



Highfields School



We are Highfields

A presentation by the
East Midlands Education Trust
September 2020

Maintained School

Overseen by the LA

Funded by the LA

Funding for some central
services retained

LA the employer

LA the admissions
authority

LA own the land and
buildings

LA oversee SEND

Foundation School

Overseen by the LA

Funded by the LA

Funding for some central
services retained

Governors the employer

Governors the admissions
authority

Governors own the land
and buildings

LA oversee SEND

Stand alone academy

Overseen by the DfE

Funded by the ESFA

Academy receives all its
funding

Trustees the employer

Trustees the admissions
authority

Trustees own/lease the land
and buildings

LA oversee SEND

Multi-academy trust

Overseen by the DfE

Funded by the ESFA

Funding for some central
services retained

Trustees the employer

Trustees the admissions
authority

Trustees own/lease the land
and buildings

LA oversee SEND



EMET

Overseen by the DfE

Funded by the ESFA

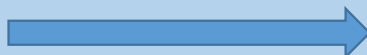
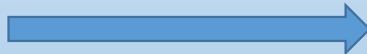
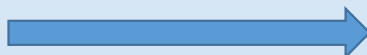
Funding for some central
services retained

Trustees the employer

Trustees the admissions
authority

Trustees own/lease the land
and buildings

LA oversee SEND



Highfields

LGB delegated responsible
for the school
Funded by the trust

School receives GAG -4%

LGB delegated as the
employer

LGB delegated as the
admissions authority

LGB own/lease the land
and buildings

LA oversee SEND

"The more you ask of how we work, the more you will realise responsibility and decision making rests with head teachers and governors."

R McDonough Sept 2020



For maintained
schools thinking
about joining a
trust

The wrong question:

- "Should my school become an academy?"

The right question:

- "How can my school best collaborate with others in a strong, resilient and permanent structure to ensure that each child is a powerful learner who can realise their potential and that adults have the opportunities to fully develop as staff, teachers and leaders?"



House of Commons
Education Committee

School Partnerships and Cooperation

Fourth Report of Session 2013–14

Volume I: Report, together with formal
minutes, oral and written evidence

Additional written evidence is contained in
Volume II, available on the Committee website
at www.parliament.uk/educom

