



## Regional Schools Commissioner for East Midlands and the Humber Region September 2016 newsletter

### Gender pay gap

The government has launched a consultation on how pay gap reporting can be applied to public sector organisations which will close on 30 September.

The Government is particularly interested in the views of academies/Trusts with over 250 employees as the scheme is intended to apply only to larger employers. For more information, and to give us your views, please [click here](#)

### East Midlands and Humber in numbers

Primary Academies  
– 572

Secondary Academies – 261

All-Through Academies – 9

Alternative Provision Academies – 14

Special Academies – 30

Free Schools - 25 open  
5 in pre-open stage

Open Sponsors - 119

### Welcome

With the beginning of a new academic year, the vision for the region remains unchanged; to deliver a high quality education for all our young people. I am sure you have all started your term with a review of your examination performance and an identification of what has worked well and what is needed to further improve next year. Everyone is getting to grips with the new performance measures and these times of change are always a challenge, however whatever the measure the fundamental premise that high quality teaching and learning will deliver high quality outcomes, remains firmly at the heart of all we do. This drive for quality and high standards is absolutely central to improving outcomes for young people with obvious implications for social mobility.



We have been busy preparing our regional plan and identifying our key areas of focus for the year ahead. Tackling educational underperformance is a high priority. The region is very diverse with some areas having specific challenges with a historical legacy of poor performance in education, for example many of the ex-coalfield areas. If we are to achieve our vision then we have to address these challenges and find solutions. To do this I aim to establish a number of task and finish groups. Each group will be made up of system leaders who will consider the specific issue, identify successful and effective practice and share their learning with others. We will also be working with Teaching Schools to facilitate the development of programmes to support targeted themes within the region. We will keep you informed of progress and outcomes of these groups throughout the year.

Continuing to support MAT and sponsor development and growth as well as encouraging more sponsors to come forward will also be an objective for the year. Following our very successful events for MATs at all stages of development we will be offering similar programmes this year and will include preparation for health checks. We will be offering support for SAT's to become MAT's and also programmes for those MAT's wishing to become sponsors. An important area of focus will be governance and as a HTB we will review governance arrangements before any future growth can be approved. It is important to ensure that there is separation between members and directors. The board of directors should have an appropriate mix of skills.

Many of our primary academies have already hosted primary roadshows for maintained schools considering becoming academies and we will continue to deliver a number of these over the coming months. We will also continue to host our forum on a half termly basis for our leading trusts and this group will continue to help shape developments within the region.

Thank you for your help and support last year. With my two new Deputy Directors, Carol Gray and Julie Taylor, I am hoping as a team we will be able to visit more academies and have a greater presence across the region. If you have any concerns, issues or positive case studies to share please do not hesitate to contact us.



Department for Education are removing '.gsi' from our email addresses



From 1 October, our new email will be 'firstname.lastname@education.gov.uk'

Find out more on GOV.UK by clicking here



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### Ofsted: Academies recently moving up 2 grades

Well done to the following academies whose recent Ofsted inspections led to improved judgements.

Benjamin Adlard Primary School, Lincs (from Inadequate to Good)

Branston Community Academy, Lincs (from RI to Outstanding)

The Green Way Academy, Kingston upon Hull (from Special Measures to Good)

Outwood Academy Adwick, Doncaster (from Serious Weakness to Good)

Southey Green Primary School and Nurseries, Sheffield (from Serious Weakness to Good)

Outwood Academy Foxhills, North Lincolnshire (from Special Measures to Good)

### View from Sir David Carter

As we start the new academic year, I would like to share with you an important message on KS2, an update on MAT growth audits and my plans for engagement with the sector over the coming months.

I would like to reassure you that the key stage 2 (KS2) results as published in the SFR on the 5th July 2016 do not mean a significantly larger proportion of schools being classed as being below the floor. A primary academy/school will only be judged to have performed below the floor target if they have failed to meet both the attainment and progress elements. It is important to remind colleagues that my team of RSC will be proportionate in their response to the 2016 outcomes and will take into account the levels of success from 2014 and 2015 as well. We would not expect to routinely intervene with a primary academy/school on the basis of the 2016 outcomes only. That said, there is a considerable amount of learning to be shared across the sector from the 2016 KS2 testing and assessment process. I have asked each of the RSC to lead a primary performance evaluation in their region that shares as many of the strategies that led to success in 2016 so that all schools can benefit from this in 2017.

Many of you will have attended my NSC Roadshows in June and July. At these I spoke about the MAT Growth Audits that I see as being integral to enabling trusts to grow strategically and with confidence. The first pilots of the audit took place in July and between now and Christmas my aim is to complete a further 30-40. The learning and feedback from these will inform the final development of the programme, which we will roll out from January 2017.

It is my intention to continue to take advantage of as many opportunities as I can to bring MAT and Academy leaders and trustees from across the country together. Over the course of the next 12 months I will be emailing you to give you information about the following activities;

- A seminar for Chairs of MATS from across the country to attend
- A national MAT leaders and trustees conference that will aim to bring colleagues together to share practice and consider the next stage of this model of system leadership
- I also intend to repeat the NSC Roadshows but this time for leaders in LA Maintained schools so that I can talk about the advantages of becoming an academy, as well as leading or joining a MAT
- This year I will continue to publish a monthly column in the TES, which will be accompanied this month by a piece on the role of MAT CEOs.

For those of you on twitter you can find me [@Carter6D](#). I use this account regularly to share articles, communicate key messages and engage with followers.

Finally, I would like to thank you for all your hard work, and wish you all the best for the year ahead."

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If you or a colleague are not on our mailing list and would like to receive future newsletters, please [email](#) us.

