



Merger of Future Schools Trust (FST) and Every Child, Every Day Trust (ECEdT)

25th June 2018

Dear Parent/Guardian

In an increasingly challenging educational landscape, Future Schools Trust have been looking at the benefits of joining with another Multi Academy Trust (MAT). We believe this route would provide the best opportunity to enable us to share good practice and to further improve standards across the board as well as giving us more power when it comes to negotiating services and ensuring better value.

Future Schools Trust researched and visited a number of MAT's before selecting Every Child, Every Day Academy Trust, based in Richmond, Surrey. Every Child, Every Day's ethos is embodied in the name and signifies a commitment to enhancing life chances for all its young people. The Trust also works in partnership with other schools to maintain and strengthen good and outstanding schools and to support those who share a desire to become an outstanding school.

Every Child, Every Day Academy Trust has been working closely with Future Schools Trust since 2017 on improving teaching standards and outcomes and has built positive, professional relationships. In our view Every Child, Every Day Academy Trust most closely matches the ethos and culture of our own Trust schools. We also believe that joining a smaller MAT such as Every Child, Every Day allows us more scope to shape our own destiny rather than being consumed within a large MAT that would impose their style upon us.

The Regional Schools Commissioner (the Government department responsible for Academies) has been pleased with our joint work and, therefore, earlier in April 2018 the Department for Education agreed to formalise this relationship. The plan is for Cornwallis Academy, New Line Learning Academy and Tiger Primary School to formally join Every Child, Every Day Academy Trust as soon as possible after 1st September 2018. This partnership with an enlarged Every Child, Every Day Academy Trust will strengthen and sustain the quality of education each school is able to offer to their children and young people through greater collaboration and joint working between member schools. This merger is seen as an exciting opportunity and a new phase of development for all the schools.

We carefully considered the proposal and carried out extensive due diligence to assure ourselves that joining this Trust is the best option for our schools. In addition, we feel that joining with Every Child, Every Day Academy Trust will allow us to:

- Join with an existing outstanding Academy trust to establish a local hub within the Kent area
- Take advantage of the increased economies of scale available not currently achievable
- Ensure that our students and staff flourish in a broader and more stable environment.

Furthermore, we believe that, whilst any changes carry an element of short-term upheaval, these will be minimised by partnering with a team that we already work closely with and whose senior leaders have first-hand experience of how Future Schools Trust works. Attached is a 'Key Information' sheet which we hope will answer many of your initial questions about formalising our relationship with Every Child, Every Day Trust.

If you have questions about this, please address them to frances.sharp@futureschoolstrust.com

Mrs M Hodges
Chair Trustees
Future Schools Trust

Mrs I Linney-Drouet
Headteacher
Cornwallis Academy

Mr P Murphy
Headteacher
New Line Learning Academy

Mrs H Liddon
Headteacher
Tiger Primary School



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Key information

This information sheet has been produced to answer some questions you may have about us formally joining Every Child, Every Day Trust.

Every Child, Every day Academy Trust is based in Richmond so how will the new enlarged trust operate?

The intention is to operate two hubs – one in London and the other in Kent under the control of a single CEO (Maggie Bailey) and an enlarged board of Trustees. Maggie will split her time between London and Kent. Trustees and Senior Leaders of each Trust have already carried out a number of visits to each other's schools on a number of occasions. Each school will have its own dedicated local governing body to challenge and support the ambitious plans for the sustainability and development of the Trust.

What are the benefits of this merger?

The Every Child, Every Day Academy Trust will provide a range of important benefits for its member schools through greater collaboration and joint working between Headteachers, senior leaders, staff and governors. We believe that joining Every Child, Every Day Trust will have significant benefits for our students:

- Improved and sustained Quality of Teaching and Learning through collaboration
- Improvement and sustainability of standards
- Richer curriculum opportunities through saved finances and shared resources
- Governance – shared training to improve standards for all the children
- Help and support between schools for the benefit of the children
- Developing a shared community and serving the community needs
- Peer to Peer mentoring

We are also clear that there will be benefits to our staff as a result of this collaboration:

- Increased professional development opportunities across the schools with access to shared training and input across all phases of education
- New opportunities for staff to train together.
- Joint planning to reduce workload
- Improved succession planning and greater opportunities for movement and/or secondment allowing us to keep our best staff
- More comprehensive induction programme
- Wider sense of identity and collective responsibility
- Higher quality external expertise through economies of scale
- An opportunity for staff retention through career opportunities across the Trust

What will merging of the Future Schools Trust with Every Child, Every Day mean for parents/carers and their children?

We are delighted to tell you that very little will change. The school name remains the same. In each school, students will continue to be taught by the same teachers in the same classrooms, wearing the same individual school uniform that they do now. Over time students may notice changes in the way they learn and be able to access a wider range of opportunities, as the schools develop trust-wide initiatives to enhance teaching, learning and the curriculum.

The Parent/Carer experience will not be impacted by the change in governance. Behind the scenes, however, the Academy will be able to benefit from joint agreements to save costs, buying together with the Trust's other schools, for example.

How will this affect the school management and operation?



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It will be business as usual and our children will not notice any differences in their school as we continue to serve our community. Schools will retain control over their admissions policies and processes, which must be compliant with the national admissions code. All staff will continue to work in their current schools with the same responsibilities and terms and conditions as now. There will be opportunities for some staff to take on wider responsibilities across schools to enable the trust to function more effectively and efficiently. Staff will also have access to enhanced professional development. There are no plans to make any posts redundant as a result of the Trust being established.

How will the new Trust governance, leadership and management structure look?

The Trust would be governed by a single board of trustees (including two trustees appointed by the Future Schools Trust) who will have the appropriate range of important knowledge, skills and expertise to oversee the expanded Trust. Each individual school will continue to have a Local Governing Body (LGB), with representation for parents, staff and the wider school community as now. Governors and Headteachers will continue to decide how their school is run with the vast majority of decisions still made locally.

The new expanded Trust will have overall accountability to the Department for Education (DfE) but each school will be subject to individual Ofsted inspection.

Maggie Bailey, will continue as CEO of Every Child, Every Day Academy Trust with specific responsibility for the quality of education and for overseeing the trust's legal, financial, governance and HR functions. Maggie will split her time between the two hubs.

Each Headteacher will continue to be responsible for running their school but will also form a leadership group responsible for developing and implementing trust-wide plans for school-to-school support and collaboration. The Headteachers of all schools and the CEO will form a strategic learning group that will develop and implement the Trust wide improvement plan.

Funding will still be calculated and allocated on a school-by-school basis. The schools will contribute to the central costs of running the trust, which will be kept as low as possible. The Trust's finances will be subject to close scrutiny by the DfE's Education Funding Agency and independently audited accounts will be published. The Trust will be the employer of staff in all schools.

Key information about the proposed Every Child, Every Day Trust 2018/19

| | Grey Court School | The Hollyfield School | Cornwallis Academy | New Line Academy | Tiger Primary School |
|----------------------------------|--------------------------|------------------------------|---------------------------|-----------------------------------|-----------------------------|
| <i>Age Range</i> | 11-18 years | 11- 18 years | 11-18 years | 11-18 | 4-11 |
| <i>Headteacher</i> | Ms M Bailey | Mr T Maltby | Mrs I Linney-Drouet | Mr P Murphy | Mrs H Liddon |
| <i>Most recent Ofsted report</i> | January 2018 Outstanding | April 2016 Good | November 2017 Good | October 2017 Requires Improvement | January 2018 Good |

For further information about Every Child, Every Day Trust visit its website:

<http://everychildeverydayacademytrust.org/>