



19 November 2015

Dear Parent/Carer

### **Proposed Conversion to Academy Status**

As you may already be aware, the Governing Body of Mayville Primary School has applied to become an Academy under the Academies Act 2010. Further information about what becoming an Academy means, and how to comment on the proposals, is set out below.

### **Will Mayville Primary School definitely become an Academy?**

The Governing Body has submitted an application to convert to Academy status and is working towards a conversion in April 2016. However, the school is not obligated to become an Academy until the contract between the Academy Trust and the Department for Education (known as the Funding Agreement) is signed. The Governing Body has not even begun to negotiate the Funding Agreement with the DfE yet.

The Governing Body will not agree to sign the Funding Agreement until parents and carers of pupils at the school, staff at the school and pupils themselves have had the opportunity to comment on the proposals. We have written to all parents and carers and would like to invite you to a meeting on Thursday 26 November 2015 at 6.00pm, to learn more about the proposals to become an Academy, or to comment on the proposals.

We have held meetings with staff, and will be keeping pupils informed throughout the process. Any comments or representations which are made about the proposals will be considered by the Governing Body before a decision is taken to sign the Funding Agreement. Details of how to provide comments and representations are set out below.

The Governing Body will not agree to sign the Funding Agreement unless they are content that conversion would be in the best interests of the school, taking account of all of the legal and practical ramifications.

### **What is an Academy?**

An Academy is essentially an independent school which is funded by the state. It is independent of the Local Authority and receives its funding direct from central government.



Previously Academies have tended to replace schools which have poor results or otherwise needed to improve. Under the Academies Act 2010, all schools are able to become Academies. As Mayville Primary School is a good school, we can apply without being part of a group of schools, and without a sponsor.

### What are the benefits of being an Academy?

In the school's opinion, the benefits are numerous:

- **academies are independent of Local Authority control** – this means that Academies have more freedom about how they conduct themselves;
- **academies receive their funding direct from central government** – this means that Academies control more of their funding because none is retained by the Local Authority for the provision of central services;
- **academies have more freedom over the curriculum taught** – this means that Academies do not need to teach parts of the National Curriculum which they do not consider is appropriate for their pupils;
- **academies can set their own pay and conditions of service for their staff** – Academies have the freedom to alter the pay and conditions of their staff (subject to normal employment law protections for staff) and so can provide staff with better pay and conditions than previously;
- **academies have more freedom to undertake innovative projects** – Academies are charitable companies and so have more freedom to undertake innovative projects, such as setting up and utilising trading subsidiaries.

### Are there any disadvantages to becoming an Academy?

As an Academy we will be directly liable for matters such as insurance, employment liabilities, pensions, health and safety, and property maintenance. However, as mentioned above, Academies receive more funding from central Government to help them meet these additional costs.

### Will the admissions arrangements change?

As a community school Mayville's admissions arrangements are set by the Local Authority and the Local Authority also decides which pupils should be offered places at the school. As an Academy, we will be in a position to put in place our own admission arrangements and decide which pupils should be offered places in accordance with those arrangements. The Academy will still be bound by the national Admissions Code, and Admissions Appeals Code.

The current admission arrangements will remain in place for the time being. If the Academy wanted to change its admission arrangements consultation would be required.



## Will staff leave?

If the school converts to an Academy, all staff currently employed by the school will automatically transfer to the new Academy on their current pay and conditions. Although the Academy will have more freedom to amend those pay and conditions in the future, the Governing Body does not intend to take such a step in the foreseeable future and in any event, any change to pay and conditions would need to be consulted upon with staff representatives.

## Will Mayville change?

We want to continue to be a good school. We therefore do not intend to change Mayville except in ways which we think will improve the school even more. For students, it is unlikely that they will see much, if any, change in their day to day school lives. Academies do have the power to vary their curriculums and vary the length of the school day, however, we do not intend to take any such steps at this stage and would engage with parents/carers, staff and students if we did ever intend to make such changes in the future.

## How can I find out more?

A meeting will be held at the school on Thursday 26 November 2015 at 6.00pm. We would encourage you to attend if you have any questions, or simply want to learn more.

There is also more information about Academies on the DfE website:

<http://www.education.gov.uk/academies>

If you can't find the answer to your question here, or on the DfE website, and cannot attend the meeting on Thursday 26 November 2015, please email [school@mayville.waltham.sch.uk](mailto:school@mayville.waltham.sch.uk) and your enquiry will be forwarded to the appropriate person who will try to assist.

## How can I make representations?

The closing date for representations to be made is Friday 8 January 2016. Representations can be made in writing to:

Chair of Governors  
Mayville Primary School  
Lincoln Street  
Leytonstone  
London E11 4PZ

Or by email to: [school@mayville.waltham.sch.uk](mailto:school@mayville.waltham.sch.uk)



We look forward to seeing you at the meeting on Thursday 26 November 2015 if you can make it. If you can't make it to the meeting and have any questions or queries which you want answered, please do not hesitate to get in touch with the school.

Yours faithfully

*PP Kandrews*

**Ms C Russell  
Headteacher**

