



Lister Community School
St Mary's Rd, Plaistow, London, E13 9AE

Mr Anthony Wilson, Headteacher
T: 020 8471 3311 / F: 020 8472 1027
www.lister.newham.sch.uk

Dear Parents, Staff and Members of the Local Community,

Trust School Consultation Process ~ November 2018 to February 2019

Please find guidance below, regarding the NCST Consultation Proposal, which we are sharing with all Stakeholders as we consider a possible change of status. If approved, this would lead to us becoming a Trust school within the Newham Community Schools Trust, and to federating with Rokeby School.

This proposal has much in common with the proposal consulted on previously, which was for Lister to become an Academy within the Newham Community Schools Trust, but with some important differences.

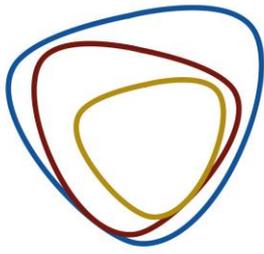
Under this proposal, Lister would be working together with Rokeby and Sarah Bonnell and would retain our distinct identity, while still coming under the overall responsibility of the Newham Community Schools Trust. However, moving to Trust school status would not change our status as a maintained school.

Staff and parents have taken place. The consultation paper provides additional information on how to submit your views on the proposal.

We will of course provide further information regarding progress, as soon as it becomes available.

Yours sincerely,

Anthony Wilson
Headteacher



NEWHAM COMMUNITY
SCHOOLS TRUST

**CONSULTATION ON PROPOSALS
REGARDING**

**LISTER COMMUNITY SCHOOL
ROKEBY SCHOOL**

NOVEMBER 2018 ~ FEBRUARY 2019

CONTENTS

1. Vision for Newham Community Schools Trust
2. History of Newham Community Schools Trust
3. Proposal for Lister and Rokeby Schools to become Trust Schools
4. Why we are proposing this change
5. Consultation Timeline
6. Responses

APPENDICES

- A NCST Founding Principles
- B NCST Governance Structure
- C Proposed Instrument of Government for the NCST Federation
- D Draft Statutory Notice

1. Vision for Newham Community Schools Trust

- 1.1 Newham Community Schools Trust (the Trust) was formed in March 2015 to support the three founding schools, Lister, Rokeby and Sarah Bonnell, working together to develop the quality of education provided for their students. The Trust's Vision and Values, the Founding Principles and the Principles for Effective Partnership, were agreed by the Governors of each of the three schools. These have been published previously and are included for reference as Appendix A. The schools recognise that schools can choose to collaborate without becoming either part of a Multi-Academy Trust or a Federation, but Governors took the view that in the light of the reduced support available from Local Authorities, and the changing educational landscape, a collaboration based on shared governance arrangements offered by far the strongest model for sustained and in depth school improvement work, as well as for other benefits such as achieving improved cost effectiveness.
- 1.2 When Sarah Bonnell School became an Academy as part of the Newham Community Schools Trust on 1 July 2018, the Vision and Values were written into the constitution and founding articles of the Trust (the Trust having been formally established as a Multi-Academy Trust). At the time that Sarah Bonnell's conversion was agreed, it was expected that both Lister and Rokeby would also convert to Academy status shortly after. The schools had all consulted on this process, and the Governing Bodies of each school saw this as the most effective way to embed their collaboration for the long term. Lister and Rokeby have however been prevented from converting to Academy status by the continuation of a long-running dispute with the Local Authority over these two schools' PFI contracts. This has created a situation in which Sarah Bonnell is an Academy and its Governing Body is overseen by the Trust, but Lister and Rokeby are outside of this arrangement and not formally under the governance of the Trust.
- 1.3 Since there is now no clear indication that the PFI dispute will be resolved in the near future, the Governors at Lister and Rokeby have identified an alternative route to bring both schools under the Trust, in order to ensure that all three schools can continue to work together and formally be part of the Newham Community Schools Trust. As will be explained further in this paper, this provides the opportunity for all three schools to work together under the same Trust, adopting a model of governance which focusses on mutual support between the schools, maintaining the distinct identity of each school, but with the clarity of a long-term commitment to work together in pursuit of still higher standards.
- 1.4 The three schools have been working in close collaboration for several years now. Examples of existing collaborative practice include:
- 1.4.1 Students from the three schools working together to develop ideas about what makes great learning, and share their views with teachers.
 - 1.4.2 A brand new Community Opera performed earlier this year involving students from all three schools.
 - 1.4.3 Staff from the three schools coming together to share their expertise, e.g. through meetings between Heads of Faculty and subject teams, or through the whole school Collaborative Review process.
 - 1.4.4 Joint training days, of which there have already been two very successful days where staff have had opportunities to learn alongside colleagues from the other schools.

