

Academy Conversion Consultation

Norley CE Primary School

Staff Consultation

22nd June 2022



Introduction - Agenda

- ▶ **Welcome & Introductions**
- ▶ **What is an academy?**
- ▶ **Reasons for considering to convert to academy status**
- ▶ **Why Chester Diocesan Academies Trust (CDAT)?**



What is an academy?

- ▶ Academies receive funding directly from the government and are run by an Academy Trust.
- ▶ Academies have more autonomy over how they do things.
- ▶ Academies are inspected by Ofsted.
- ▶ Academy Trusts are not-for-profit companies. They employ the staff and have trustees who are responsible for the performance of the academies in the trust.
- ▶ Conversion usually takes around 6 months.



Vision Statement

'The love of God shines through us by the work of our hands'

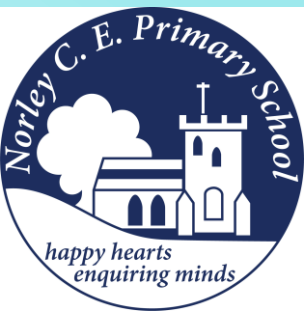
You are the light of the world. A city built on a hill cannot be hid. No one after lighting a lamp puts it under the bushel basket, but on the lamp stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.

([Matt. 5:14-16](#))



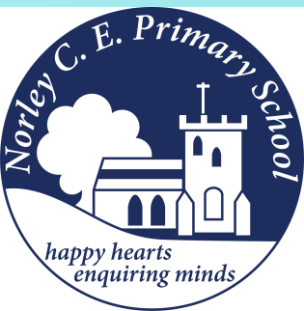
Reasons we are considering academy status

- ▶ The Governors at Norley CE Primary want the best for the children and the school community.
- ▶ The Government vision is for all schools to join multi academy trusts by 2030.
- ▶ Support from the Local Authority is being stretched and is becoming less and less due to the government's agenda.
- ▶ We know that we will get additional support through an academy trust model, and this has been confirmed by schools already working in such a way.



Why convert now?

- ▶ This is the right time for us to move into a new phase on our journey and to become even better.
- ▶ We want to be part of something new and to be making our own decisions.
- ▶ We wish to make the move now to determine our own destiny and to make the change when it is right for our own school.



Why Chester Diocesan Academies Trust (CDAT)?

- ▶ CDAT's vision and values are closely aligned with our own.
- ▶ We are a church school and we want to keep those close links with the Diocese.
- ▶ We want to keep our unique identity.
- ▶ Joining CDAT will add and strengthen partnerships with other schools.
- ▶ To benefit from working closely with other schools with more support, training and opportunities to share good practice.



What will stay the same?

- ▶ No changes to:
 - ▶ The school name
 - ▶ The school day
 - ▶ Curriculum
 - ▶ Uniform
 - ▶ Governors will continue to support & challenge (although some changes to structure and accountabilities)



The Proposal

Proposal is for Norley CE Primary School to convert to academy status and join Chester Diocesan Academies Trust (CDAT) on 1st April 2023



CDAT's Vision

Rooted in Christian values, CDAT is committed to:

- Valuing the uniqueness of every child
- Aspiring to excellence
- Being a nurturing learning community for all

Jesus said, 'I have come in order that you might have life—life in all its fullness' (John 10:10).

As a Trust, our aim is to ensure that all of our pupils are able to benefit from and enjoy 'life in all its fullness.'



CDAT “Musts”

- ▶ Christian Ethos
- ▶ Collaboration, not Isolation
- ▶ Quality of Education – “stick of rock”
 - ▶ High expectations
 - ▶ Investment in staff development
 - ▶ Train, recruit & retain great staff
 - ▶ Sharing best practice



CDAT's Approach

CDAT doesn't take a corporate approach with its schools – we don't look to change school names/uniforms/badges, nor do we have a 'CDAT curriculum' that we expect all schools to follow, or insist on all schools using the same 'schemes' for maths, phonics and the like.

We recognise that our schools are very different – each serving its own community – and that a 'one size fits all' approach wouldn't work: our aim is to help each school be the very best version of itself that it can be.

Across the Trust there is an enormous amount of expertise and excellent practice. We see the Trust as a thriving learning community where staff and schools work together to help each other to continually improve.



CDAT Family

While our schools all have their own unique identity, they are also all part of the CDAT family of schools. All are church schools within Chester Diocese.

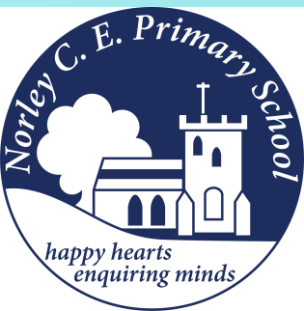
Currently 11 schools – with 5 more at the consultation or formal application stage. Our 11 current schools are in Cheshire, Stockport/Tameside and the Wirral.

Central Team based at Church House in Daresbury but most often seen visiting schools.



Conversion Process

- ▶ Consultation
 - ▶ Running for 4 weeks
 - ▶ Feedback form
- ▶ Legal
- ▶ Staff



Transfer of Land/ Non Land assets

- ▶ Confirm ownership of land
- ▶ Commercial Transfer Agreement
 - ▶ Non Land Assets
 - ▶ Contracts/SLAs



Staff

- ▶ As Is
- ▶ TUPE briefing for staff
- ▶ Liaison with Trade Unions
- ▶ Due Diligence
- ▶ Pensions



Timeline of activity

- ▶ Formal consultation 14th June 2022 to 12th July 2022
- ▶ Consultation report and findings – July 2022
- ▶ Governors to make a decision on whether to proceed
- ▶ Proposed opening date of conversion and joining CDAT – 1st April 2023
- ▶ Regular communication with staff / parents / carers / pupils / community



Any thoughts or questions?

Email: consultation@norleyce.cheshire.sch.uk

Consultation website: <https://norleyce.academyconsultation.co.uk/>

School website: <http://www.norleyce.cheshire.sch.uk/>

