

# Academy Consultation

**St. Paul's Church of England (A)  
Primary School & Three Spires Trust**

**Parent/Carer & Stakeholder  
Consultation**

**Tuesday 28 January & Thursday 6  
February 2025**



Building each other up -  
with God as our firm foundation

# Welcome & Introductions

- Who's who
- Reason we are here today
- Opportunity to hear from all the relevant parties
- Opportunity for you to reflect on the information and if necessary ask further questions
- No question is an insignificant question however, it may be something we had not identified and so we might have to answer directly to you after the session

# Why Think of Converting Now?

- Local Authority is reducing in size and levels of support are reducing – it's time to think more widely
- We recognised this early and have looked around for a trust to join to strengthen our work for several years
- Opportunities to share best practice across the trust
- We want to develop future leaders and primary leadership – we have capacity and expertise
- We want to facilitate recruitment and retention of staff by offering career and professional opportunities
- We have established relationships and there are tangible benefits already by working within a larger organisation

# Why Think of Converting Now?

- We want to retain our own special identity and align with a trust that shares our vision and values
- Three Spires is a small trust with schools and personnel well known to our school and clear evidence of mirroring our own ethos
- It's exciting to join a trust which is young and to be invited as members to shape its direction rather than having to mould ourselves to fit in with a large established trust.

# Stronger Together in a World of Uncertainty

- Spiralling costs mean schools need to seek ways to maximise cost efficiencies
- Working together on school improvement to improve outcomes for our children
- Learning from each other to improve outcomes for our children.
- A more secure future for everyone!

## Will anything change for your child on conversion?

- › There are no plans to change the uniform or the school name as part of the conversion
- › The word Academy will be added to the school name
- › The school day, term times and holidays will remain as they are now
- › There are no changes planned to staffing as a result of the move to academy status
- › There will be greater opportunity to work collaboratively



Three  
Spires  
TRUST

*'Life in all its fullness'*

St. Paul's Church of England (A) Primary School

January 2025 Academy Consultation

# Introductions

## EXECUTIVE TEAM



Emily Verow  
*Chief Executive Officer*



Richard Mayfield  
*Deputy CEO and  
Chief Financial Officer*



Sarah Milne  
*Director of Safeguarding  
and SEND*



Aimee Williams  
*Director of Education*



Robert Timmis  
*Director of Operations*

## ACADEMY CONVERSION TEAM



Gail Khan  
*Project Director  
(external support)*



Hardip Hayer  
*Project Manager  
(external support)*



# Our family of schools

## CURRENT MEMBERS



## SCHEDULED TO JOIN 1<sup>ST</sup> MARCH



... and conversations with other schools continue to be requested  
(with Church schools and with community schools)

