



King Charles I School

Supporting successful futures

Headteacher: Stephen Brownlow

25th April 2018

Dear Union Colleague,

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 the 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 1st September 2018. 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.

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.

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 students, staff, parents/carers and the wider community.

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.

To date we have written home to our parents/carers and have held briefing meetings with teaching and support staff. We have informed our feeder primary schools, other schools with whom we have a close relationship, and the Local Authority. Governors continue to be involved fully in all elements of our discussions and decision-making. There is also now a central point of information on the Haybridge website where all relevant documents can be accessed. This will be updated on a regular basis to ensure full coverage of all issues for all stakeholders. An email address is provided for stakeholders to raise any questions; these, together with our responses, will be posted on our website.

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All staff have been assured 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.

I am keen to ensure that we work effectively with our Union colleagues as we proceed and would welcome your thoughts on how best to liaise in the coming weeks. 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 hold a meeting for all Union representatives on Tuesday 15th May from 9.30am until 10.30am in my office on the King Charles I School Hillgrove Site. I would be grateful if you could confirm whether you will attend this meeting as soon as possible.

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 full consultation process has been completed.

Our consultation runs until 12noon on Thursday 24th 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 by 12noon on Thursday 24th 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