



# **Statement of Principle**

## Rationale:

- The Trust's purpose, in all its actions, is to meet the needs of the pupils it serves
- All academies are fully inclusive and welcome children from vulnerable groups; we are non-selective
- The Local Authority (LA) admissions criteria is adopted across the Trust
- The National School Teachers Pay and Conditions and National Joint Council conditions of service are adopted
- The Trust works positively with trade unions and actively involves them in our decision-making
- All academies engage, where appropriate with the local behaviour partnerships and 'Fair Access' protocols
- We believe that every pupil, irrespective of their starting point should succeed and achieve

## Core Commitments:

Every child within the Trust is given the opportunity to achieve their potential

All academies within the Trust are fully inclusive

All academies within the Trust strive to offer an outstanding learning experience

All children are taught in a safe, positive learning community where trust, respect and tolerance is promoted

## Shared Aims:

To provide an outstanding learning experience

To nurture talent and ability to enable children to become lifelong learners

To maximise our resources through innovation to provide a rich and exciting curriculum

## Statement of Principles

### The Founding Principles to Safeguard the Interests of All Stakeholders

#### 1. Principles

- 1.1. Each school will retain its own distinctive ethos, Head of School and Local Governing Body (LGB).
- 1.2. All Schools will be equal partners.
- 1.3. The Trust will work on the principle of Earned Autonomy: those LGBs that can demonstrate sustained high standards in their schools will be allowed the maximum possible autonomy in running their schools.
- 1.4. There will be no commercial sponsor involved in the Trust.
- 1.5. The Trust will seek to maintain a strong working relationship with the LA.
- 1.6. Any decision to expand the Trust should not be to the detriment of existing schools, and should take into consideration the capacity and ethos of the Trust.
- 1.7. The Trust will use its combined financial resources to provide best value for the schools where appropriate.
- 1.8. The schools will remain inclusive organisations that welcome and support pupils of all abilities.
- 1.9. The Admissions Policy will be run in partnership with the LA, to best serve the needs of the community.

#### 2. Specific Commitments

##### 2.1. Pupils

- 2.1.1. All schools will keep the same Admissions Policy for September 2017/18
- 2.1.2. Primary school leavers will continue to have complete freedom of choice when selecting a secondary school.
- 2.1.3. There will be no changes to school uniform as a result of the Trust.
- 2.1.4. There will be no changes to the availability of Free School Meals for pupils as a result of the Trust.

##### 2.2. Staff

- 2.2.1. Automatic transfer of employment to the Trust through TUPE will not lead to changes to staff employment rights, pay, or conditions of service.
- 2.2.2. There will be no job losses as a result of the expansion of the Trust.
- 2.2.3. Both teaching and support staff will enjoy the same pension rights as they do now.
- 2.2.4. Continuity of service in local government will be recognised for all employees joining the Trust.
- 2.2.5. Union membership and representation will continue to be welcomed.

### **2.3. Financial**

- 2.3.1. Any surplus or deficit that an individual school accrues will be ring fenced to that individual school.
- 2.3.2. Income that is directly generated by an individual school will be entirely retained by that school.
- 2.3.3. Income that is directly generated from an individual school's premises will be entirely retained by that school.
- 2.3.4. For services procured centrally by the Trust, each school will pay a share broadly in proportion to its use of each service, taking into account the basis on which the relevant service provider calculates its charges (e.g. per pupil, per member of staff, per school etc.).

### **2.4. Leadership and Ethos**

- 2.4.1. There will be no additional remuneration for senior leaders as a result of conversion into the Trust.
- 2.4.2. There will be no name changes for the schools.

### **3. Review**

- 3.1. This document sets out the position as of 23 May 2016. It will be reviewed by the Members and the Trustees at least annually.
- 3.2. Amendments to this document can only be made on the recommendation of the Trustees and with the approval of the Members.