

Proposal for Carshalton High School for Girls (CHSG) to join the Nonsuch and Wallington Education Trust (NWET)

Frequently Asked Questions (FAQs)

Carshalton High School for Girls



Multi Academy Trusts

1. What is a multi academy trust (MAT)?

A multi academy trust (MAT) is a legal structure that brings two or more schools under the control of one governing board, while still functioning as separate schools that retain their own identity. The Nonsuch and Wallington Education Trust (NWET) is a MAT.

As at June 2017, 77% of all secondary academies in the South London/South East region were part of a multi academy trust including 63% of all secondary academies and this trend towards more schools joining multi academy trusts continues.

2. How is governance structured in a MAT?

A MAT usually has three levels of governance. Firstly it has Members, which are similar to the shareholders of a company, except that as a charity there are no profits. Members have an overview of the governance arrangements of a MAT and appoint the Trustees to the Trust Board. .

The second level of governance is the Trust Board. They are:

- ✿ The overall governing body for Trust and all the schools within
- ✿ Responsible for setting the strategic direction for the Trust
- ✿ Accountable for the educational performance of the Trust and all academies within
- ✿ The employer of all staff in the Trust

The third level of governance comprises any committees that the Trust set up to enable them to carry out their functions. These often include Local Governing Bodies (LGBs) and in the case of this proposal if Carshalton Girls joined the Nonsuch and Wallington Education Trust then the LGB would continue to play an important part in the life of the school.

More information on the current and proposed governance structure can be found on page 4 and 5 of the Consultation Document.

3. How is funding organised in a MAT?

The funding of schools within a MAT is allocated on an individual academy basis. Funding is governed through a master funding agreement between the Secretary of State and the MAT and by supplemental agreements for each academy in a MAT.

4. Who owns the land and buildings in a MAT?

The MAT holds the titles for all the land and buildings of schools in the trust.

Nonsuch and Wallington Education Trust (NWET)?

1. Who are NWET?

NWET was formed in September 2015 and currently comprises Nonsuch High School for Girls and Wallington High School for Girls. Both NWET and CHSG have very similar visions, strengths and synergies and both organisations are committed to delivering excellence in girls' education.

The core purpose of NWET is as follows:

NWET is as an all-girls Trust that delivers a first class education to young women ensuring that they realise their full potential and are well prepared for their future.

Further information on the NWET strategy, their successes to NWET and aims for the future can be found on pages 2 and 3 of the Consultation Document.

Biographies for the NWET Board and the Executive Team can be found in Appendices A and B of the Consultation Document.

There is also further information on the NWET website pages which can be accessed on the link below:

<http://www.nonsuchschool.org/321/welcome-from-the-executive-head>

2. Why does Carshalton High School for Girls (CHSG) want to join NWET?

Both NWET and CHSG have very similar visions, strengths and synergies and both organisations are committed to delivering excellence in girls' education. The NWET Board and the CHSG Governing Body have evaluated the potential advantages to both parties of CHSG joining the Trust and agree that these strengths and synergies can be further enhanced by expanding the Trust to include CHSG. This would allow all schools in the Trust to further develop and improve, and continue to secure strong outcomes for all students.

The advantages for CHSG in joining NWET are:

-  The CHSG vision and values are very much in line with those of NWET
-  NWET is committed to all-girls education and growing the Trust with this clear identity
-  CHSG will be joining NWET in the early stages of its growth journey and so will be in a position to be instrumental in shaping the Trust as it expands further, in particular providing essential leadership and experience as a non-selective school
-  Opportunities for collaboration and staff/student development within the Trust will support CHSG in continuing to maintain strong student outcomes
-  The NWET model retains a clear identity for the school, the Headteacher and the LGB which is important to CHSG as a well-established and successful school
-  CHSG will benefit from all the opportunities that collaboration through the Trust will bring e.g. student opportunities, staff development, school/department support

- ❁ CHSG will achieve financial efficiencies through the economies of scale that the Trust model would provide

3. What are the advantages for NWET if CHSG join the Trust?

The advantages for NWET if CHSG join the Trust are as follows:

- ❁ NWET will be further strengthened by the addition of another excellent, all-girls, local school
- ❁ This further strengthening of the all-girls identity of the Trust will allow NWET to develop as a centre of excellence in girls education
- ❁ Increased opportunities for collaboration and staff/student development will support NWET in continuing to maintain strong student outcomes
- ❁ NWET will benefit from the knowledge and expertise that CHSG will bring particularly through the Headteacher and Governing Body
- ❁ CHSG joining will widen NWET to more than just selective education and they will provide valuable expertise in this area as the Trust grows
- ❁ NWET will benefit from the opportunities to share services with CHSG and maximise the economies of scale that the expansion of the Trust will bring

4. Why will the NWET name be changing?

Going forward, the NWET name will change to better reflect the future composition of the Trust and emphasise the commitment to excellence in girls' education. The preferred name is Girls' Learning Trust and this will be confirmed in due course.

