



PROPOSAL FOR ACADEMISATION

Firs Farm Proposal to join the EdAct Academy Trust

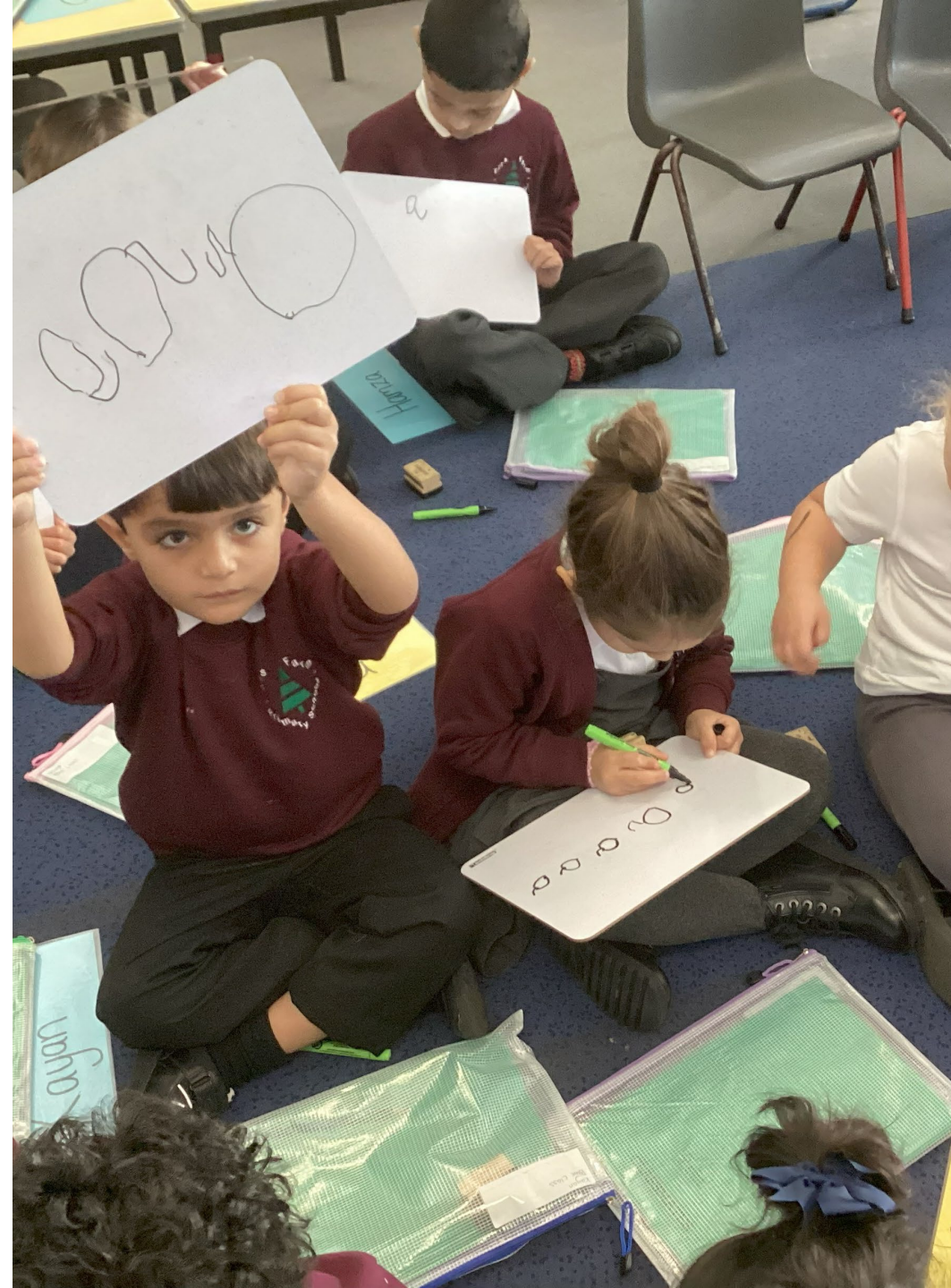
Academies a quick history/guide

- Created by the Blair Labour Govt for failing schools (Hackney Learning Trust grew out of this). Provision often came via private business/charities.
- National academy chains established (Harris, Oasis etc).
- From 2010 any school can convert to an academy (not just failing one)
- Move away from LA control.
- Today:
 - Part of the development of schools. School that join generally do so for a range reasons not because they are failing.
 - Since 2010 many smaller trusts have evolved. Enfield already has a high number of primary trusts such as Attigo, Ivy Trust, Children's First.
 - In Enfield approx half of all primary schools are now part of an academy. There are at least 2 going to consultation at the moment.