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All secondary

3,456

Academy

2,679

77.5%

Nottinghamshire

45 Secondary

44 Academy

98%

Derbyshire

45 Secondary

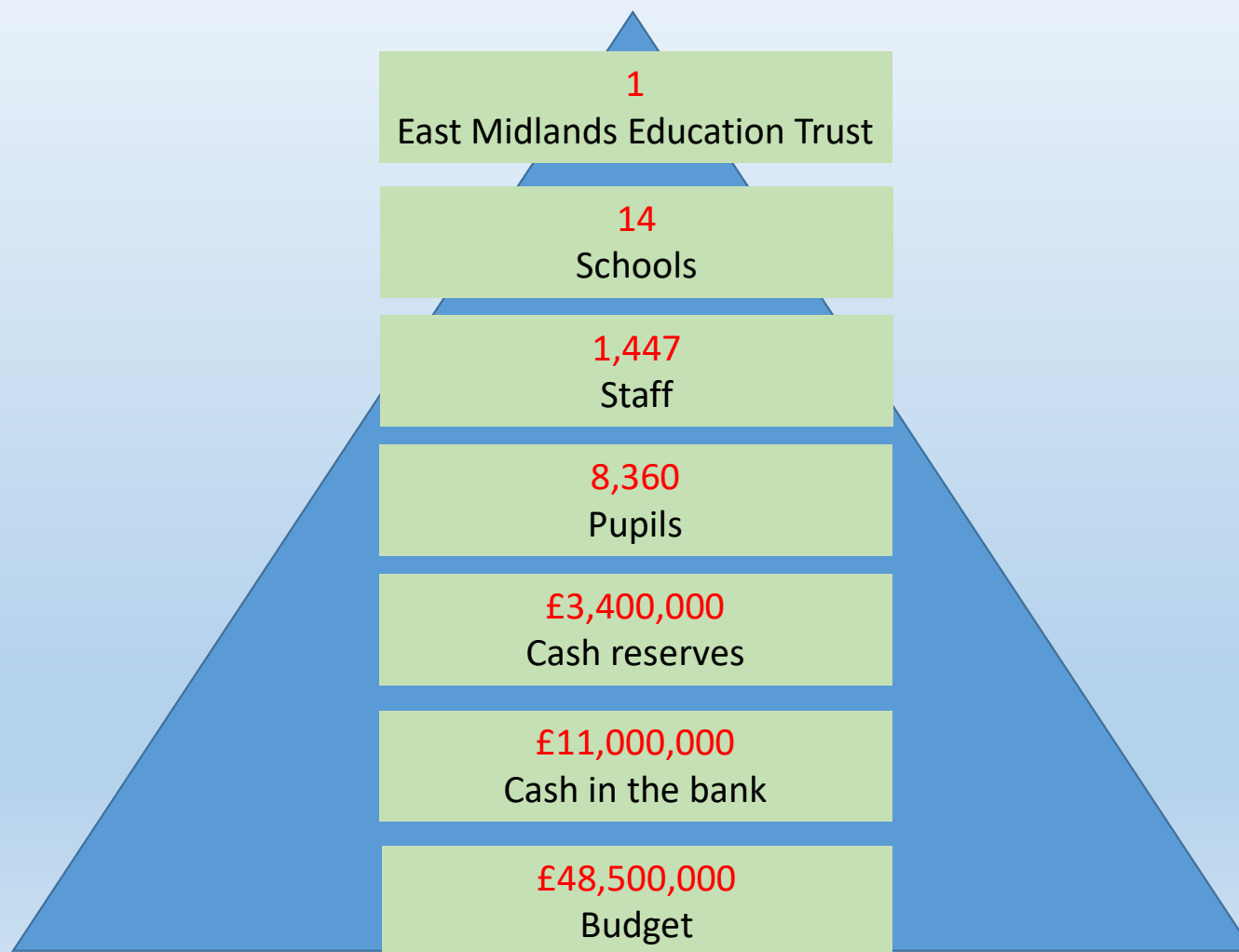
33 Academy

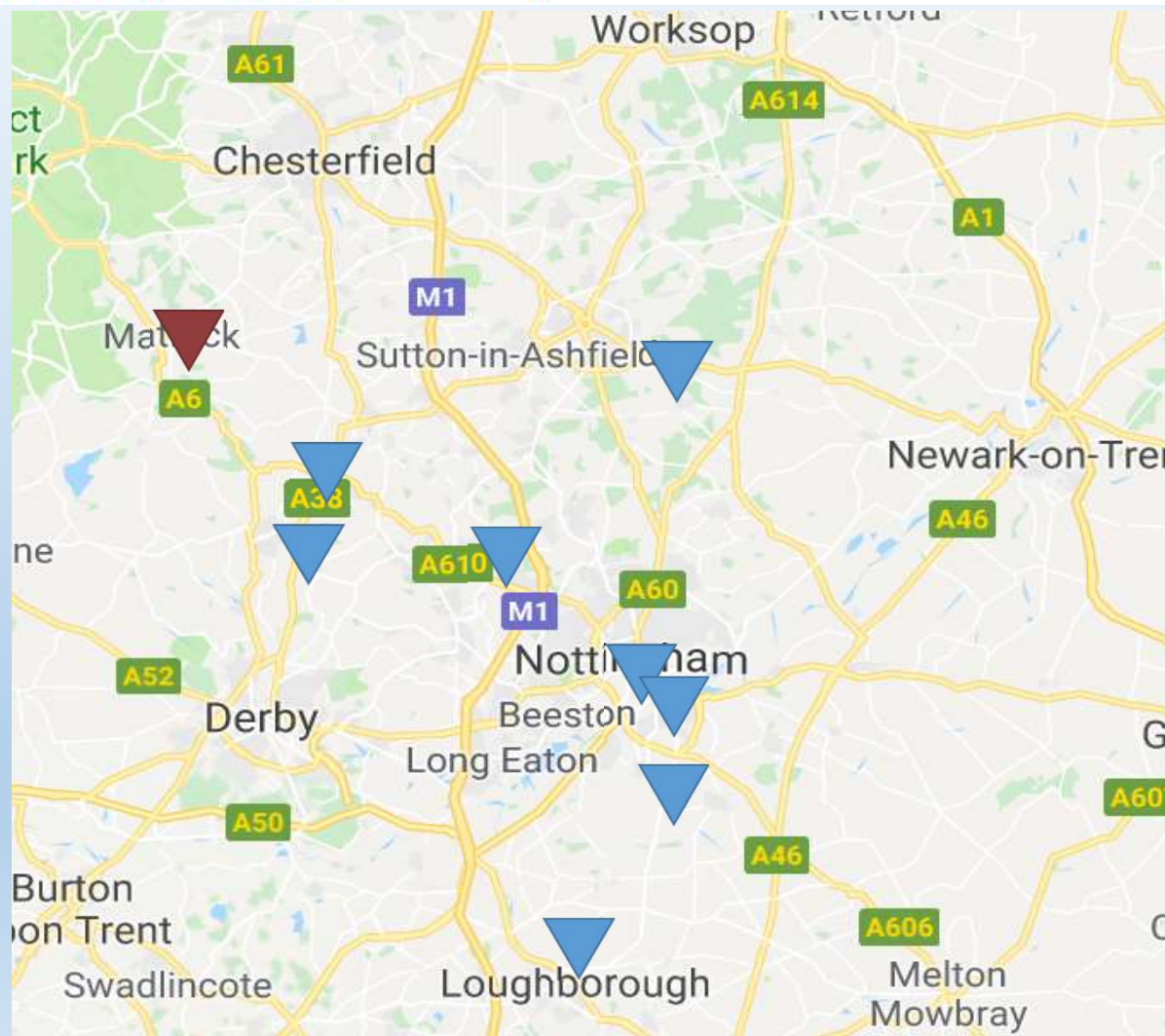
73%



Present Partners

West Bridgford	2011 Sept	Mornington Primary	2018 Mar
Ripley	2014 Sept	CP Riverside	2018 Mar
South Wolds	2015 Sept	Gilthill Primary	2018 Apr
Kimberley	2015 Nov	Kimberley Primary	2018 Apr
John Flamsteed	2016 April	Street Lane Primary	2018 Apr
Joseph Whitaker	2016 Sept	Awsworth Primary	2018 May
Limehurst Academy	2021 Jan	Larkfields Infants	2018 Nov
		Hollywell Primary	2019 March





ESFA: Financial
notice to improve

The whole trust has
to be in deficit.

ESFA not interested
in the finances of a
single school within
the trust

Showing 6 schools

School name	Type of school	Number of pupils at end of key stage 4	Progress 8		Entering EBacc	Staying in education or entering employment (2017 leavers)	Grade 5 or above in English & maths GCSEs	Attainment 8 score	EBacc average point score
			Number of pupils included in this measure	Score & description					
The West Bridgford School	Academy	236	234	Well above average 0.79	41%	98% (219 of 223 pupils)	78%	62.2	5.61
