

Stakeholder Engagement Event

Wednesday 19th April 2023

Following approval at the end of the spring term from the Regional Directorate for Horizon Multi-Academy Trust to merge into Learning Academies Trust, there was a formal Stakeholder Engagement meeting held at Elburton Primary School. This meeting was led by the CEO's of both organisations and supported by the Chairs of each Board of Directors on 19th April 23 at 6pm. During the meeting a PowerPoint presentation was shared with those present that outlined 1) The history of both trusts, 2) Joint developments completed to this point, 3) Draft Mission, vision, and values for the merged organisation, 4) A question and answer session, 5) Draft timeline for moving forwards. The slides that were used are shown below.

The meeting was well attended, with 25 people at the event, these covered a range of stakeholder groups. These included parents, governors, school staff and central staff members. The information has subsequently been shared with all staff and governors and information shared on trust websites.


As part of the presentation the CEOs highlighted some key areas that school/central teams, parents or other professionals had raised through the in-box or in previous discussions, they included:-

- Opportunities for collaboration and career opportunities
- Curriculum- direction with one central curriculum or individual for schools
- School Improvement Capacity- the design and support for schools
- Finance – cost, economies of scale
- Central functions- requirements and the teams
- TUPE- TUPE process

During the meeting there was a good dialogue with stakeholders, the questions covered the following areas:-

- Cost implications for school linked to the merger, short and long term.
- Economies of scale and when we will begin to see the impact of this.
- Queries about the central team expanding, rather than this reducing with a merger.
- Would schools have to change some of the systems they use for communication/ teaching and learning?
- When staff will be able to state they can see the impact of working for the larger trust.
- If there are structural changes, or changes to staff role when staff would know this.

Following the discussions that took place during this session, the CEO's and Chairs of both organisations offer the opportunity of the group to forward any further questions to the team and they would endeavour to offer a response as soon as possible. This will ensure a continuous dialogue with our key stakeholders, throughout the transfer process.




Horizon and LAT

An update on the 'merger' plans

**Stakeholder engagement event Wednesday 19th
April 2023**

Elburton Primary School

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Introductions..

- Simon Spey – CEO of Learning Academies Trust
- John Butcher – Chair of Board for Learning Academies Trust
- Maria Anderson – CEO of Horizon Multi-Academy Trust
- Debbie Taylor – Chair of Board for Horizon Multi-Academy Trust

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Outline for this evening...

- History of both MATs
- Work completed to date
- Draft vision and values update
- Areas for potential discussion this evening
- Your questions tonight
- Draft timeline going forward



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History of Learning Academies Trust

- Prince Rock was the founding school alongside Woodfield and Salisbury Road.
- The LAT formally opened as a 3 school MAT in November 2016
- In April 2018 Shakespeare, Knowle and Mount Wise joined the trust
- In Autumn 2018, Mayflower and Mount Street joined.
- Our final 9th school, High View joined us in September 2022
- Current pupil numbers - 7777
- Staff numbers - 777? (mixture of full and part time)

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History of Horizon

- Elburton was the founding school and Acadamised in 2012
- Opened as a MAT September 2016- Elburton/Widowill/Horae
- September 2017 Pumphlett joined the trust
- January 2019 the trust comprised of 9 schools- two of these infants, and one junior
- Current pupil numbers - 2441
- Staff numbers - 480 (mixture of full and part time)



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Mission, vision, values and aims...

Co-construction by leaders

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What do we all value?



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Now that the application to merge has been approved...

- The name of the MAT will be



- The strap line will be

'Believe you can. Together we will.'

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Our mission and vision.

'Believe you can. Together we will.'

Our Mission :

Together we will... Work with our children, families and communities to provide exceptional learning opportunities for all children.

Our Vision :

Together we will be a family of schools ensuring excellence in primary education.

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Things that we value as a trust...

- Aspiration
- Excellence
- Collaboration
- Inclusivity
- Kindness
- Respect

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Together we will make the following commitments.

Aspiration

- **Together we will** ... not let disadvantage be an obstacle to success.

Excellence

- **Together we will** ... achieve the best outcomes for all.

Collaboration

- **Together we will** ... work to harness the collective power of all.

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- **Inclusivity**
• **Together we will** ...celebrate the unique nature of our diverse school communities.
- **Kindness**
• **Together we will** ...be caring and thoughtful in everything we do.
- **Respect**
• **Together we will** ... act with integrity and honesty.

'Believe you can. Together we will.'

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General themes for questions...

- Collaboration and opportunity
- Curriculum
- School improvement capacity
- Finance
- Central functions
- TUPE

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Collaboration and opportunity

- The joining of the 2 MAAs provides incredibly exciting opportunities for our aspirant and ambitious colleagues to work across other schools.
- This has been a hugely exciting and professionally rewarding experience for a number of our current LAF staff to date.
- BUT....
- No one will have to move!And many of our current LAF staff have been very happy to stay where they are.
- However, having the choice is a really fantastic opportunity that the merger brings.

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Curriculum

- The curriculum provided by every school is absolutely central to the quality of education it provides for its children.
- The LAF has collectively developed it's own shared curriculum which was created by all 9 members of the LAF when it was devised. This curriculum has now successfully gone through 7 separate Ofsted inspections.
- However NO SCHOOL has ever been made to do it! All 9 of the LAF schools involved in co-creating it have chosen to.
- We believe that once updated and refreshed, the LAF curriculum will be something that every school will want a piece of.

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School improvement capacity

- The LAF has a fantastic track record of school improvement and an experienced team of practitioners who can support our work going forward.
- We do have plans to significantly increase this team's capacity, so that we can effectively support all of our 18 schools needs into the future.
- This will cost, but is non negotiable in terms of taking our schools forward.

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Finance

- Budgets are very tight in every school in the land.
- Increased staffing costs are NOT being met by government.
- The LAF will support this in what ever ways it can and the economies of scale we now have as 18 schools will help, but we don't have a magic wand.
- Schools are finding budget setting incredibly tricky this year, but that has nothing to do with the 2 MAAs coming together.

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Central functions

- The LAF has an incredibly strong and embedded central team of professionals in HR, Estates, IT, Finance and school improvement.
- These teams will grow slightly from September to take on the enhanced needs of supporting 18 rather than 9 schools.
- There will be opportunities for colleagues currently in Horizon to add to the LAF's capacity going forward.

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TUPE

- Once the 2 MAAs join together, all staff from Horizon will TUPE across to the LAF as the new employee. For everyone in school, and almost everyone in the central team this will mean transferring over to exactly the same job as they do and getting paid exactly the same as they do now.
- In a tiny number of cases, the merger will mean that an individual's current job is no longer available and in these situations, suitable alternatives will be offered to those affected, as per their legal and IIR rights.
- However, for over 99% of staff this will mean absolutely no difference come 'TUPE' day.

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Over to you for any further questions...

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Possible timeline going forward



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Timeline


- Q1 2021 - stakeholder engagement meeting
- October 2020 - first 100 days of the newly united AC trust
- August - before September - for 2021 - Curriculum '100' plan published
- September - for 2021 - launch of the integrated 'new with best of old' school
- October onwards - for all stakeholders - throughout the period of change and beyond



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Exciting times ahead!!!

'Believe you can.
Together we will.'



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