



Sussex Pioneer Trust

Developing our Federation

into a Trust

Academisation Consultation

22nd May – 19th June



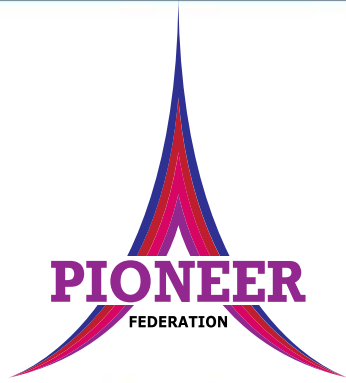
DIOCESE OF CHICHESTER

KNOW LOVE FOLLOW JESUS



EDUCATION EAST SUSSEX

TOGETHER FOR EXCELLENCE AND INCLUSION



Pioneer Federation



Nutley Primary School



Achievement for All, Learning Together, Learning for Life

Journey to where we are now (2012- 2024)



Pioneer Federation Growth



Why have a Pioneer MAT?

Why not just continue as a Federation of schools?

- Pioneer Federation is already operating as a MAT *'in all but name'*- combined budget, combined curriculum format, combined planning and policies
 - Greater autonomy & independence as MAT
 - Ability to choose the direction and own destiny for the group of small schools
 - Stronger stability long term in a ever changing educational landscape
 - Conversion grant available now – will they be in the future?
 - There is a need for a small school MAT in Sussex
 - Potentially logistically easier for schools to join MAT structure
- As a larger Trust, we can secure greater opportunities for financial savings and career opportunities for staff (retention)
- Professional development would further expand and there would be a greater range of opportunities for career progression
- LA/Diocese are in support of a Pioneer MAT & will potentially support/broker sch small joining in the future

The Future- Pioneer MAT Proposal

Our MAT Proposal:

- Standalone MAT for schools with up to **150 NOR**. Schools would be joining a groups of school who understand the benefits and pressures of small school mixed aged classes/teaching.
- **Specialism/experience is small schools** with mixed aged curriculum for 12 years (11 Ofsted/ 4 SIAMS)
 - Diocese based MAT- **part of Chichester Diocese family** – providing support and expertise for the Trust
- All Pioneer **schools retain their uniqueness** (small village primary schools) whilst being part of MAT of small schools working collaboratively to support each other – bespoke curriculum linked to cultural capital

Pioneer MAT Structure

Clusters of locally based small schools (up to 5 in each cluster) working within a similar collaborative structure as the 4 Pioneer schools at present.

MAT School Leadership Structure

- **CEO**- working across the schools.
- **Senior HTs** - working across each school cluster.
 - **HTs** – individual to each school
 - **ST**- half a day SLT
 - **Cohort Leads** per cluster
- **Subject Leaders** within each cluster – 1 subject across cluster of schools
 - **CFOs**

MAT 10 School Governance Structure

- **5 Trust Members** - have ultimate responsibility for the trust achieving its charitable objectives.
- **11 Trustees** – clarity of vision, CEO held to account & also overseeing the financial performance
- **LGBs** – once the MAT has grown beyond 5 schools, LGBs will be formed for clusters of local schools- up to 5 schools per cluster.

TUPE Staff Contract Information

Transfer of Undertakings Protection of Employment Regulations (TUPE)

The Trust will employ all its staff on national terms and conditions and has no proposals to change existing terms and conditions.

You will transfer to the new employer, the Trust, on the terms of your existing employment contract (e.g., same pay, terms and conditions of service). You will not require a new contract of employment unless you take up a new role in the academy after the date of the transfer of your employment.

What effect will this have on my 'continuous service'?

The date of continuous service of your current contract of employment will be protected and will transfer with you.

Janet Bowen (HR) - If you moved to a school outside of the MAT- *'ESCC does not wish to prevent staff from moving around the county to seek work in other settings to further their careers, etc. I have spoken to colleagues who have moved from MATs back into LA and none seem to have had this problem'.*

What will happen to my entitlement to sick pay?

You will continue to be eligible to receive the same amount of sick pay entitlement as you do under your existing terms and conditions of employment.

Please see Generic TUPE fact sheet for more information.

What's next?

- Academisation Consultation- 22nd May – 19th June
 - 10th July 5pm- Pioneer FGB vote
- RSC meet DfE 19th July with a summary of consultation information and FGB information
 - July- Staff meeting with Janet Bowen (LA) and Union Reps to discuss TUPE
(A separate formal consultation process will take place with the members of staff concerned and their trade unions as required by these Regulations)
- September – January – legal and land registry aspects of MAT
 - 1st January 2025 convert school from LA to SPT

Consultation Questions

Several questions raised as part of consultation process and these are answered on the website:

<https://pioneerfederation.co.uk/sussex-pioneer-trust-consultation/>

Any Questions?