Create My schools list									
Limehurst Academy	Academy	117	114	Well above average 0.68	77%	93% (118 of 127 pupils)	53%	52.8	4.99
Create My schools list									
The Joseph Whitaker School	Academy	218	217	Average 0.18	32%	96% (193 of 201 pupils)	40%	46.1	4.06
Create My schools list									
The Kimberley School	Academy	218	217	Average 0.14	29%	95% (172 of 181 pupils)	50%	50.8	4.48
Create My schools list									
The Ripley Academy	Academy	111	111	Average 0.09	17%	94% (85 of 90 pupils)	46%	47.7	4.14
Create My schools list									
The South Wolds Academy & Sixth Form	Academy	136	126	Average 0.04	38%	99% (139 of 140 pupils)	54%	52.1	4.56
Create My schools list									
John Flamsteed Community School	Academy	108	107	Average -0.14	47%	98% (107 of 109 pupils)	42%	45.5	4.16
Create My schools list									

OfSTED

1

2

2

2

2

2

2



	Highfields	Ripley	John Flamsteed	Joseph Whitaker	Kimberley	South Wolds	West Bridgford
P8	-0.11	+0.09	-0.14	+0.18	+0.15	+0.04	+0.73
A8	47.5	52	45	46	50.8	52	61.5
Low	10%	10%	13%	13%	6%	4%	6%
medium	40%	45%	44%	55%	45%	35%	27%
high	49%	45%	42%	32%	48%	54%	65%
SEN	7.7%	4.3%	6%	6.1%	3.1%	12.7%	4%
EAL	0.7%	1%	0%	2%	3%	4%	5%
FSM	22%	36%	20%	20%	18%	16%	6%



