

Cann Hall Primary School and Tom Hood Community Science College

Statutory Proposal to change school category from Community School to Foundation School supported by a Trust

Date of Publication: 20th April 2009

Date of Implementation: 1st September 2009

The prescribed alteration comprises both a change of category to Foundation status and the acquisition of a Trust.

Notice is given in accordance with section 19(3) of the Education and Inspections Act 2006 that The Federated Governing Body of Cann Hall Primary School and Tom Hood Community Science College intends to make a prescribed alteration to the community schools of Cann Hall Primary School, Cann Hall Road, Leytonstone E11 3NN and Tom Hood Community Science College, Terling Close, Leytonstone, E11 3NT.

The proposed alteration is to change school category from 'Community' to 'Foundation' and acquire a Foundation supported by a Trust. Proposed alterations meet the requirements as set out under 23a of the SSFA 1998 (Education (Requirements as to Foundations) (England) Regulations (2007)).

The Foundation to be acquired will be known as The Cann Hall Learning Trust, established otherwise than under the School Standards and Framework Act 1998 from 01 September 2009. In addition to the schools named, other members of the Foundation will be the University of East London, Waltham Forest Primary Care Trust and Waltham Forest Local Authority.

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to The Federated Governing Body C/O Cann Hall Primary School, Cann Hall Road, London E11 3NN

Rationale for Acquiring Trust Status

The rationale for changing category is that the named schools intend to acquire Trust status. Together with their Trust partners they will strive to:

1. Raise standards of achievement and attainment
2. Become a hub for community learning, development and opportunity
3. Maximise the potential of a new build on a campus site

Underpinning these two fundamental aims will be the following aims and objectives:

- To develop an inclusive, all-through approach to learning which minimises the effects of transition between stages of education by increasing consistency of practice and improving continuity and progression in learning
- To identify, as early as possible, the individual learning needs of each child and support both their progress in learning, personal development and well-being by working closely with Trust partners

- ☑ To engage with families, parents/carers and key figures in the local community and seek their support in maximising the opportunities the Trust will bring to improve the quality of life for all residents in the community
- ☑ To maximise the use of all existing resources and through our influential partners in the Trust, transform learning and vastly increase the range of resources available to the local community
- ☑ To positively change the educational experience and everyday lives of all learners in the community, resulting in their horizons being broadened and the aspiration of children knowing no bounds

Partners in the Trust

In addition to Cann Hall Primary School and Tom Hood Community Science College, The Cann Hall Learning Trust will consist of the following partners who will offer their support to the fulfilment of the Trust's aims and objectives in the manner described:

The University of East London (UEL)

The University is prepared to commit to a wide range of supporting activities designed to raise standards in learning and help the local community transform itself into a safe and exciting neighbourhood, full of new opportunities for economic and social development. It will do this by offering greater access to higher education, initial teacher training, expertise in teaching and learning, professional development to staff, children's workforce development, master classes, family learning, summer schools, research possibilities, access to libraries and related learning resources, residential learning experiences and many other exciting new opportunities. They are willing to support the leadership team and share their knowledge and expertise of best practice to support innovative curriculum developments resulting from the all-through approach to learning being adopted by the Learning Community.

The Waltham Forest Primary Care Trust (PCT)

The PCT is committed to improving the health of all in the local community. As the various governmental advertising campaigns emphasise, all aspects of life and learning are enhanced through increased knowledge leading to prevention, early diagnosis of illness, targeted intervention, good nutrition and healthy exercise. This Trust partner will seek to establish clinics and provide services within the schools, raise awareness of health-related issues and offer greater support to families within the community.

Waltham Forest Local Authority

The Local Authority is fully behind the development of our proposed Trust school and sees it as benefitting its broader school reorganisation ambitions. The Local Authority is committed to all-through learning, believing it offers many advantages to individual learners whilst supporting the raising of achievement and attainment. The Local Authority will continue to provide support for school improvement and ensure the new Trust school is regarded as one of its 'family of schools'.

Acacia Nursery School and Children Centre and Jenny Hammond Primary School

These schools will participate in the Trust by becoming 'Associate Members' on the Trust Board.

How the Trust will work

Each of these partners will nominate one trustee. In addition, the Federated Governing Body for Cann Hall Primary and Tom Hood Science College will also nominate a member of the Trust. The Local Authority is proposing that Tom Hood Science College closes with effect from 31st December 2009 and Cann Hall Primary, is redesignated as 3 -18 school from 1st January 2010. This will mean that from that date the Governing Body of Cann Hall All-through School will then nominate a member of the Trust.