**Address:** ARDG EMH - 6th Floor St Pauls Place, 125 Norfolk Street, Sheffield, S1 2FJ  
**Twitter:** [@RSC\\_EMH](#)



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### Sponsor development programme

We are currently working on a new sponsor development programme which will include a range of events aimed at specific customer groups including SATs, MATs, sponsors and governors. We intend to share further details of the events with you shortly.

### MAT Forums

Following the success of our recent MAT Forums, we have refreshed the membership to provide others across the region a chance to contribute, and to rebrand as a Sponsor Forum.

We would like to thank all of you who attended the MAT Forums for your participation and contribution, and we look forward to working with the new group to help shape our policies to bring about great educational improvement across the region.

### Free Schools

All assessments of the **Wave 11** free school applications have now been completed, and we are pleased to say that eight proposals in our region have been approved to go into the pre-opening phase.

- Creative Arts Academy York: part of the Ebor Academy Trust, which will be a 5-11 school in York.
- Newark Toot Hill Free School: an 11-18 co-educational secondary school in Nottinghamshire, proposed for September. It will be part of the Torch Academy Gateway Trust (TAG), which runs three open academies and one free school, Nottingham Free School.
- Springwell Alternative Academies: four alternative provision schools in north-east, north-west, south-east and south-west Lincolnshire, all proposed by the Wellspring Trust.
- Derby Cathedral School will be an 11-18, mixed, Church of England faith-designated school in Derby, proposed by Derby Diocesan Academy Trust (DDAT), which currently runs seven primary academies across Derbyshire. The school is scheduled to open in September 2017.
- Avanti Leicester School will be a 3-16, mixed, Hindu faith-designated school in Leicester. The school will open in September 2017 with intakes in nursery, Reception and Year 7. The trust currently has two academies and two open free schools, all rated 'good'.

The application window for **Wave 12** opens on 1 September and runs to 28 September. You can find application forms and guidance [here](#). If you intend to apply, and haven't already pre-registered your interest, we would encourage you to do so, as this will ensure the RSC is aware of your intention – you'll find the online form [here](#). Currently, we have around 20 pre-registered expressions of interest.

For those considering applying in a future round, the New Schools Network offer a range of support and guidance, including a development programme for interested groups. The next enrolment window opens in October – you can find more information on the [NSN website](#). If you are planning to submit an application this September in Wave 12, you can still access support from NSN – email [info@newschoolsnetwork.org](mailto:info@newschoolsnetwork.org) and they will arrange a discussion on how they can best support you with your proposal.

### Review of Trust Governance

Strong governance is arguably more important now than it has ever been. Governing boards have more responsibility and are held accountable for the performance of academies more rigorously than ever before. The White Paper 'Educational Excellence Everywhere' set out our intention to create stronger expectations on governing boards as the key decision makers and accountable bodies for their school(s).

We intend to complete a review of EMH based trust structures in the New Year to ensure that they comply with current model articles of association and best practice. Trusts should take the opportunity to review their own arrangements in the next

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Do you have a good news story that you'd like us to share? [Email](#) us

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### [Developing your academy trust and Updated Academy Conversion Guidance](#)

We have published updated guidance to make [academy conversion process](#) easier and a selection of resources for developing your academy and to support those who want to [expand their academy trusts](#).

### [Doncaster One Stop Shop Roadshow – 18 October at Ridgewood School](#)

We are kicking off our programme for the new academic year with our first event, the Doncaster One Stop Shop Roadshow, to be held at [Ridgewood School on Tuesday 18<sup>th</sup> October](#). The event is aimed at all academies and maintained schools in Doncaster and if you would like further information or would like to register, please email us at [emh.rsc@education.gsi.gov.uk](mailto:emh.rsc@education.gsi.gov.uk).

couple of months to ensure that they are compliant and that members and trustees have the skillset required to undertake this crucial role. Please be aware that if new schools are seeking to convert into an existing trust Project Leads will routinely ask if any changes to trust membership have occurred since we last reviewed arrangements.

You should note that in addition to the records held at Companies House, the

[Academies Financial Handbook](#) (para 4.7.4) places a requirement on trusts to inform the Department about any changes to governance arrangements **within 14 days of the change**. This includes changes to the appointment and vacating of the positions of:

- Member, trustee and local governor
- Chair of trustees, chairs of local governing bodies, accounting officer and chief financial officer.

Notification must be made through the governance section of DfE's Edubase <http://www.edubase.gov.uk/edubase/home.xhtml> [Further Support](#)

Academy Ambassadors matches Academy Trusts looking to strengthen their boards with business leaders seeking to develop their board career. The service is completely free. Further information at <https://www.academyambassadors.org/>.

The EMH MAT Toolkit website provides a platform for the sharing of resources and best practice, including example models of MAT structures. <http://www.woldsteachingalliance.org.uk/mat-tool-kit/>

### **Significant change function moves from the Education Funding Agency (EFA) to RSC led teams (ARD)**

From 01<sup>st</sup> September 2016, responsibility for handling approval for significant changes to open academies will transfer from the EFA to ARD teams. They will also take responsibility for all changes to academy trust legal documents once an academy/trust is open. This includes approval for single academy trusts joining existing academy trusts, and academies moving from one multi academy trust to another (as a result of rebrokerage, for example). The Department's rationale behind these changes is to have the processes sitting alongside the Regional School's Commissioner's decision making and to facilitate good customer service. ARD will oversee the requests for significant change approval from when the application is received, through the decision making and right through to the documentation being finalised.

Guidance for academy trusts on how to apply to make significant changes is published on gov.uk at: <https://www.gov.uk/government/publications/making-significant-changes-to-an-existing-academy>

The process for applying to make a significant change remains the same; the trust must apply via the [academy.questions@education.gsi.gov.uk](mailto:academy.questions@education.gsi.gov.uk) mailbox.

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