# Our mission and values

It is our desire that all in our Trust family are equipped to be able to

**“ E M B R A C E life in all its fullness ”**

***Life in all its fullness*** – for our children

***Life in all its fullness*** – for our adults

***Life in all its fullness*** – for the communities that we serve

**E**njoy learning

**M**odel service

**B**elong to a family

**R**espect and develop the whole person

**A**spire to achieve

**C**are for the earth and each other

**E**xperience the love of God



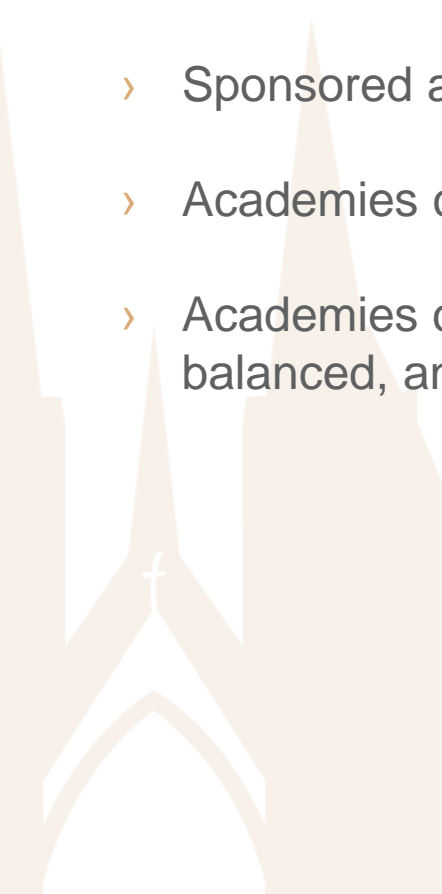


*'Life in all its fullness'*

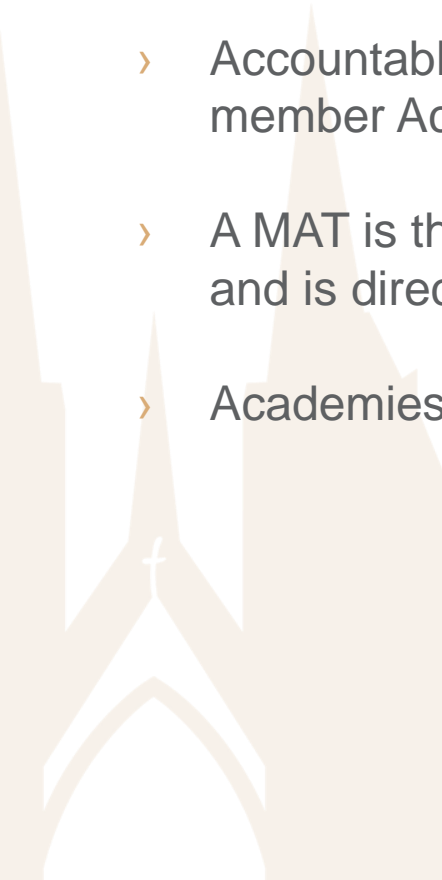


# What is an Academy?

- › Publicly funded independent schools that are managed by a Trust and not by the local authority
- › Sponsored and Convertors - 2 ways to join an Academy Trust
- › Academies can set pay and conditions for staff and vary term dates
- › Academies can devise new curriculum models which must be broad and balanced, and may not follow the national curriculum requirements