- 1.4.5 More Able conferences, where some of our most talented students join together for special workshops, for example, in Languages, or to hear from a Holocaust survivor.
 - 1.4.6 Regular meetings between the Headteachers to share ideas on how the three schools can continue to support each other.
- 1.5 The schools' period of collaboration has coincided with the introduction of the Progress 8 measure, and all three schools have maintained a very positive record on students' level of achievement, above national averages in all three cases.

2. History of Newham Community Schools Trust

- 2.1 Following its formation in March 2015, Newham Community Schools Trust was formally incorporated on 1st December 2015 as a company limited by guarantee with the approval of the Secretary of State for Education. As a multi-academy trust, the Trust is an exempt charity regulated by the Secretary of State and funded by the Education & Skills Funding Agency.
- 2.2 A governing board (the Trust Board) has been appointed for the Trust and the charity Trustees serving on this board are accountable to the Secretary of State for the quality of education provided by the schools and the proper expenditure of public money.
- 2.3 Although not a registered charity (because of its exempt status), the Trust has been established to fulfil a charitable purpose, namely the advancement of education.
- 2.4 The Trust's Founding Principles enshrine a commitment to raising standards by providing support to the schools and facilitating collaboration. These Principles acknowledge not just the support to each of the three founding schools but to the common good and the promotion of community cohesion within the communities of the areas served by the Trust and its schools.

3. Proposal for Lister and Rokeby Schools to become Trust Schools

- 3.1 A "trust school" is a foundation school with a foundation (as opposed to foundation schools without a foundation), the trust being the foundation of such school. The statutory purpose of a foundation (or a trust) is to hold land on trust for one or more schools. A foundation may also appoint "foundation governors" to the governing body, if the school's instrument of government so provides.
- 3.2 A foundation school is still a "maintained school", i.e. maintained by the local authority (and in this case that would continue to be the London Borough of Newham), but the governing body of a foundation school is the employer of staff; the owner of the school's land (unless this owned by the foundation trust); and, is the "admissions authority" meaning that it decides its own admissions arrangements (in compliance with the Schools Admission Code).
- 3.3 A federation is created when two or more maintained schools operate under a single governing body. The main reasons why schools choose to federate (as identified by the National College for Teaching and Leadership, now part of the Department for Education) is to address or prevent school failure; ensure viability and achieve economies of scale; and, create more integrated provision across phases. A federation replicates and reinforces schools' commitments to each other to collaborate to drive up and maintain high standards. As both Lister and Rokeby will continue, for the time being, as maintained schools, they are free to choose to federate, meaning a single governing body will be established for the two schools.

- 3.4 The proposal for Lister and Rokeby Schools to become Trust Schools under the Newham Community Schools Trust is in fact 3 separate proposals:
- 3.4.1 to become foundation schools;
 - 3.4.2 to acquire a foundation (i.e. the Trust) and for the Trust to appoint foundation governors;
 - 3.4.3 to federate as trust schools.
- 3.5 The Founding Principles of the Newham Community Schools Trust acknowledge the schools' agreement to put in place a "Scheme of Delegation" which seeks to articulate how the Schools will be governed as both academies (in Sarah Bonnell's case) and trust schools (in the case of Lister and Rokeby). The Scheme of Delegation will acknowledge the responsibility and accountability of the Trust Board and the agreement to establish and operate with "local governing bodies" to whom governance responsibility will be delegated.
- 3.6 The local governing bodies of each of the three Schools will:
- 3.6.1 ensure there is clarity of vision, ethos and strategic direction, enshrining the Schools' comprehensive values, inclusive practices and non-selective admissions policies;
 - 3.6.2 hold the School's leadership to account for the educational performance of the School, at all times ensuring high standards are achieved;
 - 3.6.3 oversee the financial performance of the School, making sure school money is well spent; and
 - 3.6.4 recognise and value the contribution of staff to the success of the School, at all times prioritising the well-being of staff and their professional development.
- 3.7 This is illustrated in the NCST governance structure diagram set out in Appendix B.
- 3.8 Each of the local governing bodies will include at least 2 governors elected by staff and 2 governors elected by parents. The federated governing body of Lister and Rokeby Schools will mirror appointments to the Trust Board and thus it is intended that at all times serving on the Trust Board and on the federated governing body there will be:
- 3.8.1 one parent governor of each school in the federation and one parent governor of the academies;
 - 3.8.2 the headteacher of each federated school and the academies;
 - 3.8.3 one staff governor;
 - 3.8.4 one Local Authority governor.
- 3.9 The federation is to be known as the "NCST Federation" and it is proposed that the intended Instrument of Government will reflect the details set out in Appendix C.
- 3.10 The decision to make these changes is the respective governing body of Lister and Rokeby Schools. The governing bodies are seeking to consult with:
- 3.10.1 Parents/carers of pupils attending the Schools;

