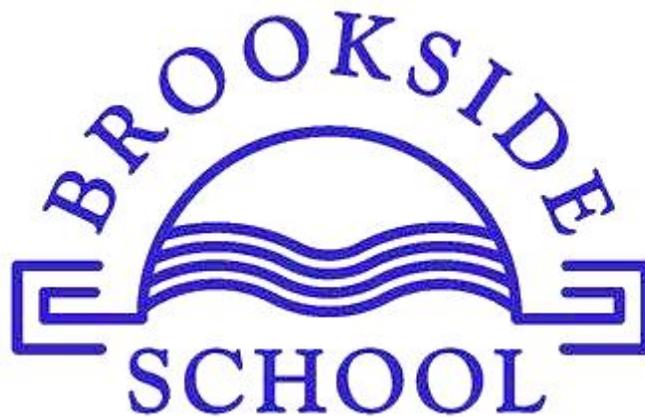


**BROOKSIDE PRIMARY SCHOOL**  
**A PROPOSAL TO CONVERT TO ACADEMY STATUS AND JOIN**  
**EQUALS TRUST**

**CONSULTATION DOCUMENT**  
**April 2018**



## Brookside Primary School

### The Proposal

After carefully considering the options for our school, governors believe that the best option for Brookside is to convert to academy status and join Equals Trust. Our school has already seen benefits of working amongst the schools in the Trust and we are confident that by joining Equals Trust, Brookside would continue to flourish and benefit from greater collaboration and joint working with the other member schools.

The other schools in the Equals Trust are:

- Burton Joyce Primary School
- Crossdale Primary School
- Keyworth Primary and Nursery School
- Tollerton Primary School
- Flintham Primary School (joining July 1<sup>st</sup> 2018)
- Cropwell Bishop Primary School
- Heymann Primary and Nursery School
- Robert Miles Junior School
- Willow Farm Primary School

The proposal is to convert to academy status and join Equals Trust on November 1<sup>st</sup>, 2018.

### The Benefits

Brookside has already seen the benefits first hand of working in partnership with Equals Trust schools, for example, in devising its computing curriculum and introducing the most up-to-date ipad apps and coding technology to our pupils. By converting to academy status and joining the Trust, we would be able to deepen these ties and strengthen the collaboration and joint working between headteachers, senior leaders, staff and governors.

As part of Equals Trust we will:

- Share and develop excellent practice in teaching and learning,
- Broaden and deepen the curriculum offered by each school,
- Enhance the professional development of teaching and support staff,
- Increase the range of learning and enrichment activities for students and pupils,
- Enhance our provision for students with additional needs,
- Help retain and attract the most capable staff,
- Increase mutual accountability, challenge and support for Governors and Headteachers,
- Secure financial efficiencies through coordinated resource planning and joint commissioning of services, and
- Respond to changes in Government policy proactively and efficiently.

### Trust Vision and Values

Equals Trust is a local primary multi-academy trust based on the fundamental principle of equality. The trust was founded in September 2016 with the aim of allowing member schools to maintain their ethos and unique identities within a tight local network, with strong mutual accountability, shared support services and a strong collaborative approach to staff development and school improvement.

## Key information about the member schools

<b>School name</b>	<b>Burton Joyce Primary School</b>	<b>Cropwell Bishop Primary School</b>	<b>Crossdale Primary School</b>	<b>Heymann Primary and Nursery School</b>
<b>Address</b>	Padleys Lane, Burton Joyce, NG14 5EB	Stockwell Lane, Cropwell Bishop NG12 3BX	Crossdale Drive, Keyworth, NG12 5HP	Waddington Drive, West Bridgford, NG2 7GX
<b>Pupils</b>	353	198	193	591
<b>Age Range</b>	4-11	4-11	4-11	3-11
<b>Classes</b>	Reception-Y6	Reception-Y6	Reception-Y6	Nursery-6
<b>Headteacher</b>	Philip Palmer (Executive Head)	Philip Palmer (Executive Head)	Peter Cresswell (Executive Head)	Lynda Noble
<b>Chair of Governors</b>	Chris Keast	Chris Keast	Ian Walker	Jennie Hullis
<b>Most Recent Ofsted</b>	Good (June 2014)	Outstanding (Dec 2008)	Outstanding (May 2007)	Good (Sept 2010)

