

24 March 2023

## **ACADEMY CONVERSION**

Dear Parents and Interested Parties

### **Re: Conversion of Up Holland High School**

We are writing to advise you of the Governing Body's intention to proceed with the conversion of Up Holland High School. This letter will give you the information you need to understand our decision and the direction of travel as we move to join a family of schools within an academy trust.

#### What is an academy?

For well over a decade now, education in England has been delivered through a new form of establishment which takes the best of an existing school and enables it to move forward with greater legal freedoms to create the best working environment for the needs of its students and staff.

The School has traditionally been maintained by the local authority but changing times and greater opportunities have demonstrated that outcomes for all are much improved when education is managed and delivered by educationalists and those with the expertise to support teachers to deliver education, sharing best practice, and tailored to their students.

#### Why is conversion happening?

The Government has made clear its commitment to transforming the remaining school's estate to academies by 2030. Governors have taken the opportunity to identify an academy trust which it believes can partner with the school to take it forward as the education landscape evolves. We want to ensure we determine the path forward for our students and staff and believe we have done so with through discussions and work with our chosen academy trust. The Headteacher has been engaged in these discussions and formed part of our decision-making process.

It is the opinion of the governing body at Up Holland High School that being part of the Everyone Matters Schools Trust will give us the following benefits:

- A strong sense of similar values and ethics – the Everyone Matters Schools Trust has strong ethical values which focus on the wellbeing, inclusion and academic support to students.
- Support to drive educational improvement for all students – Working with Trust staff will afford our own staff access to a larger group of people with expertise and knowledge to learn from and give back to.
- Clear strategies to support our own educational vision and strategy - the Trust has an expertise to support our senior leaders and staff in order to benefit the education our students receive.

- A partnership that enables the sharing of good practice, raising of standards, enabling all students in our local community to receive a high-quality educational experience.
- Working with people who share our values and vision of being Dedicated to Excellence, creating a legacy within our community of great educational provision.

#### Who are the Everyone Matters Schools Trust?

The Everyone Matters Schools Trust is a local multi-academy trust created by Rainford High in the local area in 2017. The key values of Everyone Matters Schools Trust are:

- Excellence of Care, Excellence of Experience and Excellence of Outcome
- Our Ethos of 'Everyone Matters, Everyone Helps and Everyone Succeeds' applies to everyone in our Trust community.

We are committed to:

- the pursuit of excellence in all that we do
- providing a broad education designed to enable every young person to achieve their full potential and make the most of their talents
- providing a calm, purposeful atmosphere where young people are cared for and able to learn with confidence
- creating a healthy, happy, disciplined and supportive environment which promotes an independent work ethic and a love of learning.

We will achieve this with partners by:

- Learning and working together
- Identifying and sharing best practice. The key to improving is to identify and address the things we need to do better and doing them more consistently for the benefit of all.
- The aim of the Everyone Matters Schools Trust is to support all academies to grow to be greater than the sum of its parts by learning and collaborating from one another.
- To succeed partnership must be genuine and open with the focus being on excellence of education for all.

You can read more about the trust on their website found here. [Multi Academy Trust - Rainford High School](#)

### How will conversion take place?

The Advisory Board has approved our application for academy status subject to the statutory consultation required under the Academies Act 2010.

The process to convert to an academy will sit seamlessly alongside the normal day-to-day operation of the School. It will be a collective project with the School, academy trust and Department for Education, ensuring that the transition is as smooth as possible with students and staff being at the forefront of our minds. The activities needed to affect the legal conversion will be done in the background so that teachers continue to focus on student learning and development. During this time, we will continue to work with academy trust professionals to share best practice and develop our curriculum with their support.

We have no plans to relocate the school and will remain within the same school buildings and on the same site that our students and community are familiar with

### When will conversion take place?

The Governors, senior leaders and academy trust will work alongside the Department for Education to achieve a conversion by the 1<sup>st</sup> September 2023. There may be matters which arise that require this date to be revisited, however we will continue to monitor matters to keep them on track and continue to communicate with parents and interested parties as we approach the target date if we need to make any change.

### Consultation feedback

Governors are now formally consulting on the decision to convert to an academy. Parents and interested parties are invited to share their views with Governors to enable us to consider relevant matters before we proceed further with conversion process. You can submit your views to [academyfeedback@upholland.lancs.sch.uk](mailto:academyfeedback@upholland.lancs.sch.uk) or by sending them to the school office for the attention of the School Manager Mrs A. McKernan.

Further face to face consultation will be offered at the school after the Easter break, with dates and times to follow.

Consultation will take place from Monday 27<sup>th</sup> March 2023 until Friday 19<sup>th</sup> May 2023, which is six full school weeks., eight in total when considering the Easter break. All issues raised with responses will be published at the end of the consultation period.

Key facts around Academy Conversion

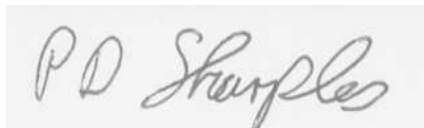
- There are no plans to change how the school functions on a day-to-day basis
- There are no plans to change the pattern of holidays.
- The school name will remain in place.
- The school uniform will remain the same.
- Our provision and ethos of being Dedicated to Excellence and promoting our LORIC values and skills will remain the same.
- All staff currently employed by UHHS would become employees of the Everyone Matters Schools Trust.
- The employment rights of all members of staff would be protected by TUPE, Transfer of Undertakings (Protection of Employment) Regulations 2006 as amended by The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014. This means that these employment rights would transfer to the Trust under the same terms and conditions of employment. Pension rights and continuity of service record would be preserved.
- The Governing Board will be reconstituted as a Local Governing Board of the Trust, and retain its autonomy to be accountable for the school and its running.

Please follow the link for further information regarding Academy conversion below alongside additional documentation that outlines facts about School Trusts.

<https://www.gov.uk/become-an-academy-information-for-schools>

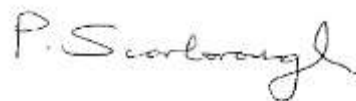
Yours sincerely

P Sharples



Chair of Governors

P Scarborough



Headteacher