



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

Frequently Asked Questions

The answers below reflect the position of L.E.A.D. Academy Trust with regard to the management of its academies.

[Is L.E.A.D. Academy Trust a profit making organisation?](#)

L.E.A.D. Academy Trust is a registered charity and a not for profit organisation.

[How many schools have joined L.E.A.D. Academy Trust?](#)

L.E.A.D. Academy Trust currently consists of 21 schools providing the education for over 8,600 children across the East Midlands and South Yorkshire.

[What are the vision and key principles of L.E.A.D. Academy Trust?](#)

The aim of L.E.A.D. Academy Trust (the Trust) is to take full accountability for all of its schools, ensuring improvement and challenging performance.

Our vision is being delivered through the following:

- Through outstanding leadership L.E.A.D. Academy Trust, will provide the highest quality education to enable every pupil to realise their full potential.
- Utilising the power of partnership working as a catalyst for ensuring more children receive an exceptional education.
- Embracing a combination of autonomy and collaboration across key areas of leadership and management, underpinned by shared vision, values and best practice.

Our key principles are as follows:

- Lead - to show the way; to be first or foremost
- Empower - to give power to; to enable
- Achieve - to accomplish; to get or attain by effort
- Drive - to cause and guide progress; to impel forward

We will provide the very best education and training for every individual in our schools and will ensure that this is delivered. We value excellent teaching, underpinned by high quality professional development and will constantly move forwards, using and instigating the best ideas and practice.

What are Academies?

Academies are publicly funded local schools that provide a free education for local children.

How long does the conversion process take?

Normally the process from registration to completion takes 4 months.

Will the admissions policy change?

L.E.A.D. Academy Trust believes in local schools for local children. Admission for local children will remain unchanged.

What is the admission policy in regard to children with Special Educational Needs (SEN)?

L.E.A.D. Academy Trust is committed to inclusion for all children and seeks to provide the best opportunities possible for all children. L.E.A.D. Academy Trust follows the SEN code of practice and statutory guidance on inclusion. An academy's status does not affect parents' rights to appeal to the SEN and Disability Tribunal.

Do pupils attending an academy follow the national curriculum?

The national curriculum as a whole has been made more flexible to give schools more freedom to provide new innovative opportunities. L.E.A.D. Academy Trust will ensure that the curriculum is fit for purpose and therefore meeting the needs of children attending the school.

How are academies accountable?

Our academies are accountable to L.E.A.D. Academy Trust Board who, in turn, is accountable to the Secretary of State through its funding agreement. The Academy Advisory Body works on behalf of the Trust's boards by supporting and challenging the academy. The minutes of all Academy Advisory Body meetings are monitored by the Trust to ensure that the academy is being managed appropriately at a local level.

What is different about academy governing bodies?

In L.E.A.D. Academy Trust the Local Governing Body is known as the Academy Advisory Body (AAB). To secure rapid and sustained improvement, governors will demonstrate their ability to support, guide and challenge the academy and will receive help in doing this where necessary. The Trust will work in partnership with the academy, enhancing the capacity of the Academy Advisory Body to increase its impact and effectiveness. The Chair and Vice Chair of Governors of the Academy Advisory Body will be appointed by the Trust where a vacancy arises.

What is the local authority's role relating to academies?

Academies are not 'maintained' by the local authority in the traditional manner, but are nonetheless part of the wider family of schools and other educational institutions in their area. L.E.A.D. Academy Trust strongly believe in collaboration which best provides for the educational needs for all children within a given area. Academies are required to work within the Admissions Code of Practice and participate in local Admissions Forums.

What happens to employees at a school which becomes an academy?

Where academies replace existing schools, there will be a transfer of undertakings (Protection of Employment) Regulations 1981 (TUPE). In such cases, employees have the right to transfer to the academy on their existing terms and conditions, as set out in the Teachers' Pay and Conditions document. Existing pension and employment rights are retained in the Trust.