<b>School name</b>	<b>Keyworth Primary and Nursery School</b>	<b>Robert Miles Junior School</b>	<b>Tollerton Primary School</b>	<b>Willow Farm Primary School</b>	<b>Flintham Primary School (joining July 2018)</b>
<b>Address</b>	Nottm. Road, Keyworth, NG12 5FB	Market Place, Bingham, NG13 8AP	Burnside Grove, Tollerton, NG12 4ET	Willow Lane, Gedling, NG4 4BN	Inholms Road, Flintham, NG23 5LF
<b>Pupils</b>	121	245	195	210	111
<b>Age Range</b>	4-11	7-11	4-11	4-11	4-11
<b>Classes</b>	Reception-Y6	Y3-Y6	Reception-Y6	Reception-Y6	Reception-Y6
<b>Headteacher</b>	Peter Cresswell (Executive Head)	Rob Gilbey	Andrew Board	Michelle Robinson	Kim Bartlett
<b>Chair of Governors</b>	Alex Demetriou	Kate Allardyce	Lauren Watts	Carla Middleton	Richard Broughton
<b>Most Recent Ofsted</b>	Good (July 2014)	Good (June 2013)	Outstanding (May 2010)	Outstanding (June 2007)	Outstanding (April 2009)

## Trust governance, leadership and management

The Equals Trust is governed by a single board of trustees including existing governors from the founding schools. The trustees have the range of important knowledge, skills and expertise needed to oversee an organisation of over 2000 students, 350 staff and around £7.5 m of public funding. The CEO of the Equals Trust is Mr. Philip Palmer, Executive Headteacher at Burton Joyce Primary School and Cropwell Bishop Primary School and in this role has specific responsibility for overseeing the trust's legal, financial, governance and HR functions.

The Trust has overall accountability to the Department for Education (DfE) but each individual school remains subject to individual Ofsted inspection.

Brookside, like the other schools in the Trust, would continue to have a Local Governing Body, with representation for parents, staff and the wider school community. Governors and Headteacher, Mr. Gary Kenny, would continue to decide how Brookside is run with the vast majority of decisions still made locally.

Mr Gary Kenny would be part of a leadership group with the other headteachers, to be responsible for developing and implementing Trust plans for school-to-school support and collaboration.

School funding will still be calculated and allocated on a school-by-school basis with each school contributing to the central costs of running the Trust, which would be kept as low as feasible. The Trust's finances are subject to close scrutiny by the DfE's Education Funding Agency and independently audited accounts are published. Equals Trust would become the employer of Brookside staff.

To find out more about Equals Trust please visit <http://equalstrust.org/>

### **School management and operation after conversion and joining the Equals Trust**

At Brookside, our pupils will continue to be taught by the same teachers in the same classrooms, wearing the same uniform. Over time children may notice changes in the way they learn and be able to access a wider range of opportunities, as we benefit from trust-wide initiatives to enhance teaching, learning and the curriculum.

The school name and identity will remain the same and we will retain control over the admissions policies and processes, which must be compliant with the national admissions code.

All staff would continue to work in our current school with the same responsibilities and terms and conditions as now. There would be opportunities for some staff to take on wider responsibilities across schools to enable the trust to function effectively and efficiently. Staff would also have access to enhanced professional development. There are no plans to make any posts redundant as a result of joining the trust.

### **Next steps**

The aim is for Brookside Primary School to convert to an academy and join Equals Trust on November 1<sup>st</sup> 2018.

As a first step, we would like to consult with parents, carers and staff. This consultation will run from Monday, April 30<sup>th</sup> until Friday, May 25<sup>th</sup> and will include meetings when parents, carers and staff will be able to hear more about the proposal and ask questions.

<b>Audience</b>	<b>Time &amp; Date</b>
Parents & carers	6.00pm, Thursday, May 10 <sup>th</sup>
Staff	3 .30pm Thursday May 10 <sup>th</sup>

In June, the Governing Body will then consider a report on the consultation and if satisfied with the outcome, will proceed with the proposal.

After that, there would be a number of legal, regulatory and operational tasks to be completed by November 2018 and the transition would be carefully managed to ensure day-to-day running of the school is not affected.

Parents, carers, staff, students and the wider community of each school will be kept fully informed.