The Federated Governing Body for Cann Hall Primary and Tom Hood Science College will require the joint Headteachers to attend and advise meetings of the Trust Board. Acacia Nursery School and Children Centre and Jenny Hammond Primary School will be invited to send a representative to attend meetings of the Trust as 'Associate Members'. This is being done so that both schools can fully participate in educational issues affecting their pupils and enable them to make an effective contribution and benefit from co-ordinated provision of extended services to the local community. The Trust will meet regularly to strategically plan activities that assist in the fulfilment of the school's aims and objectives and monitor the effectiveness of their actions.

The Learning Trust will be a charitable not for profit Trust, meeting the legal and other requirements as set out by the Department for Children, Schools and Families (DCSF). It will carry out its duties in relation to the school as set out by the DCSF, specifically by appointing a minority of members to the school's Governing Body. The Trust will be legally established through a charitable company and the Charities Commission will regulate its activities (as with all charities).

The Learning Trust will appoint three governors to the Federated Governing Body of the Cann Hall Primary School and Tom Hood Science College and the successor governing body for Cann Hall All-through School. This will mean the Trustees will be a minority on these governing bodies.

The Governing Body, which currently has 15 members, will expand to 18 to allow an additional parent governor to join with the 3 Trust appointed governors to maintain the correct balance. One of the current LA governors will be replaced by a Trust appointed governor representing the Local Authority in their capacity as a Trust partner.

Governor Category	Governing Body at present	Proposed Foundation Governing Body
Parent	5	6
Non-teaching staff	1	1
Teaching staff	1	1
Headteacher	2	2
Community	3	3
Local Authority	3	2
Learning Trust		3

There is no requirement for Trust partners to contribute financially to the schools which they support. If additional financial resources are secured by the Trust (there

might be bidding opportunities, etc) once formed they must be used to support its charitable aims. The Trust Board will meet a minimum of 6 times a year.

Membership of the Trust Board

The Membership of the Trust Board will be:

<p>Anne Slater Dean of Cass School of Education University of East London Stratford Campus University House Romford Road London E15 4LZ</p>	<p>Dr Pui-Ling LiJ Joint Director of Public Health/Medical Director NHS Waltham Forest 4th floor Kirkdale House 7 Kirkdale Road Leytonstone E11 1 HP</p>
<p>TBA Children and Young People Directorate London Borough of Waltham Forest Silver Birch House Uplands Business Park Blackhorse Lane, London E17 5SD</p>	<p>Clyde Kitson Chair of Governors The Federated Governing Body of Cann Hall Primary School and Tom Hood Community Science College, Terling Close, Leytonstone E11 3NT</p>
<p>Candice Dwight Headteacher Tom Hood Community Science College Terling Close, Leytonstone E11 3NT.</p>	<p>Julie Maltwood Headteacher Cann Hall Primary School Cann Hall Road, Leytonstone E11 3NN</p>
<p>Associate member - Ms Deborah Gibbon Headteacher Jenny Hammond School Worsley Road, London, E11 3JF</p>	<p>Associate member - Ms Rosemary Buckland Headteacher Acacia Nursery and Children's Centre Cecil Road, London, E11 3HF</p>

The Trust will reserve the right to add additional partners who are willing and able to support the aims and objectives of the Trust.

What will it mean for staff?

All staff, both teaching and non-teaching, will retain their current terms and conditions of service when they transfer to the employment of the Governing Body. In respect of teaching staff, the school will adhere to those enshrined in the School Teachers' Pay and Conditions Document.

The proposed Trust, with its emphasis on developing an all-through approach to learning and with UEL as a partner, will create many new and exciting opportunities

for the professional development of staff. However, it is worth stressing that no staff will be required to teach outside their current phase unless they choose to do so.

What will it mean for parents and learners?

The whole point of wanting to become a Trust school is to secure long-term, strong relationships with very influential partners who are keen to support the schools fulfil their aims and objectives. The opportunities this will bring to parents and all learners are considerable.

The new Trust school will offer the highest quality of education that can be provided with the additional support of our partners. If the proposed building of the new school goes ahead next year, that building will be designed to embrace and facilitate the many new curriculum initiatives and support structures that the Trust partners are eager to see in place.

The Trust, whilst aimed at raising educational outcomes for children, also seeks to offer new and exciting learning opportunities to parents and adults of all ages within the local community. The Trust wishes to see parents, especially young mothers and those who may have lost their jobs during the economic downturn, accessing learning, and possibly retraining, through the courses that will be offered with the support of our partners.

What will it mean to the local community?

As stated previously, the Trust will seek to build community cohesion and offer greater opportunities for learning for learners of all ages. With Jenny Hammond Primary School and Acacia Nursery already Associate Members of the Trust Board they will participate in strategic planning and benefit from any new developments. The Trust and its partners want to be at the heart of all endeavours aimed at socially and economically regenerating the local community. The Trust will continue to work with other local school to the benefit of both the local and wider community. It will continue to comply with the Local Authority's admissions arrangements.

