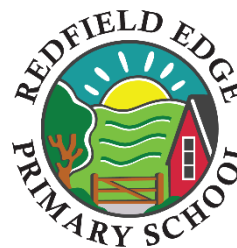


REDFIELD EDGE PRIMARY SCHOOL

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Head teacher Mrs L Robinson
Chair of Governors Mr D Taylor

Dear Parents and Carers

6th November 2023

Our full governing body held a meeting on 30th October 2023 to take a final vote on whether we should proceed with our application to become an Academy and form a Multi Academy Trust.

Thank you to everyone who contributed to the consultation. As an elected group, we reviewed all comments and feedback from the online survey and comments and questions from the consultation events. We received 27 responses to the online consultation and a range of both positive and negative comments were submitted. Concerns were raised in the following themes:

- Concerns over the short timeframe for this change.
- Concerns over losing the village feel of the school.
- Concerns over losing staff, or staff being forced to move schools.
- Concerns over money, the cost of the Multi Academy Trust and where this money would come from.

As Governors we discussed these themes and wanted to provide you with our responses, these are on the next page. We also considered in great depth the school improvement plans, the financial implications of forming a trust, what benefits and drawbacks would come from being part of a trust, the local context, and our long-term vision for the future.

Our Decision

After considering and debating the benefits and any potential or perceived concerns, the Governors have voted to proceed with our application to become an Academy and form The Mosaic Partnership Trust for the following main reasons:

- We believe that a formal collaboration with other schools is in the best long-term interests of Redfield Edge Primary school.
- We believe that we will be able to access higher quality services via the Trust and this will benefit the children as well as our staff team.
- We believe that the vision and ethos of The Mosaic Partnership Trust align closely with our own.



As a governing body, we recognise and understand that some are opposed or unsure about this proposal and hope that you will support our decision and that, as time goes on, you will see the benefits to our school and the children we serve.

Attached to this letter is the stakeholder consultation slide information pack that covers frequently asked questions from across all the schools involved in the consultation process.

Next Steps

Governors will complete the application forms and submit them for consideration by the Regional Director and the Headteacher Advisory Board on the 20th November 2023. If they approve the proposal, then the Secretary of State for Education will issue the Academy Orders, and we will begin the legal process of conversion.

We will write again to inform you once the outcome of our application is known and keep you informed as this process continues.

Yours sincerely,

Dave Taylor

Chair of Governors

(SEE BELOW)



Timeframe - We appreciate that it may feel that this is a rushed decision with the timeframe between the consultation (October 23) and date of conversion (April 24) only being seven months. We would like to reassure you how that Mrs Robinson, the staff and the Governors at Redfield Edge have been heavily involved in the creation of the Mosaic Partnership Trust for 12 months. We've had regular meetings, briefings, collaboration etc through the formative stages to help make sure we believe this is the best option for our school. Joining the Mosaic Partnership Trust has been deeply considered at all levels and the alternatives of either remaining a Local Authority maintained school or joining another, existing trust have also been carefully considered. Each of the options comes with its own set of risks. The risk of remaining a maintained school is that we are unable to source cost effective services, such as the provision of IT equipment. The services provided by the Local Authority have been steadily reducing over the past few years as more and more schools join academy trusts. The risk of joining an existing trust is that we would have no control and limited influence over how that trust operates.

Village feel – We all acknowledge that the village feel of Redfield Edge is one of the reasons that makes our school special. We have been assured throughout the Mosaic Partnership Trust process that they are very keen to keep the existing identities of the schools. The 12 schools which are likely to be in the partnership are all very different in size, location and communities they serve. We agree it is important to maintain these different identities, and this has been a very important factor for us as we've been considering the option to become an academy.

Losing staff – The staff at Redfield Edge have all been involved in various consultations, briefings and meetings throughout the process and have been assured that their jobs are safe. Being part of the Mosaic Partnership Trust may provide career progression and opportunities across the network of schools which may appeal to some staff, however no member of staff will be forced to move to a different school.

Money and costs – currently, the government provide money to Local Authorities, which then keeps some it to provide services to schools and to pay for the management team in the education department, then allocates the rest of it to schools. Under the academy programme, the government will provide the money to the Partnership Trust, which will keep some it (the 'top slice') to provide services to schools and to pay for the management team, then allocate the rest of it to the schools in the Partnership Trust. The money Redfield Edge receives will continue to be based on the number of pupils on the school roll and the needs of those pupils. It is important to note that the wider education budget at government level is being squeezed, so there is potential for less money to come to Redfield Edge in the future, whether it is coming from the Local Authority or the Partnership Trust.