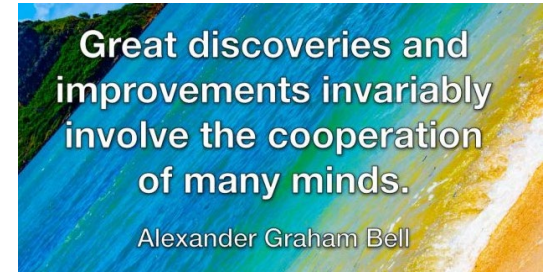


Why now?

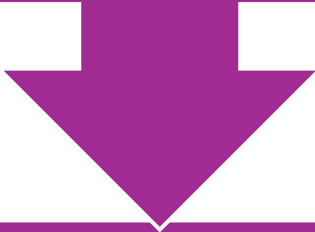
- Challenges facing schools (and why we think joining Edact will help):
 - **Financial:** Staffing, resources, building all stretched thinly. We are not in deficit but are concerned about increased costs over the next few years. We believe we can gain financially by joining EdAct.
 - **Reduced support form the Local Authority (Enfield):** Over recent years Enfield have reduced/cut the support for schools. This has included support from school improvement, attendance officers, legal dept etc. We expect to have improved support at the back-office end of education from EdAct.
 - **Firs Farm needs support!** The grounds, caretakers house etc all need work
 - **Collaboration with other schools** including secondary schools: The LA do not provide any real School Improvement support – we buy this via the Haringey Education Partnership (HEP). We do not expect this to change.



How did we choose: EdAct the prep?



Governors have been looking into academisation and its potential for the past 2 years via Futures Committee reporting to the FGB.



The Governors drew up clear areas that we wanted to ensure we would not compromise on:

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| Staff T&Cs including pay and pensions being at least as good as now | Curriculum: What we teach is governed by the National Curriculum/Govt but how, when and some of the content we decide. We will retain that autonomy (other academies don't always allow this) | School Improvement: We want to maintain our current links with HEP and our schools network. Whilst developing our school improvement opportunities with Edact | Ethos, vision and values: Remain as Firs Farm! Not a cookie-cutter trust. | Be local: Wanted to remain firmly an Enfield school with a local trust. |
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How did we choose Edact: the shortlist



Governors drew up a short-list from a long-list, provided by the regional director, of academies that were looking to grow.



They did this by looking at websites, financial info and informal meetings with CEO and NH and a very long discussion one Saturday in January.



Panel created with governors and staff to view each of the short-listed trusts. All the trusts presented. The short list was: Ivy Trust, Attigo Trust and Edact.

