

TALBOT SPECIALIST SCHOOL

FAQ's

<p>1. Why become an academy?</p>	<p>Talbot has always developed strong partnerships, either with other schools or organisations. Becoming an academy will strengthen our school through more formal, effective and mutually beneficial partnerships at all levels. We believe that these will impact positively on outcomes for students and families.</p> <p>We also believe that formal partnerships, will support us in securing another Outstanding judgement, because by working with others we can put in place some of the things that we have found challenging eg CPD, leadership development, affordable innovative and creative resources. We believe that becoming an academy will support us to improve our core business of learning and improve outcomes for students. All staff will get better support to do the best for our students, their careers, job security and opportunities.</p>
<p>2. Why are we converting now?</p>	<p>SLT and the Governing Body have considered this for some time. The external pressure on schools, particularly around finance, is increasing and there is a lack of positive and effective support as a stand-alone school</p> <p>We believe that as a single special school, our ability to shape and influence our future is slowly diminishing. All secondary schools in Sheffield will be academies by the end of this year, and the number of primary academies is growing. The LA's capacity to offer us support to do the things we believe are right for our pupils, is no longer in place. We have decided to convert now because of recent experiences with the LA and because we have found an organisation that shares our vision and ethos.</p>
<p>3. Why do we need to join with another organisation?</p>	<p>We believe that converting to become an academy is the right thing to do for our whole community, and we have now identified an</p>

	<p>experienced academy sponsor who is able to offer practical help to us.</p> <p>Talbot has always focussed on delivering high quality teaching and learning and by joining this MAT, we believe that we can retain this and not get distracted by other issues such as funding Schools cannot thrive in isolation, and we want to work with like-minded partners who can challenge and support us in order to improve outcomes for our students and their families.</p>
<p>4. Why have we chosen to go with Wellspring?</p>	<p>We have considered all our options, including establishing our own Multi Academy Trust. However, we have been advised that this is not possible. It is most important to us that any MAT we join should be inclusive, focussed firmly on delivering high quality education and ensures the well-being of all pupils, including those with SEND.</p> <p>Wellspring have the ethos and values which reflect everything which Talbot stands for, including working in partnership with other schools, both mainstream and special.</p> <p>Wellspring are a regional MAT, based in South Yorkshire working across 5 LA's and with 15 academies. 7 are special schools / Alternative Providers. They have a strong track record in school improvement, Finance, HR and Governance.</p>
<p>5. What will change for parents and children?</p>	<p>Talbot will continue to deliver high quality personalised education to all its pupils, and all the features of our school, which we and our parents/carers value, will continue to blossom and grow. There are no plans to change the leadership of the school, but we increase our potential to enrich and enhance our provision by working closely with other academies in the MAT.</p>
<p>6. What will change for staff?</p>	<p>All staff will TUPE (Transfer of Undertakings Protection of Employment). They will retain all of the same job descriptions, terms, pay and conditions of service as are currently in place.</p> <p>Our employer will be Wellspring Academies Trust.</p> <p>Staff will continue to be employed at Talbot unless they secure a post at another school</p>

	<p>or an Academy within the Trust. Staff will not be relocated to another Academy without their consent. There are NO mobility clauses in staff contracts.</p>
<p>7. What will happen to the schools funding?</p>	<p>The Department for Education meets the running costs for an academy in full. Academy funding is calculated on a like-for-like basis with local authority schools. Therefore, we will have a similar budget to what we have now as a maintained school. With greater freedom to procure services from other providers and to realise cost efficiencies across the Trust, the academy will be able to make more efficient use of resources to support school improvement. Like other schools, an academy cannot run at a loss or agree a deficit budget, i.e. it has to break-even.</p>
<p>8. Does it cost to become an Academy?</p>	<p>Yes. There are legal costs associated with becoming an academy. The government gives each converting academy £25,000 to contribute towards these costs. This will be used to pay for our legal advice and services.</p>
<p>9. What will happen to my pension?</p>	<p>If you are a teacher at Talbot, your pension will continue as part of the teacher's pension scheme, with the Trust continuing with the same employer responsibilities as Talbot school. For non-teaching staff who are members of the local government pension scheme, the Trust will secure 'admitted body' status with the local pension authority to protect the pension rights of employees and take on employer responsibility, both for contributions and administration of the scheme. Staff can opt out of either if they wish to make alternative provision.</p>
<p>10. Will the school need to change its name?</p>	<p>Talbot will be known as Talbot Specialist Academy.</p>
<p>11. Is an Academy like a business?</p>	<p>No. A business makes profit for its shareholders. An Academy is a charitable Trust which cannot make a profit.</p>