5. Will other schools be joining NWET in the future?

NWET aims to grow in the future but in a well-managed way. The aim is to grow within the London/South East area remaining as an all-girls Trust that becomes a centre of excellence in girls education and includes non selective schools to further strengthen the model.

6. Will the structure of NWET change when CHSG join?

In terms of governance it is proposed that the Trust Board and the Trust committees would increase in size to include representation from CHSG. In addition, the Headteacher at CHSG, Mrs Vivien Jones, would join the Executive Team of the Trust.

More information on this can be found on page 5 and 6 of the Consultation Document.

Governance

1. What will happen to the Governing Body at Carshalton High School for Girls if the school joins NWET?

The Governing Body will become the CHSG Local Governing Body (LGB) within the Trust structure and will continue to play an important role in both the School and the Trust.

The responsibilities of the LGB are:

- ✿ To be responsible to the Trust Board for the performance of the school
- ✿ Support and challenge the Headteacher and the school leadership to secure strong student performance
- ✿ To provide oversight and monitoring of the School's activities to ensure an excellent standard of education is delivered
- ✿ To achieves the key performance indicators (KPIs) set by the Trust Board and deliver the school development plan
- ✿ Contribute to the wider work of NWET through the membership of the Trust committees

Consultation process and final decision?

1. How can I give feedback during the consultation?

Responses to the consultation can be made by email or in writing as follows:

By email

There are two dedicated email accounts for consultation responses:

- for current NWET schools (Nonsuch and Wallington) School for Girls – consultation@nwet.org.uk
- for Carshalton High School for Girls – consultation@chsg.org.uk

In writing

Written responses can be sent to the either of the addresses below:

Mrs Nichola Owen
NWET Administrator
Nonsuch and Wallington Education Trust
Ewell Road
Cheam
SM3 8AB

Mrs Sam Willard
Headteacher's PA
Carshalton High School for Girls
West Street
Carshalton
SM5 2QX

2. What happens to the feedback that is given during the consultation?

The feedback given during the consultation process will be given due consideration by the CHSG Governing Body before they make a final decision. Alongside this a thorough Due Diligence process will also be undertaken.

3. What is a 'Due Diligence' process?

Due Diligence is an examination of the background, financial condition and business operations of a school/MAT to allow a fully informed decision to take place.

4. How will staff be consulted on the proposal?

A staff meeting on Wednesday 20 September 2017 will outline the proposal and all staff will be given a copy of the Consultation Document and this FAQs paper. All staff can contribute to the consultation as outlined on page 8 of the Consultation Document and explained in question 1 above.

Further staff meetings will be arranged if required during the consultation process.

5. Will there be a meeting for parents?

A meeting for CHSG parents will be held on Tuesday 3 October 2017. More details will be communicated to parents about this

6. Will students be consulted on the proposal?

This proposal will be raised with students through the CHSG School Council

7. When and how will the final decision be made?

The NWET Board and the CHSG Governing Body will decide whether or not to proceed with the proposal at their respective meetings during November/December 2017 and will give due regard to the responses from the consultation process. Alongside this they will also undertake a thorough Due Diligence process.

It is anticipated that, subject to this final approval, the target date for CHSG to join NWET would be 1 February 2018.

Impact on the school

1. Will there be any changes to the length of the school day or term dates?

There are no plans to change either of these.

2. Will the school name be changed?

One of the key features of the NWET model is that retains the identity and traditions of each school in the Trust. Therefore, CHSG will retain its own identity and the name will remain unchanged.

3. Will the uniform change?

No. Decisions regarding uniform would remain with the school.

4. Will there be any changes to the admissions process?

There are no plans to change this.

Ofsted

1. Will the school still have Ofsted inspections or will it be part of an overall Trust inspection?

Each school in the Trust will continue to have their own individual Ofsted inspections. However, the performance of the Trust in supporting the school in securing strong performance will form part of the inspection process.

Human Resources (HR)

1. If the school joins NWET, who be the employer of the staff?

NWET would be the employer of all the staff.

2. Will the pay and terms/conditions of CHSG staff remain the same if they join NWET?

CHSG staff would transfer to the employment of NWET on their existing terms and conditions in accordance with the Transfer of Undertaking (Protection of Employment) regulations 2006, known as the TUPE process.

This is the same process that happened when CHSG converted to academy status in 2011.

September 2017