



# King Charles I School

*Supporting successful futures*

Headteacher: Stephen Brownlow

25<sup>th</sup> April 2018

Dear all,

I write to let you know about a proposal by the Governing Body and to ask for your thoughts. As you know, we have always actively sought to take advantage of new initiatives to improve further attainment and achievement of the students at King Charles I School which have increased year on year in recent times, and support our drive to provide the highest quality educational experience for our students.

King Charles I School became a converter Academy on 1 April 2012 and has been operating very successfully as a single academy trust (SAT) for six years. After a long period of research, deliberation and due diligence, the Governors are proposing to form a Multi Academy Trust (MAT) known as the Four Stones MAT with Haybridge High School & Sixth Form from 1<sup>st</sup> September 2018. A MAT is a single entity comprising a number of schools which collaborate closely to raise standards for all students and to provide enhanced opportunities for all stakeholders. There is more information on the homepage of our website. The Governors are excited by the opportunity of forming a MAT with Haybridge and believe that the two schools working together would benefit the students and staff in the MAT and in our wider community generally. For example, there would be exciting cross-curricular and cross-phase opportunities for enhanced learning thus supporting the raising of standards of achievement for all students. In the longer term there may be cost savings associated with the rationalisation of services to secure more cost-effective procurement of goods and services. Over the years Haybridge has been a Technology College, a Leading Edge School, a Teaching School and National Support School and has recently been awarded SCITT (School Centred Initial Teaching Training) status. They are acknowledged by Ofsted to be an 'Outstanding' school and regularly receive recognition as one of the top 10 per cent of non-selective schools nationally in terms of outcomes for students.

The MAT would operate with a new governance structure, with a Board of Trustees assuming overarching accountability and responsibility for strategic issues in all schools within the MAT, and with a Local Governing Body in each school.

Changes in the educational landscape and in Local Authorities mean that the majority of schools are expected to be part of a MAT in the relatively near future. We intend to seize this opportunity to design, with your input, the optimum structure in which we can continue to meet our core obligation to provide an outstanding educational service to our local community.

We envisage that this would be a smooth transition, in the same way that our conversion to Academy status in 2012 had no noticeable effect on our teaching and learning and from the outset it would be 'business as usual' for staff, students, parents/carers and the wider community.

I can assure you that there would be no changes to staff pay and conditions and that all staff would transfer to the MAT under TUPE, in the same way that they did when we became an Academy. We would also ensure this commitment, along with the honouring of any National Agreements, would be written into the Memoranda and Articles to protect both current and future staff.

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We would continue to work in partnership with the local schools and remain an inclusive school that is truly comprehensive. As an academy, we would be committed to maintaining our current admissions policy and catchment area. In other words, students in our catchment area and those in our five feeder schools would continue to enjoy priority in our admission policy.

We are committed to continuing to work in partnership with local schools and our post 16 partners. We would wish to continue the positive relationships with schools and the local college in the Wyre Forest (especially with our cluster primary schools and the schools and college in the ContinU Trust) and the local authority.

We will make every effort to give everybody an opportunity to hear about what this might mean for the school and to share their comments and concerns. In addition to communicating by letter, we will use the website and use a proportion of the staff meetings on Thursday 10<sup>th</sup> May and Wednesday 23<sup>rd</sup> May and the support staff meeting on Wednesday 16<sup>th</sup> May to discuss the proposal. In the meantime, please visit the 'MAT consultation' page on our website for further information including 'Frequently Asked Questions'.

The governors have asked me to reiterate that although we are now moving to the next stage of the conversion process this does not represent a final commitment, which is only confirmed after the consultation process has been completed. Following the consultation process, the governors will meet again to consider all responses and make the final decision on whether to proceed to form a Multi Academy Trust (MAT) known as the Four Stones MAT with Haybridge High School & Sixth Form from 1<sup>st</sup> September 2018.

Our consultation runs until 12noon on Thursday 24<sup>th</sup> May 2018. If you would like to express your opinion during the consultation process, please do so in writing to me at school or by emailing me at [MATconsultation@kingcharles1.worcs.sch.uk](mailto:MATconsultation@kingcharles1.worcs.sch.uk) by 12noon on Thursday 24<sup>th</sup> May 2018. Questions and our responses will be posted anonymously on the 'MAT consultation' page on our website. I have attached a set of questions you may have and our responses.

Yours sincerely,

Stephen Brownlow  
Headteacher