



The Bishop Anthony Educational Trust
Considering Academy status within a
Multi Academy Trust

The Bishop Anthony Educational Trust

Who we are....

- ▶ Formed in 2013 to support Church schools who were in negative OFSTED categories in the Diocese
- ▶ A separate entity to the Diocese Education team and are financially independent of them
- ▶ A substantive core staff based in Ludlow providing core support functions
- ▶ Current membership – The Hereford Academy, St Thomas Cantilupe Primary, Morville Primary, Bitterley Primary, Tenbury Primary, St Michael's Bodenham Primary, Burley Gate Primary, Ludlow Infant & Nursery, Ludlow Junior School, Ludlow C.E. Secondary School, Burford Primary, Conover CE Primary, St Edwards Dorrington, Bishops Castle Primary School, St George's Clun and Eastnor CE Primary School (16 Academies)
- ▶ We are now considering schools to join from April 19.
- ▶ Please see our website for more information www.baet.org.uk



Our Values:

Educating for Wisdom, Knowledge and Skills

Good schools foster confidence, delight and offer structure in seeking wisdom, knowledge, truth, understanding, know-how, and the skills needed to shape life well. They nurture academic habits and skills, emotional intelligence and creativity across the whole range of school subjects and what one needs to understand and practise in order to be a good person, citizen, parent, employee, team or group member, or leader.

Educating for Hope and Aspiration

Good schools open up horizons of hope and aspiration, and guide pupils into ways of fulfilling them. They also cope wisely when challenges are presented.

Educating for Community and Living Well Together

Whatever our circumstances we are each called to responsibility towards others and to contribute responsibly to our communities and so education needs to have a core focus on relationships and commitments, participation in communities and institutions, and the qualities of character that enable people to flourish together.

Educating for Dignity and Respect

Human dignity, the ultimate worth of each person, is central to good education. The basic principle of respect for the value of each person involves continual discernment, deliberation and action, and schools are one of the main places where this happens, and where the understanding and practices it requires are learned.

Central Team Structure -Who's Who

- ▶ CEO – Andrew Teale (AO)
- ▶ Chief Operating Officer – Samantha John
- ▶ Finance Officer – Georgia Moss
- ▶ Governance and Compliance - Karen Bowen
- ▶ Business Support Officer – Lisa Tromans
- ▶ Accountancy Apprentice - Hannah Broome
- ▶ Academy Effectiveness Officer – Janet DuCros
- ▶ *Legal Support – Stone King (September 2018)*
- ▶ *HR/Payroll – Inspire To Learn (Shropshire)*
- ▶ *Finance Systems – PS Financials*
- ▶ *Financial support/Auditors- Bishop Fleming*

Partners Under contract – reviewed every three years



What we offer – School Improvement

- ▶ 5 School improvement visits in a year from dedicated School Improvement Partner. In addition to visits from the AEO
- ▶ Teaching and learning reviews, SEF writing, data analyses, School Development Plan writing, Raise on-line interpretation
- ▶ Preparation for OFSTED
- ▶ Preparation for SIAMS – Church Schools Only
- ▶ Headteacher Performance Management
- ▶ Governor training
- ▶ Safeguarding checks
- ▶ Attendance at LGB meetings for specific school improvement issues
- ▶ Clerking support and training

