

EARLHAM PRIMARY SCHOOL

A PROPOSAL TO CONVERT TO ACADEMY STATUS AND JOIN THE EKO TRUST

CONSULTATION DOCUMENT

May 2017

Earlham Primary School

The Proposal

After carefully considering the best options for our school, including investigating several multi-academy trusts, governors believe that the best option for Earlham is to convert to academy status and join the Eko Trust. As part of the local Teaching School Alliance, our school has already seen some of the benefits of working with other schools in the Trust. We are confident that by joining the Eko Trust, Earlham would continue to flourish and benefit from greater collaboration and joint working with the other member schools. These schools share our ethos and values and in particular have a strong focus on inclusion which is very important to us.

The other schools in the Eko Trust are:

- Kaizen Primary School
- Eleanor Smith School
- Gainsborough Primary School

The proposal is to convert to academy status and join the Eko Trust on September 1st, 2017.

The Benefits

Earlham has already seen the benefits first hand of working with schools within the Eko Trust. By converting to academy status and joining the Trust, we would be able to deepen these ties and strengthen the collaboration and joint working between headteachers, senior leaders, staff and governors.

In particular, Kaizen Primary School is recognised by the DfE as a Teaching School and is a founder member of the East London Early Years and Schools Partnership (ELEYSPP). This means that new teachers can be trained in the schools as well as more experienced teachers being provided with high-quality professional development.

As part of the Eko Trust we will:

- Share and develop excellent practice in teaching and learning,
- Enhance our provision for students with additional needs,
- Broaden and deepen the curriculum offered by each school,
- Enhance the professional development of teaching and support staff,
- Increase the range of learning and enrichment activities for students and pupils,
- Help retain and attract the most capable staff,
- Increase mutual accountability, challenge and support for Governors and Headteachers,
- Secure financial efficiencies through coordinated resource planning and joint commissioning of services, and
- Respond to changes in Government policy proactively and efficiently.

Key information about the member schools

<i>Name of School</i>	Earlham Primary School	Eleanor Smith School	Gainsborough Primary School	Kaizen Primary School
<i>Type of School</i>	Primary with 52 place nursery for children aged 3 and 4 years old	Special School for pupils with Social, Emotional, Behavioural and Mental Health issues (SEBMH)	Primary with 14 place resource base for pupil with severe autism and 50 place Nursery for children aged 3 and 4 years old	Primary with 52 place Nursery for children aged 3 and 4 years old.
<i>Age Range</i>	3-11	4-16	4-11	4-11
<i>Location</i>	Earlham Grove Forest lane London E7 9AU	<u>Years R-7</u> North Road Plaistow E13 <i>East off Plaistow Road</i> <u>Years 8-11</u> Lawson Close Beckton E16 <i>Near King George V Park</i>	Gainsborough Road West Ham E15 <i>South of West Ham station off Manor Road</i>	Elkington Road Newham E13 <i>Between Prince Regent Lane and Barking Road</i>
<i>Pupil Numbers and classes/year groups</i>	417 2 form entry	77 Pupils	420 pupils 2 form entry	420 pupils 2 form entry
<i>Headteacher</i>	Ms Laura Hewer	Mr Graham Smith	Ms. Deborah Strain	Mrs. Rebekah Iiyambo
<i>Most Recent Ofsted</i>	Good (October 2013)	Good (April 2015)	Good (February 2013)	Outstanding (July 2015)

Trust Vision and Values

The vision for the Eko Trust and its member schools is summarised as '*Collaborating to Learn*'. Every member of the trust community is empowered to learn, to be ambitious and to be resilient.

The Eko Trust is a learning community that provides an excellent education through highly effective collaboration based upon mutual support and challenge.

The core values of the trust and its member schools are:

- Equity
- Vitality
- Optimism
- Courage
- Integrity

Trust governance, leadership and management

The Eko Trust is governed by a single board of trustees including existing governors from the founding schools. The trustees have the range of important knowledge, skills and expertise needed to oversee an organisation of 1600+ students, 250 staff and around £10m of public funding. The CEO of the Eko Trust is Mrs Rebekah Iiyambo, Headteacher at Kaizen School and in this role has specific responsibility for overseeing the trust's legal, financial, governance and HR functions.

The Trust has overall accountability to the Department for Education (DfE) but each individual school remains subject to individual Ofsted inspection.

Earlham, like the other schools in the Trust, would continue to have a Local Governing Body, with representation for parents, staff and the wider school community. Governors and Ms Hewer would continue to decide how Earlham is run with the vast majority of decisions still made locally.

Ms Hewer would be part of a leadership group with the other headteachers, to be responsible for developing and implementing Trust plans for school-to-school support and collaboration.

School funding will still be calculated and allocated on a school-by-school basis with each school contributing to the central costs of running the Trust, which would be kept as low as feasible. The Trust's finances are subject to close scrutiny by the DfE's Education Funding Agency and independently audited accounts are published. The Eko Trust would become the employer of Earlham staff.

To find out more about Eko Trust please visit <http://www.ekotrust.org.uk/>

School management and operation after conversion and joining the Eko Trust

At Earlham, our pupils will continue to be taught by the same teachers in the same classrooms, wearing the same uniform. Over time children may notice changes in the way they learn and be able to access a wider range of opportunities, as we benefit from trust-wide initiatives to enhance teaching, learning and the curriculum.

The school name and identity will remain the same and we will retain control over the admissions policies and processes, which must be compliant with the national admissions code.

All staff would continue to work in our current school with the same responsibilities and terms and conditions as now. There would be opportunities for some staff to take on wider responsibilities across schools to enable the trust to function effectively and efficiently. Staff would also have access to enhanced professional development. There are no plans to make any posts redundant as a result of joining the trust.

Next steps

The aim is for Earlham Primary School to convert to an academy and join the Eko Trust on September 1st 2017.

As a first step, we would like to consult with parents, carers and staff. This consultation will run from Monday, April 24th until Friday, May 19th and will include meetings when parents, carers and staff will be able to hear more about the proposal and ask questions. Parents and carers are welcome to attend any of the meetings scheduled overleaf.

Audience	Time & Date
Parents & carers	2.15 pm and 6.00pm Thursday, May 11 th 9.00am Friday May 12 th
Staff	3.30pm Monday May 8 th

In June the Governing Body will then consider a report on the consultation and if satisfied with the outcome, will proceed with the proposal.

After that there would be a number of legal, regulatory and operational tasks to be completed by September 2017 and the transition would be carefully managed to ensure day-to-day running of the school is not affected.

Parents, carers, staff, students and the wider community of each school will be kept fully informed.