The Trust recognises that employees are vital to being able to offer pupils the best possible education. The Trust is committed to enabling all employees to develop a career path and undertake professional development to support this.

Will the structure of the school day stay the same?

Providing the structure and length of the school day meet statutory requirements, it is not envisaged that this would change. However, the Trust is committed to developing opportunities for pupils through the extended curriculum in all its academies. This will mean opportunities after the end of the academy day, weekends and holiday clubs will be a feature of our academies.

Do schools keep the same name and uniform?

Becoming a new academy provides the opportunity to review current branding and uniform, many schools take advantage of this. Again this process would be directed by effective consultation, with decisions being reached collaboratively. As a school converts, the school does incorporate an academy reference into their name.

How will academies make a difference to pupil achievement?

Academies were created to support the academy movement and provide the best possible education for all children. L.E.A.D. Academy Trust is committed to making a difference through our unique combination of governance arrangements, leadership models, finance support and systems, collaboration and sharing best practice and high quality CPD. We pledge to provide the best for all children in our academies. This will be achieved through providing challenge as well as support to employees to continue improving provisions year on year for all pupils.

Who will own the land and the buildings?

School land is owned by the local authority and is normally leased to L.E.A.D. Academy Trust on a 125 year lease for a peppercorn rent.

Will academies still be funded per pupil?

Yes. Academy funding is driven by pupil numbers, as are maintained schools, with additional funding to reflect those services which an academy has to provide rather than the local authority.

Do you honour nationally agreed pay awards for support employees and teachers?

Nationally agreed pay awards for all support employees and teaching employees are implemented by L.E.A.D. Academy Trust.

- St Ann's Well Good to Good
- Sycamore Good to Good
- Edna G Olds Satisfactory to Good
- Millfield Special Measures to Good
- Windmill Special Measures to Good
- Hogarth Requires Improvement to Good
- Glapton Good to Good
- Bishop Alexander Requires Improvement to Good

Are there any case studies on the Trust?

A number of case studies have been published by the DfE and can be accessed from the following links:

http://www.leadacademytrust.co.uk/useruploads/files/exemplary_practice/case_study_8.pdf

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/363794/RR374A -
_Outstanding_primaries_final_report.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/363794/RR374A_-_Outstanding_primaries_final_report.pdf)

<https://www.gov.uk/government/speeches/hmcis-monthly-commentary-october-2016>

What are the perceived risks and problems that you see in managing Waddington All Saints over the next (few) years?

Waddington All Saints is currently in a very strong position. The school has above average results both locally and nationally. There is a very strong and talented staff and leadership team. The building is in a good state of repair and is well resourced. We need to plan to sustain this success into the future. It would be easy to suggest that when things are so good there is no need for change, but the governors believe this would be short sighted given the changes at a national and local level. There are very few options for the school in the medium term. The future as a Local Authority school is uncertain as the Local Authority already offers very little in terms of its role and support for successful schools. The option for the school to become a single academy was removed by a change in government policy eighteen months ago (explained further below) and there are continuing reductions in funding for schools from central Government.

Academy Schools have grown in number under successive governments of all parties. Although there is no formal expectation that all schools will eventually become Academies, this remains the political intention. This can be seen within the sudden and increasing growth of Multi Academy Trusts across the country and the increasing role and influence of Regional Schools Commissioners on behalf of the DfE.

What would your remedial (or improvement) plan be if you remained under LEA control?

In the opinion of the Governors there is only a limited future in remaining in the Local Authority as it has already outsourced its services to schools. Lincolnshire schools have suffered over the past twenty-nine months as a result of the well-publicised issues with the move of Local Authority services to Serco. As an example, All Saints, like many other Schools, has had its telephones cut off several times due to no fault of the school, because the Local Authority did not pay the bills. Staff have also had their pay disrupted for many months which is particularly difficult for the more junior members of our team. These are some of the many examples of late payments and issues with the Financial and HR services and the poor quality of information from the contractor's 'Agresso' finance system, and communication from the Local Authorities Contractor Serco. While the situation has slowly improved from its worst point, it is still well below an acceptable level. The administration and leadership time lost to monitoring and responding to these issues over the past three years has been unacceptable, problematic and costly.