- 3.10.2 Staff working at the Schools;
 - 3.10.3 Other local schools who may be affected by the proposals;
 - 3.10.4 Families of pupils who may attend feeder primary schools;
 - 3.10.5 The trade unions and other recognised representatives of staff;
 - 3.10.6 The local authority;
 - 3.10.7 The local MP and local councillors.
- 3.11 The governing bodies may decide to:
- 3.11.1 Approve the proposals without modification;
 - 3.11.2 Modify the proposals in light of the suggestions made during consultation (and formal publication of the proposals);
 - 3.11.3 Re-consult on any changes if those are considered significant;
 - 3.11.4 Reject the proposals in whole or part.
- 3.12 If the proposals are accepted by the governing bodies, then the proposed implementation date is 1st February 2019.

4. Why we are proposing this change

- 4.1 This change is being proposed to reinforce the commitment made by each of the Schools to each other and to the Newham Community Schools Trust. It is intended to facilitate and continue the work they are doing together and to mitigate any risk to Sarah Bonnell School as a consequence of the School being alone in the Trust until Lister and Rokeby Schools can join. The focus will remain on raising standards locally through collaborative working.
- 4.2 Lister and Rokeby will continue their journey towards being academies within NCST.

5. Consultation Timeline

- 5.1 This consultation precedes the formal statutory consultation required pursuant to the School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013. In brief the process the Schools are following is set out below:

1	Stage 1 Initiation and Consultation (4.10.18 – 14.12.18) Consultation Period 1.11.18 – 14.12.18
2	Stage 2 Publication (Target Date 17.12.18)
3	Stage 3 Representation (17.12.18 – 28.1.19) Foundation Proposal Formal Consultation Period 17.12.18 - 14.1.19 (4 weeks) Federation Proposal Formal Consultation Period 17.12.18 – 28.1.19 (6 weeks)
4	Stage 4 Decision (28.1.19 – 31.1.19)
5	Stage 5 Implementation (Target Implementation Date 1.2.19)

- 5.2 A draft of the proposed Statutory Notice is set out in Appendix D.
- 5.3 Responses to this initial consultation are invited up until 5pm on Friday 14th December 2018, when this consultation will close.
- 5.4 The Schools have set aside the evening of [a date in the week of 5th November] when representatives of the governing bodies and NCST will make themselves available for face to face meetings.
- 5.5 The Schools will be holding staff consultation meetings with their staff and their trade unions.
- 5.6 A paper copy of this consultation proposal can be obtained from [Contact details] or from each School's reception desk.
- 6. Responses**
- 6.1 Your comments are welcome and the governors of all three Schools will consider any objections or expressions of support.
- 6.2 There are a number of ways you can make your views known or have your questions answered. You can send any comments or responses to: [Contact details for responses].
- 6.3 Further details and responses to frequently asked questions will be made available on the Schools' websites following the evening meeting.
- 6.4 If you have any specific question or require clarification on any aspect of these proposals please contact: [Contact details for further information].
- 6.5 This proposal document has been prepared with the support of Winckworth Sherwood, education law specialists. The consultation will also be supported and facilitated by NPW.

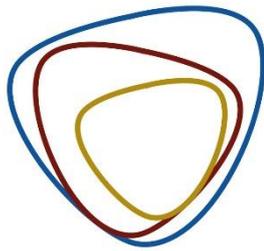
Appendix A
NCST Founding Principles

Appendix B
NCST Governance Structure

Appendix C

Proposed Instrument of Government for the NCST Federation

Appendix D
Draft Statutory Notice



NEWHAM COMMUNITY
SCHOOLS TRUST

**CONSULTATION ON PROPOSALS
REGARDING**

**LISTER COMMUNITY SCHOOL
ROKEBY SCHOOL**

FAQs

NOVEMBER 2018

1. Where can I get details of the consultation, and how can I respond?

A consultation was launched by Lister Community School and Rokeby School on 1st November to consult on their proposals to federate and become “trust schools”.

