



Heritage Multi- Academy Trust

A NEW MULTI-ACADEMY TRUST FOR KIRKLEES AND BEYOND

Heritage MAT January 2024 Consultation



Heritage MAT

January 2024 Consultation

- ▶ 1. What is our mission, vision and values?
- ▶ 2. Why are we doing this and what does it involve?
- ▶ 3. What benefits do we hope to bring for our community?
- ▶ 4. What risks will we need to carefully manage and minimise?
- ▶ 5. FAQs for parents / carers
- ▶ 6. FAQs for staff
- ▶ 7. FAQs for Governors
- ▶ 8. Next steps

What is the Heritage MAT Vision?

- ▶ Our Mission and Vision:
- ▶ *‘Through collaborative approaches and strong leadership systems, the Trust will provide an aspirational and exceptional all-through education system for all pupils, staff and community members of our Trust’.*

What are the Heritage MAT Values?

- ▶ **Our Values:**
- ▶ **Inclusivity** – All pupils will be supported and challenged in a caring environment in order to excel and achieve to the best of their potential.
- ▶ **Collaboration** – Through collaboration in teaching and learning and analysis of key performance indicators, we will drive school improvement for the benefit of all pupils and stakeholders.
- ▶ **Excellence** – Our staff, pupils and stakeholders will strive for exceptional outcomes, with value added through working together.

Who is planning to join Heritage MAT?

- ▶ Assuming that no major changes occur, there are initially planned to be 6 schools in Heritage MAT:
 - ▶ **Lindley Junior School**
 - ▶ **Moorlands Primary School**
 - ▶ **Reinwood Infant and Nursery School**
 - ▶ **Reinwood Junior School**
 - ▶ **Salendine Nook High School**
 - ▶ **Spring Grove Junior, Infant and Nursery School**

Heritage MAT

Why are we aiming to do this?

- ▶ United we stand – strength in unity
- ▶ DfE direction of travel has not changed in almost two decades
- ▶ There is no suggestion that a change of government will change policy
- ▶ Local authority funding continues to be eroded
- ▶ Potential changes in SEND funding – The cluster model
- ▶ We already work together in many ways (Hub, pyramid and school to school support)
- ▶ We want to build resilience and capacity
- ▶ We want to set our own path and create our own unique MAT

What does establishing Heritage MAT involve?

- ▶ These are the main things that we need to do:
- ▶ undertake this consultation with all stakeholders and community members.
- ▶ Perform a due diligence exercise (looking at key information about each school)
- ▶ Apply (to become a MAT) to the Regional Commissioners (DfE)
- ▶ Establish a new set of Articles of Association which sets out how the trust will run itself.
- ▶ Establish a MAT Trust Board structure designed to hold the Chief Executive Officer, Chief Finance Officer and central team to account.
- ▶ Agree the delegated powers for all schools' Local Governing Bodies.

What are the specific benefits of establishing Heritage MAT?

- ▶ All schools will be equal partners with an equal voice in the new MAT – There will be no hierarchy of schools.
- ▶ We believe that our plans meet with the DfE ambitions to establish a medium sized MAT serving a local community with diverse needs.
- ▶ Our Growth Plan may offer support and capacity to the wider community in a cost effective way.
- ▶ The Executive Leadership Team (Headteachers and Chief Executive Officer) and MAT board will set the strategic direction for the Trust.

What are the specific benefits of establishing Heritage MAT?

- ▶ Stronger and more formal school to school arrangements including joint CPD and joint strategies e.g. to tackle disadvantaged pupils' progress from nursery to age 16.
- ▶ Stronger transition arrangements as pupils move between key stages.
- ▶ Potential to introduce more specialist teaching across the primary schools.
- ▶ Linking secondary specialists with primary teachers for joint curriculum planning.
- ▶ Economies of scale e.g. Procurement/CPD/Advertising/HR/Data systems / Recruitment / SCR

What are the specific benefits of establishing Heritage MAT?

- ▶ Support with compliance issues e.g. statutory policies
- ▶ Shared expertise around SEND
- ▶ Potentially an Additionally Resourced Provision for our primary and possibly KS3 Pupils
- ▶ Workforce development
- ▶ Common approaches / best practice around workload and wellbeing management
- ▶ Leadership support and development
- ▶ Community management systems e.g. complaint handling

How will we minimise the risks by learning from others?

