same values. We aim to ensure that the children in our care have the best possible opportunity to reach their full potential.

Penlee MAT Values

We share the **co-operative values**:

- **Self-help** – encouraging all within the organisation to help each other by working together to gain mutual benefits. Helping people to help themselves.
- **Self-responsibility** – to take responsibility for, and answer to, our actions.
- **Democracy** – to give our stakeholders a say in the way we run our school.
- **Equality** – equal rights and benefits according to their contribution.
- **Equity** – being fair and unbiased.
- **Solidarity** – supporting each other and those in other co-operatives.

Consistent with the values of the founders of the Co-operative movement, we believe in the **ethical values** of:

- **Openness**
- **Honesty**
- **Social responsibility**
- **Caring for others**

Penlee MAT
Newlyn, Alverton and Pensans Schools
Vision Statement

The schools in this partnership are united by a shared vision and a shared set of values. Through collaboration we aim to:

- Ensure that children's learning is at the heart of everything that we do
- Enable each child to achieve the highest standards possible in all aspects of their school life
- Provide challenging and exciting environments where all children are safe and happy and develop a love of learning
- Value each child as a unique individual so that they realise their full potential as learners and members of the community.

PENSANS, ALVERTON AND NEWLYN SCHOOLS
CONSULTATION ON PROPOSAL TO CONVERT TO ACADEMY STATUS
AND ESTABLISH THE PENLEE ACADEMY TRUST

QUESTIONNAIRE

About you (*Please tick one that applies to you*)

- | | |
|---|---|
| <input type="checkbox"/> Parent / Carer | <input type="checkbox"/> Local resident |
| <input type="checkbox"/> Teacher | <input type="checkbox"/> Other (please state) |
| <input type="checkbox"/> Support staff | |

1. *What do you like about Pensans, Alverton and Newlyn schools?*

2. *Do you support these schools converting to academies and establishing the Penlee Academy Trust?*

Please answer Yes, No or Maybe

3. *Is there anything else you would like to say about the proposed academy?*

On completion of this questionnaire, we would ask you to either drop it into any of the school receptions or post it to any of the schools by Monday 26th January 2014.