	Highfields	Ripley	John Flamsteed	Joseph Whitaker	Kimberley	South Wolds	West Bridgford
P8	-0.11	+0.09	-0.14	+0.18	+0.15	+0.04	+0.73
A8	47.5	52	45	46	50.8	52	61.5
Low	10%	10%	13%	13%	6%	4%	6%
medium	40%	45%	44%	55%	45%	35%	27%
high	49%	45%	42%	32%	48%	54%	65%
SEN	7.7%	4.3%	6%	6.1%	3.1%	12.7%	4%
EAL	0.7%	1%	0%	2%	3%	4%	5%
FSM	22%	36%	20%	20%	18%	16%	6%



Our approach

- Our strap line. All partners have joined voluntarily.
- LGB retain autonomy as defined in the terms of reference
 - 37 trust policies which exclude school specific policies
 - Active JCP with good TU relationships
- Head Teacher accountable to LGB in the normal manner
 - Chief Executive not an executive head teacher
- LGB accountable to trustees. Ours is a corporate accountability



Our approach

- Central operational contribution 4% of GAG
 - leadership, governance support, finance, HR, services, DPO, school improvement – 25 corporate staff (exc SIT)
 - Comprehensive central provision agreement
 - School improvement prioritised by head teachers
- Capital grant (£2.3m 2017, £2.4m 2018, £2.5m 2019, £2.6m + £1.3m 2020) – distribution on condition survey and strategic need