Consultation

In accordance with the Statutory Regulations relating to community schools acquiring Trust status, the Federated Governing Body of the above schools consulted with the following stakeholders:

Community Council	All Libraries (10x10)
Tom Hood	Chestnuts House
Tom Hood staff	Sycamore House
Cann Hall	Waltham Forest Town Hall
Cann Hall staff	George Monoux College
Silver Birch House	Leyton Sixth Form College
Neighbouring Boroughs (email)	Education Centre (Reception)
Top 70 mailing list	Governor Services
SOPD	VT
All Schools- each x2	Acacia nursery
Waltham Forest Direct Walthamstow	Admission Forum
Waltham Forest Direct Leytonstone	Admissions
Waltham Forest Direct Leyton	All heads of Governors
Waltham Forest Direct Chingford	All health centres (10x10)

Diocese of Brentwood
Diocese of Chelmsford
Schools Forum
Waltham Forest Race Equality
Council

Church Hill Cashiers
Union contacts
Waltham Forest College
Councillors

Consultation took place over a four week period commencing on Friday 23rd January 09 and ending on Friday 27th February 09 (five weeks in total to allow for one week being lost to the half-term holiday).

Very close to 2300 consultation documents were circulated. A total of 27 responses were received. Of these, 3 were in favour of moving to Trust status, 2 were impartial and 22 expressed some degree of opposition or concern.

In addition, as part of the consultation process an open meeting was held on Tuesday 10th February 09. 11 staff (9 Tom Hood and 2 Cann Hall), 6 governors, 7 parents and 1 NUT representative attended this meeting. (Please refer to the Minutes of this meeting attached to the end of this document)

Of the issues or concerns raised that relate specifically to the acquiring Trust status (some concerns expressed related to issues outside of this proposal) they broadly fell into the following areas:

1. Concern over security of employment through possible changes to terms and conditions of service (single or dominant theme of 9 responses)
2. Being comfortable with the current position and seeing no need to change (single or dominant theme of 4 responses)
3. Doubts about the Trust - or any Trust since there is a lack of evidence at this stage – being capable of improving educational standards (single or dominant theme of 5 responses)
4. Concern that changes to admissions arrangements could restrict transfer to other secondary schools or result in sink schools within the borough (directly or indirectly referred to in 4 responses)
5. Concern over the Trust owning the land and buildings (directly or indirectly referred to in 2 responses)
6. No reason given to objecting (3 responses)

Following this consultation the Federated Governing Body of Cann Hall and Tom Hood Community Science College met on Wednesday 4th March 09 and considered their response. They were particularly concerned about No. 1 above and unanimously agreed to issue a statement confirming their intention to, “maintain and protect current terms and conditions” of employment of both teaching and non-teaching staff. In respect of teaching staff, governors will continue to abide by the conditions of service outlined in the School Teachers Pay and Conditions document.

Governors considered the other concerns expressed but resolved to move forward with their Trust proposal.

Copies of all consultation documents were distributed to the aforementioned stakeholders. Further copies are available at the reception of both schools or on the school website www.tomhood.org.uk

CONSULTATION MEETING ON TRUST STATUS
TUESDAY 10TH FEBRUARY 2009
6.00pm – 7.30pm

In attendance:

11 Staff (9 Tom Hood/2 Cann Hall)
6 Governors
7 Parents
1 NUT representative

Questions/Concerns

- What makes trust status so attractive?
- What makes trust status partnerships better than those partnerships which exist already?
- How can you ensure that the current Terms and Conditions of staff will remain the same under trust status?
(What about the DCSF 'Power to Innovate'?)
- Will the additional Parent Governor be elected?
- How will trust status drive up standards?
- What will the admission arrangements be under trust status?
Will it still be possible to transfer to another secondary school?
What opportunities are there for access to single sex education in LBWF?
- How will the fact that Tom Hood is a specialist science college impact on primary age children?
(Supplementary questions re: status and practical implications)
- How does the all-through school fit with the 1944 Education Act which prevents introduction of all-through schools?
- What benefits are there for pupils in one big building?
- Can you guarantee that only qualified teachers will be allowed to teach groups of 30 pupils in the new school?
- How will the partnerships work in practice? UEL? LA?
- How will the school manage the building works?
- Is this not just a social experiment i.e. in relation to an All-Through School; Trust Status and building works?
- The details/integrity of the consultation process, particularly in relation to previous consultation processes.

Comments made regarding All-Through/ Whole Process:

- Discussion around importance of support by parents for a local school, need for a change in the neighbourhood
- Care and support of children through the All-School process and ECM, ensuring a rational and cohesive way to support children
- The need for more supportive parents to support school staff to drive up standards and behaviour in schools

- Local schools supporting each other for the benefit of the community
- Development of personalisation through partnership of UEL and PCT to ensure that all children are catered for and supported

CDW/JM
23.02.09