What benefits could be achieved solely by switching to academy status?

Becoming a single academy is no longer an option for this school. Since April 2016 Academies are only approved where there are a minimum of 1,200 pupils involved. As a consequence, lots of single academies are now having to consider and look for a move to a Multi Academy Trust. While an alternative would be to try and group together with other local schools and form a new Trust this is exceptionally hard to achieve for a collection of small primary school who would have to start from scratch in contracting services.

What are the drawbacks of switching to academy status?

The Governors do not perceive any drawbacks from becoming an Academy as part of the L.E.A.D Multi-Academy Trust. The trust is a not-for-profit charity Trust that places improving education and outcomes for children at the heart of its philosophy (for more details on the trust we invite you to review their website: www.leadacademytrust.co.uk or follow the specific links below). The trust is big enough to provide security to the school and cost effective services. It's proposed Lincolnshire 'hub' however will ensure that the school will remain close to local needs and parents.

What other changes will result from switching to academy status?

A major factor in the choice to look towards joining L.E.A.D is that the education that this school provides and its relationship with the local community will remain unchanged. The biggest change would be that the school would have access to increased levels of support, improved financial systems and the opportunity to be part of the growth of a very successful Multi Academy Trust in this area. This will enable this school to concentrate upon sustaining its success and impact in future.

What risks/areas remain unknown regarding the switch to academy status?

Political uncertainty in relation to school funding and the agenda for Academisation in the long term.

What benefits would be achieved solely by switching to academy status under the affiliation with LEAD? What other changes will result from switching to academy status under the affiliation with LEAD?

Three very successful local schools are looking to join L.E.A.D in January. We hope that this could be the beginning of an exceptionally strong local hub of this outstanding Multi Academy Trust in Lincolnshire. Using our experience and expertise as a National Support School in helping other schools to improve for the benefit of Lincolnshire children.

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Have you considered any other affiliations? And if so, why have they been discounted?

There are a number of emerging, but unproven Multi Academy Trusts (MAT) developing in the area. The main reason for choosing L.E.A.D is that as a successful school we currently have a choice and do not need to find a MAT with the capacity to improve us. Our strength as a school means that we feel we would be best suited to playing a leading role in the further development of a very successful and proven MAT in this area, rather than simply joining up with schools with no proven track record of success.

Please could you confirm if the service pupil premium will still go directly to the school for the benefit of All Saints pupils or if it will be subsumed into the wider academy budget and distributed across the federation?

We have been assured that all funding for pupils at our school will go to this school. The school will simply pay a proportion of budget to LEAD on an annual basis to cover services and infrastructure.

How can I find out if L.E.A.D. are a trustworthy organisation for the school to be associated with and are they a non-profit organisation?

L.E.A.D. is a not for profit organisation. The following documents have been scrutinised by Governors and give information about their accounts, structures and accountability processes:

https://www.leadacademytrust.co.uk/useruploads/files/articles_of_association.pdf

https://www.leadacademytrust.co.uk/useruploads/files/scheme_of_delegation.pdf

https://www.leadacademytrust.co.uk/useruploads/files/trust_governance.pdf

https://www.leadacademytrust.co.uk/useruploads/files/accounts/08296921_l.e.a.d_multi_academy_trust_1516_finstat.pdf

https://www.leadacademytrust.co.uk/useruploads/files/accounts/08296921-l.e.a.d._multi-academy_trust-1415-finstat.pdf

https://www.leadacademytrust.co.uk/useruploads/files/declared_register_of_interests_-_trustees_2016-17.pdf

https://www.leadacademytrust.co.uk/useruploads/files/record_of_governor_interests_2016-17.pdf

https://www.leadacademytrust.co.uk/useruploads/files/accounts/master_funding_agreement.pdf

<https://www.leadacademytrust.co.uk/services>