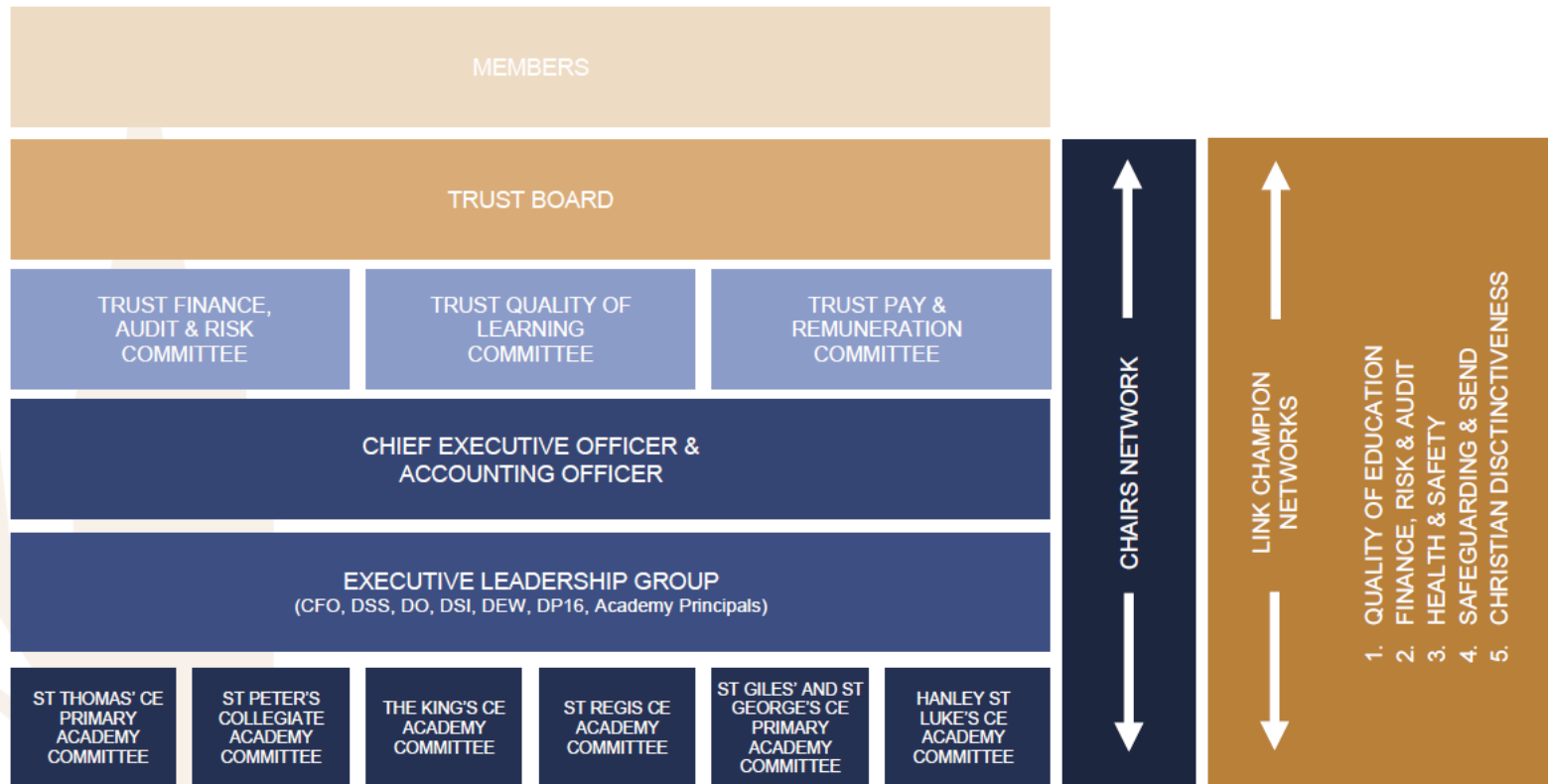


# What is a Multi Academy Trust?

- › Company limited by guarantee with charitable status
  - › Accountable for the educational performance and outcomes of all member Academies
  - › A MAT is the employer of staff and holds the assets (land and buildings) and is directly funded by the DfE
  - › Academies legal status
- 
- A decorative graphic on the left side of the slide, rendered in a light beige color. It depicts the silhouette of a church spire with a cross on top, set against a white background.

# Governance

Three levels of governance (members, trustees, local governors) all working under the Trust Scheme of Delegation with specific responsibilities.



# Trust Board

The Trust employs a Governance Manager to work alongside the Trust Board and Academy Committees to ensure excellence in all areas of Governance throughout the MAT.

<b>The Venerable Dr David Lee</b>	Chair of Trust Board, Member	Previous MAT Chair, former Archdeacon
<b>Ian Budd</b>	Trustee (awaiting formal appointment)	Former Director of Children's Services
<b>Alex Covey</b>	Trustee	HR/OD Director
<b>Sukhbir Farar</b>	Trustee, Chair of Quality of Learning Committee	Executive Principal, Ofsted Inspector
<b>Revd. Roger Farnworth</b>	Trustee, Chair of Finance, Audit and Risk Committee	Former Dean, Chartered Engineer
<b>Matt Jevons</b>	Trustee (awaiting formal appointment)	Chartered Accountant
<b>Julie Pilmore</b>	Trustee, Vice Chair of Trust Board	Primary Headteacher
<b>Helen Robertson</b>	Trustee	Former Headteacher

# Three Spires Trust

## OUR COMMITMENT

- › TST collaborates with academies with or without a designated religious character to support their individual ethos, whether or not they are Church of England
- › ‘Soft academisation’ embedded – proportionate support, tailored and in spirit of true partnership
- › Three Spires is committed to a holistic education
- › Three Spires Trust will ensure that all adults working within the organisation will have access to high quality professional development
- › Three Spires Trust has a clear vision and set of values embedded at all levels  
+ throughout each Academy
- › We celebrate and respect each academies own unique character and context



“We have our own sense of identity”

“We like our school as it is”

“We don’t want our school to have to change”

- › Each school has its own values
- › Each school has its own talent
- › Each school has its own community
- › Each school is very different
- › Each school is unique
- › † Each school has its own uniform

# The Proposal

Following due research and due diligence St. Paul's Church of England (A) Primary School Governors took the decision to apply to become an academy. Currently the proposal if approved will mean a conversion to academy status within Three Spires Trust 1 September 2025.



# The Process for Conversion

## 1. Register

- › Research / Due Diligence
- › Governor approval

## 2. Apply

- › Governance model
- › School Improvement Strategy / Collation of school data, financial due diligence, consultation

## 3. Academy Order

- › Appoint legal / auditors / working group / project planning / risk management

# The Process for Conversion

## 4. Funding Agreement

- › HR/TUPE Transfer, Legal – land/buildings, funding agreement / CTA
- › Scheme of Delegation
- › Financial planning

## 5. Open

- › Post conversion tasks / Onboarding activities

**START TO FINISH 6-9 MONTHS**

# Have Your Say

- › School website / Online survey: [St Paul's CofE Aided Primary School Survey Link](#)
- › Comments slip on FAQs
- › Email: [hello@gailkhanassociates.co.uk](mailto:hello@gailkhanassociates.co.uk)
- › Feedback today

# Next Steps

- › Formal consultation 15 January 2025 – 12 February 2025
- › Application for academy status has been submitted and will be reviewed at February's Advisory Board meeting
- › We will collate all feedback into a final consultation report which will be made available on school website
- › TUPE process
- › Academy working group
- › Regular communication with staff / parents
- › Legal process



Three  
Spires  
TRUST

*'Life in all its fullness'*

Any Questions?