



## **What would becoming an academy mean for Carshalton High School for Girls?**

The government outlines 4 key advantages for schools that become academies:

- freedom from Local Authority control
- ability to set your own pay and conditions for staff
- freedoms around the delivery of the curriculum
- ability to change the lengths of terms and school days

Responses to each of these can be found below.

### ***Freedom from the Local Authority***

As a Community School we do work very closely with the Local Authority and there are certain aspects that they currently have direct control over such as buildings and land. All staff are also currently employed by the London Borough of Sutton. As an academy we would have control over all aspects of the school. Currently, the school is responsible for decision-making on a day to day basis and as an academy the autonomy we would have to make decisions with regard to all areas of the school would increase, ensuring that decisions are made for the greatest benefit of the school community.

The school would still be subject to external scrutiny and Ofsted inspection and ultimately responsible to the Secretary of State for Education.

Academy Status does not mean we are forced to change our name or re-brand ourselves. Any decision to do so would be our own choice. We have total control over all decision-making, there is no outside sponsor. The school will continue to have its own character and look and feel as it is now.

### ***Being at the heart of our local community***

The current admissions arrangements would be maintained. We are an inclusive learning community that is proud to admit students of all abilities and offering places to local children. Under our current specialism we have the opportunity to select up to 10% of our intake but have not chosen to do so.

We have worked hard to develop close partnerships with a range of businesses and community organisations. We are totally committed to sustain that work, being a hub at the heart of our local area.

### ***Funding***

***The most important advantage to the school is financial.*** In becoming an Academy the school would receive a grant in the region of £308,000 per year. This grant is called the 'Local Authority Central Spend Equivalent Grant' or LACSEG.

***We would need to use some of this money to provide services that we use currently provided by the Local Authority***, however we would expect to be in a position where we are able to use a major part of this funding for our school priorities.

We have been made very aware of likely cuts in our current budget given the national economic climate, possibly up to as much as 10% of our current budget (or almost £500,000) over 3 years. The additional revenue provided through academy status would help us cushion the effect of these cuts which otherwise could only be absorbed by cutting staffing and resources and thus support for students. The LACSEG grant would help us maintain our educational provision; this includes both teaching and support posts to meet curriculum, educational and administrative needs.

### ***Ability to set pay and conditions for staff***

The school currently adopts pay and conditions according to national agreements. For teaching staff the governors would ensure the current School Teachers Pay and Conditions remain in place for existing and any future new staff.

For support staff paid on the NJC scale, we intend to continue our current practice of using local authority pay-scales as benchmarks and passing on nationally agreed annual increments; we will apply the national agreements without variation for current support staff, as well as future staff appointed to similar roles.

### ***Curriculum***

As a school we constantly seek to develop a curriculum that meets the needs of all our students being mindful of the external constraints placed on us by performance tables and government indicators. Our recent Ofsted report cited our curriculum as good and meeting the needs of our students well. As an academy our ethos of maximising student achievement through the curriculum will continue.

### ***Setting of term dates***

We will seek to continue to set our dates in line with other schools. We understand the difficulties mismatched term dates can cause for families and therefore there would be no change to our current policy.

The main technical differences between Carshalton High now and being an academy are summarised in the table below:

Issue	Before	After
<b>Who is responsible for the upkeep of the site and buildings?</b>	The Local Authority with the Governing Body	The new Governing Body who are also the Board of Directors of the Academy Trust
<b>Who is responsible for the strategic direction of the school and school policies?</b>	The Governing Body	The new Governing Body who are also the Board of Directors of the Academy Trust
<b>Who employs the staff?</b>	Staff contracts are issued by the London Borough of Sutton although the Governing Body is responsible for the day to day recruitment of all staff	The Academy Trust
<b>Who is on the Governing Body?</b>	Headteacher 6 Parent Governors 3 Staff Governors 4 LA Governors 4 Community Governors  Total 18 members	The new Academy Trust <b>must have</b> at least two parent governors and no more than one Local Authority Governor. In addition, no more than a third of governors can be academy staff. Other members can be the same as the existing Governing Body.
<b>What kind of school are we?</b>	A community school funded by the state	An independent (of the local authority) comprehensive school funded by the state.
<b>How will we select students?</b>	By the current admissions criteria	By the current admissions criteria
<b>From what area will students attending the school come from?</b>	The majority of our children come from the local community	The majority of our children come from the local community
<b>Who determines the curriculum?</b>	The Governing Body	The Governing Body
<b>Who manages staff pensions?</b>		

<b>Teaching Staff</b>	Teachers Pension Scheme	Teachers Pension Scheme
<b>Support Staff</b>	Local Government Pension Scheme	Local Government Pension Scheme
<b>Who establishes staff pay and conditions?</b>		
<b>Teaching Staff</b>	The Governors in accordance with the School Teachers Pay and Conditions Document (STPCD) the 'Burgundy Book' and general employment legislation.	The Governors in accordance with the School Teachers Pay and Conditions Document (STPCD) the 'Burgundy Book' and general employment legislation.
<b>Support Staff</b>	The Governors in accordance with the National Joint Council for Local Government Service pay and conditions document.	The Governors in accordance with the National Joint Council for Local Government Service pay and conditions document.
<b>Who will fund the school?</b>	Central government via the Local Authority.	Central government via the YPLA (Young People's Learning Agency).
<b>Will the school charge fees?</b>	No	No
<b>Will the school seek parental contributions?</b>	Yes as contributions to trips and visits and school fund.	Yes as contributions to trips and visits and school fund.