



RANGE HIGH SCHOOL

Challenge • Support • Flourish

Stapleton Road Formby Liverpool L37 2YN Tel: 01704 879315

Email: admin@range.sefton.sch.uk Web: www.range.sefton.sch.uk Twitter: @RangeHighSch

Head Teacher: Mr M. McGarry MA, PGCE, NPQH

Our Ref: MM/mem

11th September 2023

Who is The Southport Learning Trust?

Please follow the link below to find out more about the Southport Learning Trust

<https://www.southportlearningtrust.org/>

Background

Here at Range High School, our Trust Board's primary function is to ensure that the school delivers the best possible education for its pupils and their families. The Trust Board also take very seriously their responsibility to serve the local community. After much thought and discussion, trustees now believe joining a multi-academy trust (MAT) may offer a number of significant benefits which could support the school's drive for continuous improvement. These include:

- Working as part of the MAT will provide more opportunity to innovate and provide higher levels of teaching.
- A multi-academy trust (MAT) can provide additional support that the school needs to thrive as well as more power when it comes to negotiating services and getting better value.
- By joining a MAT of similar minded schools this will help with raising standards across the board for the improvement of standards in all schools across the MAT.
- With the backing of a multi-academy trust, it is thought there will be more opportunities for teachers and support staff to progress in their careers. MATs will also be able to attract top talent easier than if they were a school operating on their own because of any reputational bias as well as usually affording additional career-development opportunities.

This document has been specially prepared by the Trust Board of Range High to inform stakeholders about academies and multi-academy trusts (MATs) and the current intentions of the Board at this time.

Frequently Asked Questions

General Questions about Academies

What is an academy?

An academy is an independent, state-funded school. It still has to follow the same rules on admissions, special educational needs and exclusions as other state schools. An academy receives money direct from the government, not via the local authority. It is owned and operated by an academy trust (often a multi-academy trust, being one company operating a number of academies).

What is a multi-academy trust?

A multi-academy trust (MAT) is a charitable trust which is responsible for the operation of more than one academy. Range High School is currently a Single Academy Trust and proposes to join the Southport Learning Trust which is a Multi-Academy Trust.

The people in charge of running the Multi-Academy Trust are the company directors, who are responsible for strategic oversight and management. They are also charity trustees and must comply with duties under company law, charity law and education law to promote the success of the academy trust. They determine the policies of the trust, monitor the effectiveness of each academy within the MAT, manage central services



where appropriate and report to the Secretary of State. They work to ensure that each academy is performing to the best of its ability and gets the support it requires.

The role of the Members of the MAT is largely limited to appointing and removing directors and making key decisions such as amendments to the Articles of Association and changing the name of the academy trust. Each of the academies in the trust usually has its own local governing body which has authority delegated to it by the Trust Board.

Consultation and Decision Making

Whose decision is it whether or not to join a MAT?

The decision to join a MAT and which MAT to join rests with the Trust Board of Range High School, with approval also being needed from the Regional Director who acts on behalf of Secretary of State for Education.

Has the decision already been made to join a MAT?

No. The Trust Board are currently seeking views from all stakeholders and these views will be considered before any final decision is made.

Who will the Trust Board be consulting?

The Trust Board will be consulting with all staff at the school, parents and various other stakeholders, other local schools and other community members.

How can I share my views?

The consultation process will start immediately and conclude on 10/10/2023. Questions and comments regarding the consultation can be submitted as follows:

- e-mail: consultation@range.sefton.sch.uk
- Letters: marked '**Private and Confidential – MAT Consultation**' and handed (or posted) to: Range High School, Stapleton Road, Formby, Merseyside, L37 2YN

The question I want to ask is not in the FAQ document. How can I ask my question and get an answer?

Questions can be submitted through e-mail or by letter as described above.

Why do the Trust Board/Senior Leadership Team think that it is in the best interests of the school to join a MAT? Benefits/Push/Pull factors of joining a MAT?

There are a number of benefits in joining a MAT:

- Opportunities to share expertise and best practice;
- Security of belonging to a larger organisation;
- Protection of the values, culture and uniqueness of Range High School;
- Opportunities for financial support and capital investment;
- Opportunities for teaching staff and associate staff to share good practice and to benefit from a wider Continuing Professional Development programme that adds value to the educational experience of the pupils;
- Efficiencies in various functions such as finance, HR and administration which can produce cost savings, important in the current budgetary climate.
- The government would like all schools to be part of a MAT by 2030.



Why would a SAT want to join a MAT?

As a SAT we already have more flexibility in the way we run our school and direct access to the funds the Local Authority spends on our behalf, than we did as a Local Authority maintained school. This school is, and would remain, intent on providing the best opportunities for success for every pupil.

Joining with other schools within a MAT provides opportunities for good schools to consolidate their position and enhance the educational experience for all pupils, as well as providing wider personal development opportunities for pupils and staff.

The benefits of joining the Southport Learning Trust in particular include:

- The security of belonging to a larger, sustainable organisation;
- The existing schools within the SLT are similar schools, so there is an opportunity to share best practice to each school's benefit;
- Range High has traditionally and historically worked in close collaboration and partnership with many of the schools already in the SLT.
- Opportunities to achieve efficiencies through economies of scale and sharing resources and expertise.
- Support to apply for Government led expansion opportunities, which are only available to Multi-Academy Trusts

Can other schools join the MAT at a later date?

Yes, other schools can join at a later date.

Impact on Pupils and Parents

Will Range High School retain its own identity?

Yes, Range High School will retain its own Headteacher and it will have a local governing body. The school will keep its existing name and uniform

What changes will parent/carers see?

There will be very little visible change as a direct result of joining a MAT, with the school continuing in much the same way as it does now with the same senior staff, teachers and support staff.

Will there be any changes to the existing admission arrangements?

There are currently no proposals to change the existing admission arrangements for Range High School. Any future changes would be consulted upon in accordance with the School Admissions Code. As a mainstream secondary school the Local Authority will remain responsible for admissions. There would be no change to the current arrangements.

If we proceed, when will the change be made?

If the proposals do go ahead, subject to all the necessary approvals, it is proposed that the new arrangements would be in place for September 2024 or as soon as possible thereafter.



Impact on Staff

Will Terms and Conditions of Employment change for Staff?

Academies and Multi-Academy Trusts do have the freedom to adopt their own conditions of work for staff, the Trustees of Range High School are committed to maintaining national pay and conditions for its school employees.

If Range High School were to join a MAT, then the MAT would become the employer and not Range High School. Staff would transfer to the MAT via a Transfer of Undertakings (Protection of Employment) (TUPE). TUPE regulations protect employee rights when they transfer to a new employer.

What effect would joining a MAT have on continuous service benefits of staff?

Staff would retain their continuous service on transfer to a MAT.

Will joining a MAT effect staff Pensions?

Single Academy Trusts and Multi Academy Trusts automatically have access to Teachers Pensions Scheme and the Local Government Pension Scheme. Under TUPE arrangements, staff pension rights and payments will remain as they currently are.

Will staff have to reapply for their jobs on transfer to a MAT?

No. Staff will transfer automatically to the MAT and would not have to reapply for their jobs.

We would welcome your views as outlined above, whether positive or negative, on the proposal. The consultation period will run from 11th September and conclude on 10th October 2023 and comments must be received by this time.

Thank you for taking the time to read through this and any other accompanying documentation.

Academy Trust Board/Senior Leadership Team, Range High School
September 2023