



East Herrington Primary Academy



a partner in:



Balmoral Learning Trust



Moral Purpose

- Keep children at the heart of everything you do and all of the decisions that you make.
- Take time to find the right school to work with – like minded schools working together has to be the way forward.





Communication

- Keep governors and staff involved at all times
- Invite people to speak to governors, let them have the opportunity to ask questions in the safety of their own school.
- As soon as governors have discussed conversion keep staff informed
- The decision has to be right for all – most importantly it has to be positive for the pupils.
- Everyone needs to be on board and this takes time



Parents

- When a decision has been reached by governors and staff inform parents
- Give parents enough information – question and answer sheets are useful
- Invite parents to consultation, let them know your vision
- Let parents know the impact on their children



Staff

- Appoint a well qualified Business Manager
 - ✓ Business degree
 - ✓ CSBM
 - ✓ DSBM
 - ✓ Experience counts for a lot.
 - ✓ Think about notice period – would 1 month be enough??



Professional Support

- Appoint a lawyer who will take you through the process – a fixed fee if possible
- Presentation to governors so they understand the process
- Register with a bank



Things that will be different

- Finance – a different financial year
- Budget paid monthly into school
- Audit is rigorous
- Curriculum – can be but !!!!!





Services

- Services from LA or independent companies?





Nothing Stands Still

- January 2015 – asked to consider becoming a MAT
- Talk, talk, talk – governors and staff
- March 2016 Balmoral Learning Trust formed
- We want to work in partnership with other like minded schools under the banner of Balmoral Learning Trust – good and outstanding schools who would then be in a place to support a struggling school



The journey continues

- Our vision is an approach based on partnership and cooperation; sharing and learning between schools in the Trust; always with children at the heart of what we do.
- Our focus is on all children to realise their full potential in life.