- ▶ At our core we will protect the unique character of the individual schools.
- ▶ The Local Governing Body will be empowered to retain much of its current work in each school, established through an agreed scheme of delegation.
- ▶ Shared services will be determined by the Executive Leadership Group and recommended for approval by the trust board. Annually reviewed.
- ▶ Establish a school on a page (KPI system) for each school to manage risks and red flags.
- ▶ Any growth in the MAT should be recommended by the trust board in consultation with the ELG and then unanimously agreed by the Members of the Trust.

What might the future hold if we are successful in our application to create Heritage MAT?

- ▶ We will need a Growth Plan as part of our strategy:
 - ▶ To include space for an additionally resourced provision.
 - ▶ One or more primary schools to join once we are fully established.
 - ▶ One more secondary school provided we can sustainably offer the right support and capacity.
 - ▶ Consideration of other sectors such as tertiary education or special schools.

FAQs

- ▶ Let us all acknowledge that this is potentially a significant change to education in our local community.
- ▶ Change can often create apprehension.
- ▶ For the maintained schools this is possibly daunting.
- ▶ We need to allay concerns and ensure that all stakeholders understand exactly what we are trying to create and equally importantly, what we are not trying to do.

FAQs for Staff

- ▶ Do we have to do join a MAT?
- ▶ What are the main differences between academies and maintained schools?
- ▶ What will happen to my pay and conditions if we become a MAT?
- ▶ Are academies bound by school teachers pay and conditions?
- ▶ What happens to teachers pensions?
- ▶ How can I make my views known about the MAT concept?
- ▶ Can the individual head force us into a MAT?
- ▶ For maintained schools what happens to the role of the LA?
- ▶ What if Government Policy changes – have we wasted our time?
- ▶ Will anybody be made redundant when the MAT starts?

FAQs for Staff

- ▶ How quickly this process be completed?
- ▶ Will the LA be consulted?
- ▶ Will individual schools retain their identity and unique character?
- ▶ How will Heritage MAT be funded?
- ▶ Who owns the land and buildings after conversion to a MAT?
- ▶ Are there more curriculum freedoms?
- ▶ Who will have oversight over Heritage MAT?
- ▶ Will pupils achieve higher standards in Heritage MAT?
- ▶ Will there be any changes to admissions arrangements in Heritage MAT?
- ▶ What if Heritage MAT fails in its objectives?
- ▶ Should I talk to my union about Heritage MAT?

FAQs for Parents

- ▶ What is a MAT?
- ▶ Who decided on the name Heritage MAT?
- ▶ Who is in this new proposed MAT?
- ▶ How do schools become MATs?
- ▶ Will my child receive a better education in Heritage MAT?
- ▶ Are the rules for MATs different for LA schools?
- ▶ How will my school's funding change – will the same amount of money be spent on education?
- ▶ How does the Governance work in a MAT and how does this link to my own school's governors?

FAQs for Parents

- ▶ Is there a risk that by joining with other schools that our school does not get its fair share of resources and education suffers?
- ▶ What changes will parents and children see?
- ▶ How will this improve my child's outcomes?
- ▶ Will staff move between schools?
- ▶ Will there be changes to admissions?
- ▶ What role does Ofsted have with Heritage MAT?
- ▶ Will the curriculum change in Heritage MAT?
- ▶ Who is in charge of my school in Heritage MAT?

FAQs for Parents

- ▶ Will the school name change?
- ▶ Will the uniform change?
- ▶ Will holidays change or school day length?
- ▶ Are children more likely to be suspended or excluded from Heritage MAT than my current school?
- ▶ When are you planning to start this new MAT?
- ▶ What if I have further questions or want to talk to somebody in person?

FAQs for Governors

- ▶ What is the new proposed structure?
- ▶ How will this new structure affect my role?
- ▶ What is the difference between members and trustees?
- ▶ Will we still be managing our own finances?
- ▶ What will happen to existing service contracts in each school?
- ▶ What will happen to admissions in my own school?
- ▶ Will we keep our own reserves?
- ▶ Tell me some of the benefits from a governance point of view?
- ▶ How will it be ensured that the MAT does deviate from the agreed vision and values over time?

What next for Heritage MAT?

- ▶ Complete this form <https://form.jotform.com/233381294857365> with any questions that you might have. A follow up video and PowerPoint offering responses to further questions will be produced.
- ▶ You will also have the chance to speak with key staff in person and raise any further queries or concerns then. This will be in January 2024.
- ▶ Application to follow in the spring term assuming that we have not had any unforeseen problems.