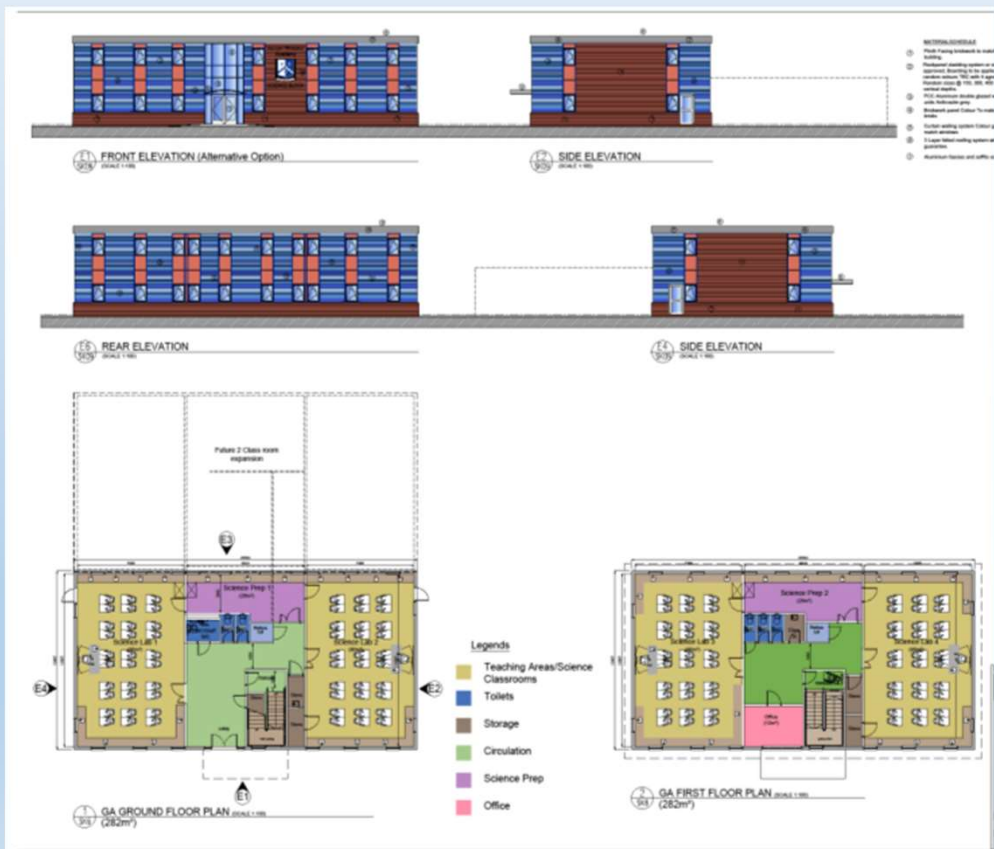




*"A partnership of willing, proud
and autonomous schools"*



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School Information	School Condition Allocation
School	Total
JFC	1,105,037
TKS	1,905,211
TRA	483,950
SWA	1,094,218
WBS	1,126,221
JWS	1,256,173
CPR	269,923
GPS	138,850
KPS	168,055
MPS	165,658
APS	253,235
HPS	473,918
SLP	65,193
LIS	549,096
EME	312,088
Central Fund	243,971
Total	9,610,797

← £4m PSBP2 not included

← £3/4m section 106 not included

← £1/2m section 106 not included

Additional £1.5m still to distribute

£11.1m over four years

Average of £800,000 per school

	Closing Revenue Reserves	Current Reserves as % of GAG Income
S	563,305	7%
S	-76,799	-2%
S	572,073	9%
S	53,341	1%
S	719,224	20%
S	415,681	11%
S	299,757	54%
P	221,633	19%
P	116,491	15%
P	127,566	11%
P	178,927	24%
P	111,328	16%
P	46,397	12%
P	113,792	14%
TOTALS	3,462,715	15%



Our approach

Secondary school improvement team

- Secondary school improvement lead by an experienced HT
 - Subject Directors in;
 - Maths*
 - English*
 - Science
 - MFL
 - Geography
 - History
 - Computing
 - Safeguarding, DP and personal development*
- SENCO buy back (5 out of 6 schools)
- Additional support ad hoc: PE, Post 16, Drama
- A willingness to receive and offer support between EMET schools



Initial Teacher Training



Continued Professional Development

...inspire ...challenge ...innovate...

The East Midlands Teacher Training Partnership, based in Nottingham, is a partnership of schools who successfully contribute to the training of teachers through School Centred Initial Teacher Training Courses. For September 2018 we will offer Provider-Led places which you may apply for via EMTP on the UCAS website and School Direct places which you may apply for through our Lead School (The West Bridgford School) - also via the UCAS website. Many of the teachers who have trained within our schools have forged very successful careers and have progressed into management roles within their schools...



EMTTP

- SCITT-OfSTED rated good
 - Number of schools: 67
 - Number of trainees: 55
 - Largest school based teacher training provider in the EM
- NPQ programme
 - 4 Strategic partners:

NPQML:	43
NPQSL:	45
NPQH:	17

 - Lady of Lourdes
 - Equals
 - White Hills
 - Two Counties
 - All NPQ courses are free for EMET staff: DfE scholarships
- Pilot lead in East Midlands for Early Career Framework



Opportunities for staff and students

- Internal promotion first
- Teach meets
- Subject networks
- Shadow days
- Shared Inset
- Teacher exchanges and secondments
- Strategic apprenticeship levy approach
- Support for NPQ suites; NPQH, NPQSL, NPQML through EMTTP
 - all free
- Shared student experiences
 - G&T days
 - Sporting events
 - Music events



Implications for staff

- Change of employer
 - TUPE transfer – terms and conditions are protected
 - New HR policies and procedures – agreed with TU's
 - EMET contracts for new staff – contract agreed with TU's
 - Annual teachers pay rise follows STRB recommendation
 - Annual associate staff pay rise follows national NJC pay award
 - Associate pay follows NJC pay points
 - Assimilate staff over to our pay scales within 12 months on a 'no detriment scenario'
 - Regular JCP with trade unions – never had a dispute
 - Pensions remain the same

"There are no threats here, only opportunities"

R McDonough Sept 2020



Ambitions

- That the trust be recognised as one of the best in the country in;
 - School standards. All to be judged at least 2 with more 1's
 - High degree of parental satisfaction about their school
 - Financial management. All schools have balanced budgets.
 - Good HR relations
- That all heads and governors feel they are better placed within EMET than being a maintained school or stand alone academy.
- Welcome additional like minded partners, secondary and primary
 - Open a new school through the presumption route
- We continue to invest in our school sites to ensure our learning environment is of the highest standard possible.



Questions?