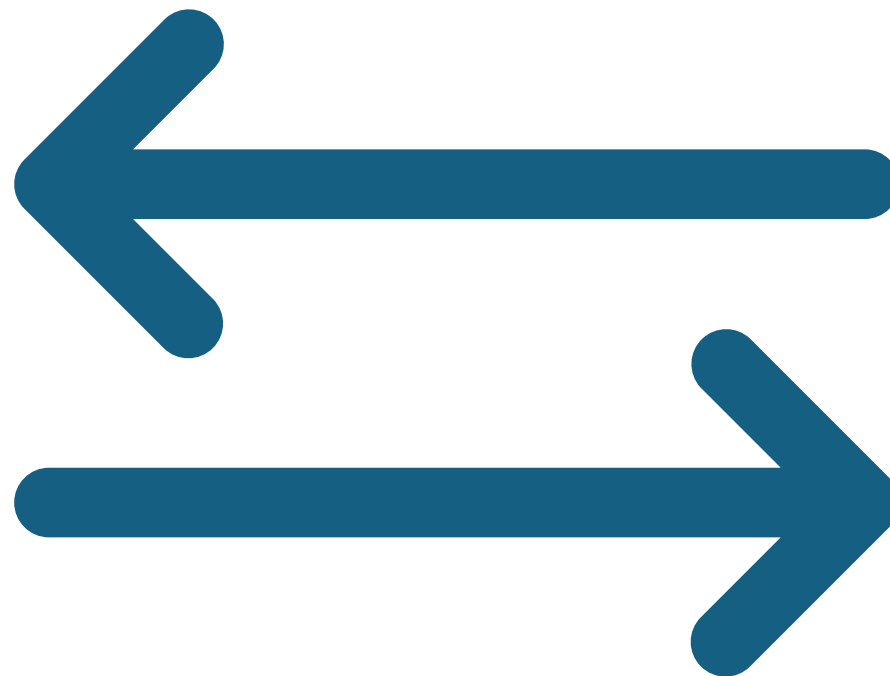


It was felt that Edact represented the best opportunity for us going forward; whilst allowing us to remain Firs Farm!



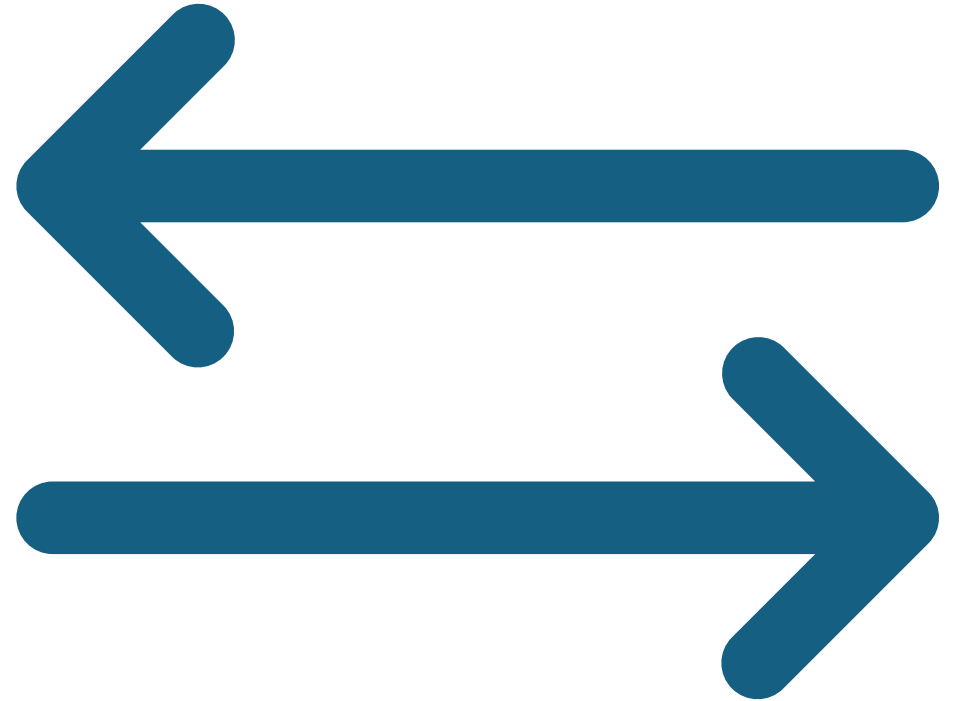
What will change?

- Staff will be paid via EdAct !
- Our funding will move from the LA to EDact (direct from DfE)
- A lot of the back-office systems will move from LA to EDact. *Edact uses Arbor.*
- New CEO: Dr Susan Tranter. New executive/central team.
- We will still work with the LA on Admissions, SEN and things like suspension/fair access.
- Governance



What won't change...

- Staff terms & conditions at least as good as now, staff pensions remain the same
- Teacher Pay-scales
- Teacher won't be "forced" to move between schools (but there are potential opportunities)
- Curriculum and teaching
- Behaviour systems/policy
- Uniform, headship etc





What next...

Consultation
running until
14 Nov

Complete
the form

Any
questions?
