

CONVERTING TO AN ACADEMY: FAQs

QUESTION	RESPONSE
Has the decision to convert to an academy already been made?	No. Until the consultation has been completed and everyone's views have been obtained, a decision will not be made. The governing body have to weigh up the pros and cons of the academy conversion.
What is the position of the local authority (LA)?	The local authority will support any school seeking to become an academy.
Will the governing body in the future be made up in the same way?	The current governors would be encouraged to remain in place. The Board of Trustees would be for the whole Multi-Academy Trust (MAT), whilst local governors will be advocates for the school.
What is the impact on pensions?	No change. Teaching staff will continue to be members of the Teachers' Pension Scheme (TPS). All staff in a school who are in the Local Government Pension Scheme (LGPS) will continue to stay in the LGPS. Pensions are the same for staff in academies as they are in maintained schools.
What about future funding – will there be a difference for different types of schools?	Government has repeatedly said that there is no additional money for academies; it is just that the school decides how to spend the money it is allocated. Funding is likely to be increasingly tight for all schools over the next few years.
Will Ofsted inspections continue?	The position is the same whether school are academies or not.
What is the legal status of the land the school occupies?	The MAT will get a 125-year lease from the LA. The land stays in public ownership.
Would there be any changes to the admissions policy/criteria?	When a school becomes an academy, the academy trust will become the school's admissions authority. However, local authorities still have the right to commission places in special schools.
Will the final decision be taken by governors?	The governors have the final say but will consult with parents/carers and staff, neighbouring schools and the LA.
Is there a long transition period to take up academy status?	It could be anything up to 6 months potentially – it depends on the local authority speed of response.
Who employs the staff in the academies?	The MAT and not the LA is the employer.

CONVERTING TO AN ACADEMY: FAQs

Will terms and conditions for staff change?	The MAT sticks to the national School Teachers Pay and Conditions agreement and local government pay agreements – all these would continue to apply.
Would the name of the school change?	The name of the school will not change. We are proud of our name and its identity within our community.
Where will money for capital expenditure come from?	The MAT receives a capital grant from the DfE every year to use for all of its schools.
What is the process for setting up the MAT?	<p>A MAT is a charitable company limited by guarantee. It is prohibited for such an organisation to make a profit.</p> <p>The Trust appoints the board of trustees/members as described in the Articles of Association. The trustees enter into the funding agreement and do all the negotiations with the DfE.</p> <p>The proposal is to join with other likeminded schools and to create an organisation that meets the needs of students and staff in all the schools.</p>
Who will provide the services we now get from the local authority?	<p>We are aware that there are budgetary pressures on the LA and we are aware that services are being reduced. It is unclear what services will remain and what availability there will be in the future.</p> <p>Academies are still able to buy services from the LA. However, an academy can choose services from the highest quality providers and ensure good value for money. The multi-academy trust will also provide a range of services to its academies.</p>
How will Bracken Hill change?	The ethos and core value of Bracken Hill school will not change. We are the same team at the same school. However, we will be able to work alongside professionals that have experience and are in a position to support us better with the nature of our school.