Details can be found here for [Lister](#) and [Rokeby](#).

Responses are invited and you should email consultation@lister.newham.sch.uk by 5pm on Friday 14th December 2018.

2. Will the Schools still be part of the London Borough of Newham?

As “maintained” schools, the Schools will still be the responsibility of the London Borough of Newham, who will oversee the Schools; provide funding; commission services and support and intervene if standards fall or there is financial mismanagement.

The Schools’ commitment to their communities remains unchanged. They see these proposals as a way to reinforce and enhance the commitment they have made to each other and to Sarah Bonnell School to expand on the work they do together. This is borne out of a belief that close collaboration with other like-minded schools will help the Schools to become genuinely great schools, and to provide the best possible opportunities for students and staff.

3. Will the LA continue to fund the Schools?

The Schools will continue to receive funding from Newham. As high performing schools, the Schools have a right to receive a delegated budget, from which they must meet their liabilities. This includes paying staff salaries, meeting their contractual commitments and safeguarding obligations and continuing to pay to Newham the agreed contribution to the cost of the PFI.

4. What will be the impact on the Schools’ budgets?

No impact is envisaged and the Schools will continue to set their budgets in accordance with the Newham Scheme for Financing Schools.

5. Will Sarah Bonnell School be responsible for Lister and Rokeby School and vice versa?

Each School will retain its own distinctiveness, governance, staffing and budget. Sarah Bonnell School will have no legal responsibility for Lister and Rokeby (and vice versa), though as partner schools working together as part of the Newham Community Schools Trust, it is expected that the Schools will continue to support each other to raise attainment and achievement.

6. Will the Schools have an executive headteacher?

No, each School will continue to have its own headteacher. Headteachers will retain the day to day responsibility for their individual Schools and will be accountable to their Local Governing Bodies.

7. What will happen to the Governing Bodies of Lister and Rokeby?

On the implementation date, the current governing bodies will be dissolved and a new governing body created which will have governance responsibility for all the schools in the federation. “Local Governing Bodies” will be established for each of the Schools which will have delegated responsibility to determine the strategic vision for the School, to oversee leadership and ensure public money is well spent. Those Governors currently serving on the Governing Body of each School, will be invited to serve on the relevant Local Governing Body.

8. What does becoming a foundation school mean?

A foundation school is still a type of maintained school, but the Governing Body owns the freehold of the school site, employs staff and determines the School's admissions policy (complying with the Schools Admissions Code). Foundation schools can either operate with a foundation or without a foundation. Where there is a foundation, that foundation will own the school site on trust for the School. It can also appoint a majority of the Governors on the Governing Body. The Newham Community Schools Trust will be the foundation body for the federation of Lister and Rokeby Schools.

9. Can the foundation dispose of the schools site?

No, strict rules apply where land has been provided at public expense. Proposals for the disposal of school land must be approved by the Local Authority and the Secretary of State for Education. The Schools will continue to allow occasional lettings to community groups. These are currently controlled by the PFI contractor. It may be possible to achieve greater control of these going forward so that the Schools can fulfil their aspiration that these facilities are used by the whole community for the benefit of the community.

10. How will this affect my child?

The Schools believe that the greater opportunities for working together as a federation of schools will lead to benefits across three schools. There will be a pooling of some resources, better provision for SEN and alternative provision, shared expertise, increased professional development opportunities for staff, enhanced education provision, better community facilities and outreach and, opportunities for cost efficiencies. These benefits will help to secure the future of these Schools and to ensure that the very best education is being provided to students.

11. How will staff be affected?

Staff terms and conditions will automatically transfer to the new federation governing body. The national agreements and any local agreements negotiated by Newham Council will continue to apply.

12. Can other schools join the NCST Federation?

Yes. The Scheme of Delegation to be put in place by the new federated Governing Body will apply to any school in the federation, meaning there is parity between all the Schools for whom the Newham Community Schools Trust has responsibility. This includes schools who wish to continue as maintained schools and schools who wish to become academies.

13. If we don't go for this, do we have other options?

The Schools will continue to push forward their plans to be academies as part of the Newham Community Schools Trust. The Schools will continue to collaborate in the manner they have been doing for the past 3 years. It seems likely that the Government will continue to allow a mixed economy of schools for the foreseeable future, where some schools are academies and some schools remain as maintained schools. If however, that policy changes, these arrangements will help the Schools to adapt whilst at the same time fundamentally securing their collective vision and helping them to fulfil their mission of working together to provide the highest possible standard of education for all the students in the Schools.