



Proposal for Winton Primary School to join The Delta Education Trust



1. What is the proposal?

The Governing Body of Winton Primary School (WPS) are proposing that the school joins The Delta Education Trust. WPS is currently a single academy trust and a part of the Septenary Trust, which is an Umbrella Trust.

The school would cease to be a single academy trust and would be part of The Delta Education Trust which is a Multi-Academy Trust (MAT). It is likely the date of transfer would be 1 January 2022. At this point The Delta Education Trust would be responsible for the school and would be the employer of all staff. The Delta Education Trust delegates responsibility for school performance, day to day management and pupil outcomes to a local governing body.

2. Why is the proposal beneficial for Winton Primary School?

The Governing Body have been aware, for a number of years, of the changing educational landscape the school operates within.

Government policy has been focussed on academisation for some time and Multi-Academy Trusts have been the preferred vehicle for academisation. When the school joined an Umbrella Trust, more than 5 years ago, this seemed a viable alternative. However, the Governing Body have monitored this and seen this option diminish over the last 5 years to a point now where we believe there are no other Umbrella Trusts locally and possibly nationally.

Whilst there is no legislation to compel schools to join a MAT, it has recently been announced that the government intends to move from a dual system towards a single model of all schools within a trust. In a recent presentation by the National Schools Commissioner, Dominic Herrington (June 2021), it was announced that *'Shifting the narrative from encouraging every school that wants to convert to academy status towards every school ideally being part of a family of schools in a strong multi academy trust.'*

In the same presentation the National Schools Commissioner highlighted that 79% of secondary schools and 38% of primary schools are academies. 87% of these are in MATs. This was 81% three years ago. At the same time some incentives such as trialling and pre-trust work were announced.

Operationally the school has faced a number of challenges as a Single Academy Trust. Winton would not have had to manage these challenges if part of a MAT. As a result of this the Governing Body have explored the strong MATs locally and identified this proposal as the one which presented the best opportunity for Winton Primary School.

There were a number of reasons that The Delta Education Trust provided the best proposition. The Trust allows schools to retain their ethos, values and culture and shares Winton's beliefs and principles about successful education of children. As the first primary school to join there would be an opportunity to work as part of Delta to improve the education of all pupils within the trust. As the two organisations share ethos and values, staff at Winton would be able to lead and support school improvement and extend their role beyond their current school, extending their purpose for doing their job.

The Delta Educational Trust is the designated Teaching School Hub for BCP and Dorset and is hence at the centre of the school led improvement system. It has close links to local and regional organisations as part of this work and indeed national organisations. It has close links to national organisations and the Regional Schools Commissioner's Office. By working as part of a bigger

organisation, all staff will be able to share expertise and best practice with a wider pool of colleagues, access better professional development and draw on a bigger pool of resources.

3. Why is the proposal beneficial for Delta Educational trust?

Delta was formed with the aim of meeting the needs of all pupils, at every stage of their educational journey – which includes mainstream, special and alternative provision schools at both primary and secondary age ranges.

Delta is currently made up of 5 schools, spread over 13 sites on the south coast. The trust also includes Sigma Training, which has provided support to school staff both within the trust and nationally for the last 5 years, and also South Central Teaching School Hub, which is the DfE designated provider of teacher training and development across BCP and Dorset.

The next stage of the trust's journey is to develop a 'Primary Hub', consisting of local primary schools. These schools will bring a wealth of expertise into the trust – most obviously, they will bring expertise in delivering effective primary education. However, they will also bring expertise in other areas, such as leadership, staff development, governance and curriculum.

Delta approached Winton with the expectation that they will become the lead primary school for the trust and will play a lead role in developing the primary hub, including in the future, helping to improve any schools needing support. Winton will also play an active part in maintaining and developing the trust's support to primary schools outside the trust.

4. How will Winton be led and managed in the future?

Winton will retain its own unique ethos and identity whilst also benefiting from the broader skills, expertise and career development opportunities that being part of a larger group can offer.

The Local Governing Body (LGB) of the school will continue to be responsible, along with the Headteacher, for the majority of decisions about running the school, including staffing and finance. Delta believes that the LGB and Headteacher are the people who understand the school best, have the most accurate information and are therefore best placed to make good decisions. This is formalised and published in the trust's [Governance Scheme of Delegation](#).

By having a structure based on devolved autonomy, the Trust central service is kept small. Trust staff support and challenge Headteachers so that they can provide high quality education for their pupils and high quality employment for their staff. The Trust operational structure is shown [here](#).

Over time it is envisaged that the organisation will grow and the roles of staff may develop to support the growth of the trust. Initially Winton will be the only primary school and it is unlikely that staff would see any immediate change to roles or responsibilities.

Governance Structure

Delta's governance structures are set up like many other MATs with 5 Members and 13 Trustees, who are organised into a main Trust Board and a number of sub-committees - Finance, Audit and Risk, Personnel and Pay. All schools in the trust have a LGBs comprising people with the skills, experience and enthusiasm to provide a high standard of support and challenge for the school's Headteacher.

5. How will pupils be affected by the proposal?

The reality is that pupils will probably not notice any 'day-to-day' differences when Winton joins Delta. However, over time, pupils will notice their teachers and other staff becoming even more skilled and well trained, with greater opportunities for collaboration. They will notice they are better supported, particularly those pupils with additional needs, and they may experience new staff in the school to support them. They will have a wider range of curriculum opportunities available – for example, Delta runs its own 'outdoor learning centre', where fully qualified staff deliver activities, including climbing, paddle boarding, mountain biking and forest school.

In the longer term, pupils will know that the values of their school are protected and maintained to the same high standards they are currently.

6. How will staff be affected by the proposal?

Benefits

- More opportunities to collaborate – including across phases and types of school.
- An opportunity to both receive and provide CPD, both internally, and externally via the Teaching School Hub.
- Secondment opportunities across the trust for all roles.
- Leadership progression and development.
- A collaborative network of staff doing similar roles within the organisation – teachers, support, admin, leaders and governors.
- Benefits of trust wide support and wellbeing initiatives (counselling service, legal support etc.)

Employment status (will be covered fully in the Autumn term under TUPE)

All staff will be employed and paid by Delta Education Trust. There will be no changes to terms and conditions, including pay and any benefits such as childcare vouchers or cycle to work schemes. The transfer of staff will be covered by TUPE regulations.

7. Next steps in consultation process

The outline timescale and actions that will be carried out as part of this consultation are shown here.

21 June - Consultation opens, document goes out to staff and parents and local stakeholders

8 July – Staff consultation meeting 4pm. A Zoom link will be sent to staff to allow them to join the virtual meeting.

8 July – Parent consultation meeting 6pm. A Zoom link will be sent to allow parents to join the virtual meeting.

12 July - The questions and answers (Q&A) from the parent meeting will be published on the school website. The Q&A from the staff meeting will be distributed to all staff via email.

Following the consultation meetings anyone wishing to make a formal response for the Governing Body to consider can send it to consultation@wintonprimary.uk

Any additional questions can also be sent to the same email.

23 July – Consultation closes.

In September the Governing Body will consider all responses and a report on the consultation exercise.