



St Michael & All Angels C.E. Primary School

Our Future

Joining a Multi-
Academy Trust

January 2021

Welcome

St Michael and All Angels CE Primary School is committed to supporting the community in which it sits. In 2012, the school made the decision to become what is known as a stand-alone academy.

That meant that the school stepped away from the Local Authority to enable itself to operate on its own, so that it could better serve the needs of its pupils and staff.

It was always the school's intention to look at building links with other like-minded schools as part of this move. This was partly for financial reasons, but also so that best practices could be shared and adopted.

Changes to how schools are funded over the last eight years has meant that it has become increasingly more critical for the school to look at being part of a wider family of schools. This has become even more important due to the challenges the school has faced because of Covid-19. As a result, the Governors of the school have been looking at various available options.

Following extensive communications with the Diocese of Leicester's Board of Education, it has been determined that the 'Rise Multi-Academy Trust' would be a suitable and appropriate partner for the school.

'Rise' is a Trust that has had a highly successful period over the last 12 months. All schools in the Trust are now deemed as being Good by Ofsted and have been praised for their caring ethos during the SIAMS inspections. The vision and values that 'Rise' provide, mirrors our school's own approach to collaborative working towards building a caring and supportive culture.

As a result, we are launching a listening period to explore what our community thinks of this proposal, to bring the Trust and the school together.

Your views are welcome and incredibly important to us, as they will determine how we proceed from here.

We look forward to hearing from you!

Robert Evans.

Chair

Neil Bardsley

Headteacher

Why now?

We have been a stand alone academy for nearly 10 years. The understandable question is why are we revisiting our options now? The pandemic has once again highlighted the importance of collaboration, but our decision to relook at our options is about ensuring the longer term viability and success of our school.

- Our school does lots of things brilliantly - we believe our staff are incredible. We always know, however, that there is more we can do, but this is a challenge when we are faced with limited resources. Supporting our teachers to better be able to work with other teachers will mean that we can share ideas and resources. We don't have to keep reinventing the wheel!
- As a small school, our Headteacher is also responsible for HR, risk assessments, policies, rotas...the list goes on. We want to free up our leaders so that they can focus on helping our children to thrive in the classroom.
- Because of the size of the school, we also have a number of staff who are the only people who can do their particular role. For example, there is one person who looks after our finances, one person to open and close the building etc. If they are unable to come to school, for whatever reason, there is little or no back up. This is a real risk.
- The Government is continually making changes to how they fund schools, and what they expect schools to use that funding for. These changes have added pressure to our already tight resources. Additional costs around Covid have not helped matters, and it is hard to imagine that the Government will be in a position to invest significantly in schools moving forward. It is important that we take some positive steps now to help safeguard the future of our school.

Over the last 10 years, we have exhausted options of us growing organically ourselves. We believe that the right course of action is to join a Multi-Academy Trust. This is essentially a group of academies with arrangements in place to strong and collaborative working environment where schools have the opportunity to flourish educationally, financially and operationally.



Following discussions with our stakeholders, we are excited by the opportunities presented by potentially joining the Rise Multi-Academy Trust. This is a MAT that is part of our Diocese and works with like minded schools. Their vision is to enable all children to flourish and succeed. Their vision is:

All Rise pupils will flourish and succeed by:

being more than ready to move on to the next phase of their educational journey. Pupils will have the subject knowledge they need to thrive. They will love school, love learning and want to know more about the world around them. Rise pupils will be wise and hopeful. Rise pupils will have a deep sense of dignity and show respect in all they do. Their primary education will be full of memorable moments that stay with them forever. They will be aspirational, creative, productive and live well together.

All Rise staff will flourish and succeed by:

being supported to acquire and use their professional knowledge they need to enable Rise pupils to achieve great things. Staff will work in a can-do culture where adult learning is valued as much as children's learning. Staff will work collaboratively within and beyond the family of schools, with an unerring focus on improving the quality of education they provide. Rise staff will feel valued and respected. They will be well supported to be the best they can be.

All Rise schools will flourish and succeed by:

being rooted in partnership with the local communities they serve. Schools will work respectfully with their parishes and schools beyond the Rise family, to support all children to thrive. We will endeavour tirelessly to support and work in partnership with the families our schools serve. Rise schools will be inclusive; every pupil will be valued and every pupil will achieve great things. Rise schools will draw strength from their family of schools. Being in a Trust does not define our schools, but collaboration is what will drive improvement.

Key Facts about Rise

- 12 schools, all primary, some who are close to our school
- The head office is just down the road in Syston
- All deemed Good or better, and results are on an upward trajectory
- All schools retain local governors
- The schools work in partnership with one another, with existing staff giving the opportunity to provide support to other schools - helping staff retention.
- Is in a stable financial position
- All schools keep their own identity

For more information, visit www.risemat.co.uk

FAQS

Will our uniform/name change?

In short, no!

How will staff benefit?

A major drive to is to provide better CPD (continuing professional development) and enhanced career opportunities for all of our staff.

Staff would officially be employed by a multi-academy trust, but their existing employment rights would move across under the TUPE rules and thus be protected.

How will the money raised by the parents/ fundraising be used?

Each school will continue to have its own autonomous mechanism for fundraising. The money raised by each school's fundraising efforts will only be used for its own school and will continue to be independent of the school, raising money for agreed resources or projects that have been asked for by the school's leadership.

Will there be any change to admissions policy?

The current arrangements, which are determined by the local authority, would remain in place. That means being very inclusive by welcoming children with disabilities and special needs, and giving preferential admission to siblings.

Will the term dates change?

All schools have the ability to set their own term dates. Our schools currently work with a wider network of schools to try and provide term dates that suit both the needs of our children and parents/carers. There is no intention to alter the current arrangements.

Will we have to pay to be part of the Trust? Will money be saved?

This is about more than finances, but there is the opportunity for much-needed savings. Better rates for services can be secured across 13 schools than one. Over time, there may be the opportunity to look at sharing some admin staff etc as well.

The funding for the school is paid directly to the Trust, who then pass 95% to the school. The 6% the Trust retains helps fund a central team that includes HR, finance, payroll and, of course, school improvement support - much of which we already have to pay other people for.

The benefit though is that we are part of something bigger. We would be able to share ideas,

Next Steps

We have placed a survey online on our website at www.stmichaels.leics.sch.uk/mat-listening-period

Please can you complete by Friday 19h of February