

# Staff consultation

Wednesday 21st May 2024

Jacqui Palmer, Headteacher  
Michael Paul, Chair of Governors

# Welcome and Introductions



# The Proposal



**Sharow CE School**  
to convert to academy status to join  
**Yorkshire Causeway Schools Trust**

# Why governors have explored academy conversion



- Expand opportunities
- Explored a number of trusts before making a decision
- Working together with the Trust on the academy conversion process
- Experience of working with Yorkshire Causeway

# What is a multi academy trust?

- Company limited by guarantee with charitable status
- Purpose is to provide high quality education through effective support and assurance.
- Accountable for the educational performance and outcomes of all member schools
- Trust holds the assets (land and buildings)
- Trust is the employer

# Yorkshire Causeway Schools Trust

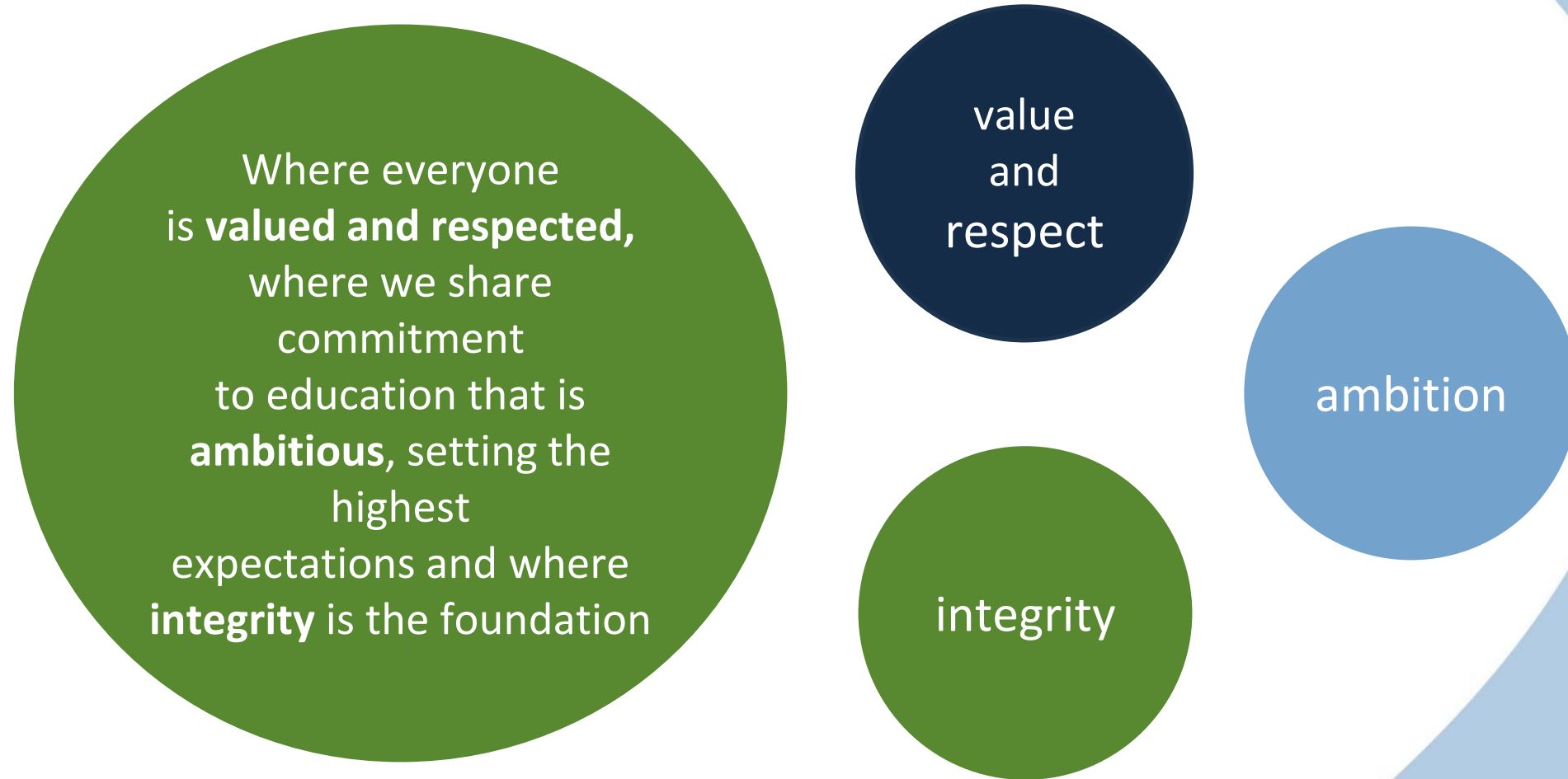
Currently comprised of nine schools — seven Church of England schools and two community schools;

educating over 3,800 students across both primary (including nursery) and secondary phases;

supported by over 650 members of staff and 100 governance colleagues.

- All Saints C of E Primary School
- Hampsthwaite C of E Primary School
- North Rigton C of E Primary School
- Richard Taylor C of E Primary School
- Skipton Parish C of E Primary School
- St. Aidan's C of E High School
- St. Peter's C of E Primary School
- Oatlands Infant School
- Pannal Primary School

## Our underpinning - 'Ambition, learning and enrichment for all.'



## What the Trust offers

- Staff work as part of an organisation that the school has identified as sharing the same overall vision, values and ambitions for children.
- More tailored support and professional development opportunities for staff, including the opportunity to work with others undertaking similar roles within the organisation.
- Benefit from school improvement activities and assurances which are focused on having ambition for our students.
- Access to a range of centralized services and efficiencies with the purpose of improving effectiveness and/or reducing activities which take away from front-line teaching and learning. These include school improvement, HR, estates, safeguarding, finance and marketing.



# What does it mean to be an academy school in Yorkshire Causeway?

- Government funded school supported and managed by the trust instead of the local authority
- Inspected by Ofsted and SIAMS as currently
- Sharow CE School will retain its name, character and focus on the local community
- Leadership, staff and local governing body continue
- Continue as a Church of England school
- Curriculum continues to be focussed on the needs of the children
- Children with special needs continue to be supported in conjunction with the LA as currently
- Working together with other schools, to the benefit of staff and children
- Centralised support to maximise the focus in school on learning and support for children
- Retain own annual budget

# Governance Structure



# Conversion Process



***Start to finish 4-6 months***

# Next Steps

- Formal consultation 9<sup>th</sup> May – 2<sup>nd</sup> June
- TUPE process for staff
- Further communication with staff and parents
- Legal process
- Onboarding activities

# Have Your Say

- School website
- Online survey
- Paper survey on request from school
- Email
- Feedback today

A large, faint watermark of the Sharow Church of England School logo is centered in the background of the slide.

# Questions?



# Implications for Staff

- All staff entitled to transfer under same employment terms and conditions; Transfer of Undertakings (Protection of Employment) (TUPE)
- Process assumes that terms and conditions will remain exactly the same
- TUPE consultation - the LA as the existing employer and will lead the TUPE consultation and process
- Yorkshire Causeway is registered with the LGPS and Teachers' Pension Scheme



# Staff Support

- TUPE briefing for staff
- Formal TUPE consultation and liaison with trade unions
- Formal stakeholder consultation

# What will happen to staff when they transfer?



- When TUPE applies it means that the contract of employment automatically transfers to the Trust
- The Trust take on the employment of staff with their accrued rights, obligations and liabilities - required to employ staff on their existing terms and conditions of employment (unless they declare measures prior to the transfer)
- A TUPE transfer will not break service or continuous employment
- Pensions continue as they are now