



EMMANUEL COLLEGE

The Emmanuel Schools Foundation

13 February 2015

Dear parent

Re: Restructure of Emmanuel College into a Multi-Academy Trust

At present Emmanuel College is a single City Technology College. Recently the governing body (Board of Directors) of the academy trust has been considering becoming part of a Multi-Academy Trust (MAT), whilst continuing as a City Technology College.

The Emmanuel Schools Foundation (ESF) was created back in 2002, before the Multi-Academy Trust structure had been envisaged, to raise standards in education by enabling Emmanuel College to work closely with the Academies it founded, sharing best practice and achieving value for money. The Multi-Academy Trust model is now the Government's preferred way of formalising a strong, collaborative group structure. The aim is that all schools benefit from a sharing of resources and economies of scale, boosting educational provision and raising student attainment. Essentially, the Multi-Academy Trust structure has been designed to provide the benefits our group of schools has always enjoyed.

The governing body is, therefore, currently considering whether the school should formalise our relationship by become part of a Multi-Academy Trust, which will consist of our family of four schools (Emmanuel College in Gateshead, The King's Academy in Middlesbrough, Trinity Academy in Thorne & Moorends, and Bede Academy in Blyth). Any decision on whether or not to convert to Multi-Academy Trust status will be taken by the governing body, taking into account what is best for our school, students, staff and the wider community.

As part of the decision making process, the governing body is committed to undertaking consultation with relevant stakeholders in accordance with the Department for Education's guidance "*Making Significant Changes to an Existing Academy*". The governing body will take into account all views offered during the course of consultation before making final decision. The purpose of this statement is to introduce the proposals to you, signpost you to where you can find additional information and inform you how you can take part in the consultation.

The decision to change status resides with the governing body. However, the governing body is committed to consider the views of all interested parties.

How to Make Your Views Known

This letter is part of a consultation process which begins today and ends on **Friday 6th March** to allow meaningful consultation to take place with employees and their representatives. Responses must be received by that date. The next step will be for a committee meeting of governors in the week commencing 9th March to consider all responses received and to make a decision as to whether or not to continue with the process.

(continued overleaf)

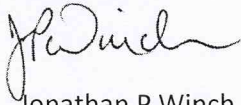
Jonathan P Winch BSc (Hons) Principal

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The attached documentation anticipates questions you may have. If you would like to make representation in respect of this proposal please contact Mrs Longton, Principal's PA, by letter or email (longtons@emmanuelctc.org.uk). If you have any enquiries in relation to what is proposed, feel free to write to me.

Yours sincerely

A handwritten signature in black ink, appearing to read 'J P Winch', written in a cursive style.

Jonathan P Winch
Principal

KEY ISSUES

Academy Status

- The school will continue as a City Technology College, so it will remain outside of Local Authority control. Funding for the school will continue to be provided by the Department for Education. The running of the school will be through a supplemental funding agreement, with the Multi-Academy Trust entering into what is called a 'master funding agreement' with the Department for Education.

Land

- The Multi-Academy Trust will hold the freehold interest in the school's site.

Governance

- The Multi-Academy Trust will have a Board of Directors that will be ultimately responsible for the school. The local governing bodies of each of the four schools will continue as they currently operate and will broadly reflect their current composition. There will continue to be parental representation on each local governing body, in line with the requirements laid down by the Department for Education. The local governing bodies will have certain powers delegated to them by the Multi-Academy Trust in order to ensure efficient and effective local governance.

Funding

- The 'master funding agreement' will be the conduit for the funding of the school. Each school within the group will attract funding based on the characteristics of the school itself. It is anticipated that the Multi-Academy Trust will ensure that each school retains its proportion of funding and that each local governing body will be responsible for accounting back to the Multi-Academy Trust for its income and expenditure.

Employment

- Members of staff from each of the four schools will become employed by the Multi-Academy Trust. The employment rights of all members of staff will be protected by TUPE [Transfer of Undertakings (Protection of Employment) Regulations] which came into force in 2006. This means that these employment rights will transfer from the single academy trust to the new Multi-Academy Trust under the same terms and conditions of employment. Pension rights and continuity of service records will all be preserved.

Benefits of Collaboration

A formal federation between our four schools would bring a range of educational and financial benefits, as we seek to continue to raise standards and improve student outcomes during a time of financial constraint.

Education

Each school would continue to be required to provide a broad and balanced curriculum, in accordance with its funding agreement.

Some important features would not change if we were to become part of a Multi-Academy Trust:

- We will continue to be named Emmanuel College and our uniform and logos will not change;
- Our Christian ethos and core values will remain unchanged;
- The curriculum, extra-curricular programme, school day, pastoral support and guidance and general organisation of the school will be unaffected.