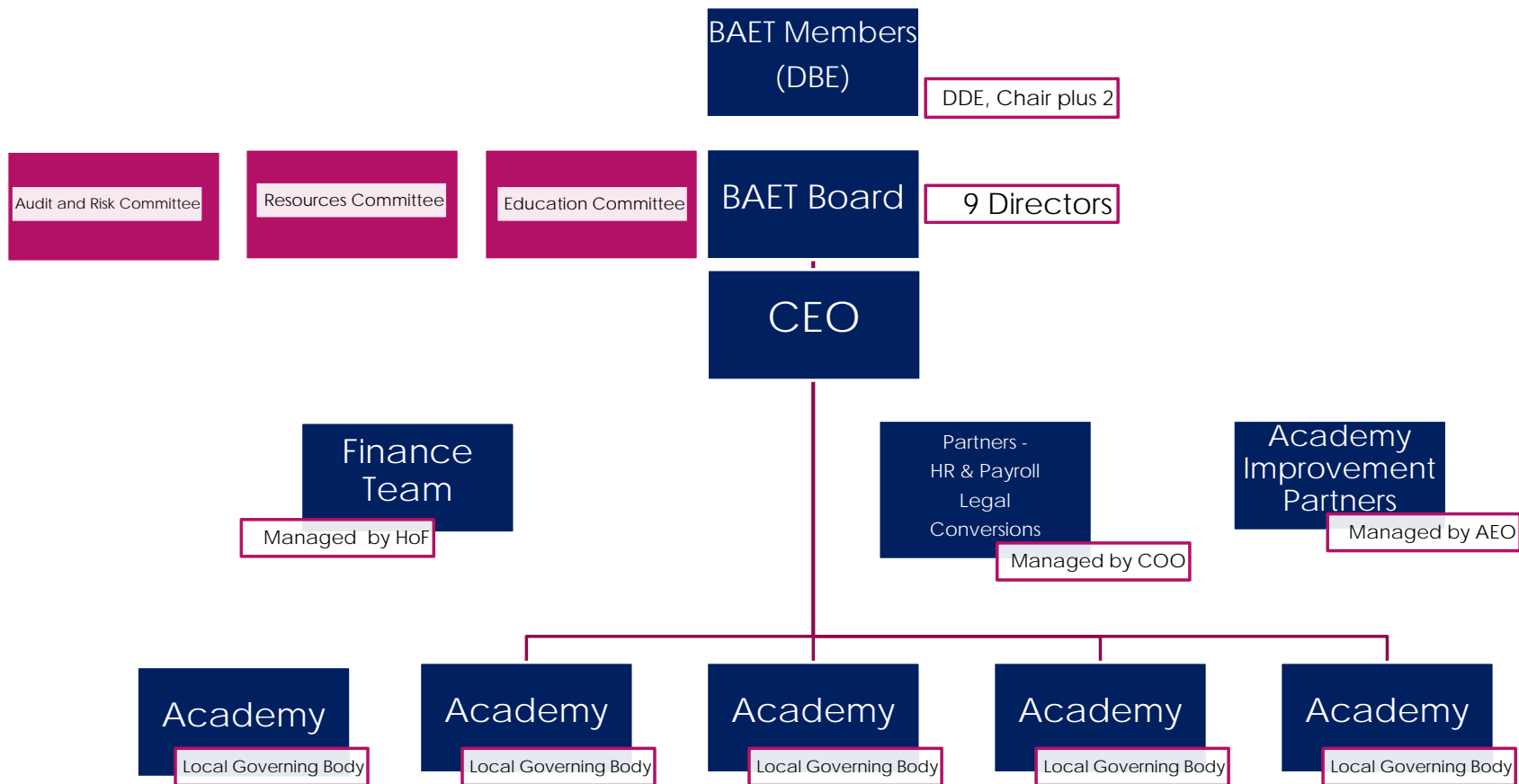
What we offer – Services

- ▶ HR and Payroll (Inspire To Learn)
- ▶ Bank accounts and procurement cards (Lloyds)
- ▶ Year end and all statutory returns – the BAET submit one set of accounts, schools do not have to report their end of year accounts individually to the EFA
- ▶ Legal support
- ▶ Procurement of insurance for land and buildings
- ▶ PS Financials software – full support and training from the team – including one licence and annual renewal
- ▶ VAT reclaim support
- ▶ LGPS and TPS Pensions
- ▶ Recognition of continuous service and unions
- ▶ Support for administration staff
- ▶ Budget planning and monitoring support
- ▶ Policies and procedures – Trust wide (Local school based policies will still be at schools discretion)



BISHOP ANTHONY EDUCATIONAL TRUST





Possible Structure September 2018

BAET Board

Sub committees

South Hub

School Improvement Board
Heads and Officers

The Hereford Academy + LGB
St Thomas Cantilupe + LGB
Eastnor + LGB
Burley Gate }
Bodenham }
+LGB

Central Hub

School Improvement Board
Heads and Officers

Ludlow Secondary+LGB
Ludlow Junior + LGB
Ludlow Infant+LGB
Bitterley+ LGB
Tenbury Primary + LGB
Burford + LGB, Bishops Castle, Clun,
plus other schools

North Hub

School Improvement Board
Heads and Officers

Morville Primary + LGB
Conover CE Primary
St Edward's Dorrington }
+LGB }
School D + LGB



Hub Model

- ▶ Schools who are currently working together as a hard or soft federation are approaching us as collaborative groups. They tend to be working in close geographical areas.
- ▶ BAET Hubs will work under the guidance of an Advisory Board consisting of the Heads and Chairs of each school in the hub
- ▶ The Advisory board will also have a Director of The Trust on it
- ▶ They will have terms of reference which will act as the reporting mechanism to the main board
- ▶ Their main responsibilities may include:
 - Training and collaboration
 - Staff deployment across more than one school
 - Student interactions
 - Curriculum innovation
 - Hub performance feedback to Directors at main board level
 - Other items agreed with CEO which may be hub specific



Academy Process

- ▶ Once the Governing body and the Trust have decided to move forward the school should register their interest with the DfE
- ▶ Become familiar with the Academies Financial Handbook – you will only receive 1/12th of your budget at a time
- ▶ Inform your local authority of your intention to convert.
- ▶ Gain DfE permission to join the trust of your choice. Philip will undertake due diligence on any Trust other than the Diocesan MAT (church schools only)
- ▶ A named project lead from the DfE to help you put your application together and support you through the conversion process alongside your chosen trust.
- ▶ Complete application form/process for chosen Trust – part of their due diligence
- ▶ Make sure all stakeholders are consulted – parents and staff – approx. 3 weeks, before you apply for your order.
- ▶ Submit your application for Academy status, including the appropriate permission letters



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Academy Process

- ▶ The application will go to the Regional Schools Commissioners Head teacher panel. Meetings are twice a month. The process can take up to 3 months or more as they look into all details thoroughly.. You need to convince them that you are strong and can bring something to the Trust. Due diligence process will also need to be completed.
- ▶ Your conversion date can be negotiated at application point with the Trust
- ▶ There is a £25,000 conversion grant to cover costs. BAET will manage all of the conversion process for schools joining them, to take pressure off schools
- ▶ Staff will TUPE across to the Trust on like for like – static. The Local Governing Body members will also be like for like, some may change designation, although this can be an opportunity to restructure if you wish. Details will then be included in the Scheme of Delegation
- ▶ The LGB will become a sub-committee of the Trust Board of Directors – the LGB lose executive powers but have powers delegated to them by the Trust
- ▶ Allow at least 9-12 months from beginning of consultation to joining the Trust