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Acting Headteacher: Mrs J Grice  
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Date: 30<sup>th</sup> January 2024

### For the attention of parents and staff at Crowmoor Primary School

As you are aware, Crowmoor Primary School is the subject of an Academy Order from the Secretary of State following its Ofsted Inspection in January 2023 when the school was rated inadequate. When rated inadequate the Secretary of State can require a school to academise as a means of ensuring rapid school improvement.

The school and its governing body, or in this instance, Interim Executive Board, have no choice in the matter and are required to work with a sponsor with the aim of becoming an academy trust to facilitate rapid school improvement.

SHINE Academies is a well-established multi academy trust made up of four schools currently and have been working closely with Crowmoor Primary School throughout this academic year to rapidly improve the school. The conversion of Crowmoor Primary School to an academy will formalise the working relationship with the school becoming part of SHINE Academies.

As the school is subject to an Academy Order there is not a formal requirement to consult on the changes. The decision to become an Academy is out of the hands of the IEB and the school since the Academy Order was served on the school.

We do however want to ensure there is an effective transition for the school and that any questions pupils, staff and parents/carers have are answered prior to the conversion to an academy actually taking place. As such the IEB and SHINE staff will be engaging with staff, parents and carers. Staff will have an additional consultation in regard to their transfer to the Trust on the same terms and conditions.

We would encourage you all to participate to provide your feedback at a brief meet and greet with IEB members and SHINE staff on **Wednesday 7<sup>th</sup> February 2024 at 2.45pm**. Alternatively, you can email your comments for the attention of the IEB via [enquiries@shineacademies.co.uk](mailto:enquiries@shineacademies.co.uk).

**This engagement exercise will close on Friday 23<sup>rd</sup> February at 12pm.**

Yours sincerely

Anita Cliff  
On behalf of the Crowmoor Primary School IEB



***If you can dream and believe it, you can achieve it!***

## Frequently asked questions:

### Why SHINE Academies?

SHINE Academies has a strong track record of school improvement. Northwood Park and Villiers Primary School are both rated as Good, as is Lodge Farm in Walsall. The strength of leadership in driving school improvement is highlighted in all Ofsted inspection reports.

Since March 2023 SHINE Academies has been providing school to school support with this being full time since October 2023. The Academy Trust has been sharing its expertise and staff to support Crowmoor Primary School in its improvement journey. This is beginning to have impact and has placed the school in a more stable position.

The Secretary of State has named SHINE Academies as the sponsor for Crowmoor Primary School.

### Can we reject the requirement to become an Academy or the sponsor chosen?

No, the law states that when a school is rated Inadequate by Ofsted it is subject to an Academy Order which means the school has no choice but to convert to an Academy. The Secretary of State issued in June what is called an Academy Order which requires the school to convert.

The IEB doesn't have a choice in who they can academise with. That is a decision for the Regional Schools Commissioner in consultation with the Department for Education and any potential sponsors. Staff will already be familiar with the sponsor academy however as they have been supporting the school for some months.

### If it is a done deal then why consult?

There is no formal requirement to consult with staff, parents and stakeholders as the decision has already been made. We are aware however that there may be a range of queries people have about the process so the consultation is a means of answering those before formal conversion is completed.

### What will it mean?

In practice it will mean that:

- Crowmoor Primary School will become part of a strong and successful multi academy trust which will ensure stability of leadership and governance in the school.
- There will be greater opportunities to share expertise and best practice across all the schools.
- There will be a firm focus upon the journey of further improving the quality of teaching and learning and in turn pupil progress and outcomes.
- There will be greater opportunities for staff continuous professional development and career progression across the trust.
- There will be no change to the admissions criteria for the school.
- All schools will continue to have their own Ofsted inspection.
- The reporting of standards will remain separate for each school.
- Staff terms and conditions will not change



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### **What will it mean for the children?**

On a day to day basis the proposal will have no impact on pupils other than clear expectations around the quality of teaching and learning they receive. There will be opportunities to share staff across the schools, which will give access to a much larger pool of knowledge and the chance to share specialist expertise. Nobody will be forced to work at another school however.

There will be greater opportunity to use school resources and budgets more effectively with regard to the purchasing of goods and services which provides opportunities for more innovative use of resources across the schools.

### **What will it mean for parents/ carers?**

The schools will continue to operate as usual and parents/carers will continue to communicate with the school in the same way they do now.

In terms of school uniform, Crowmoor Primary School will retain its individual identity and uniform. Admissions to the school will continue under the current arrangements and be unaffected by this proposal. Parents and carers will continue to apply for a place at the school of their choice in the usual manner.

### **What will it mean for staff?**

On a day to day basis there will be no difference to the current arrangement that has been in place for some months. Staff will transfer on their existing terms and conditions although the Trust may declare 'Measures' for transferring staff.

There will be opportunities for closer working between staff for the benefit of the children. This cooperation will allow them more chance to get involved at another school in the Trust and over time this will provide wider career opportunities. Staff networking will enable ideas and good practice to be shared.

### **Future proposed Leadership and Governance of the Federation**

There is an existing Academy governance structure in place for SHINE Academies. There will be a local governing body established once the conversion has taken place to ensure the views of the local community are represented.

### **What does it mean for admissions?**

Admissions to all schools will remain unchanged. Parents and carers will continue to apply for a place at the school of their choice in the usual manner.

### **Will the ethos of the school change after federation?**

The ethos and day to day feel of the school is built around the relationship between pupils, staff and parents/ carers. We are proud of the environment and community that surrounds Crowmoor Primary School. The school will have shared high expectations for pupils and staff across all of the Trust.



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## **Will staff terms and conditions change?**

No, staff terms and conditions are protected and will not change as a consequence of acadamisation. It may be that in the future new roles are created that will have different terms and conditions. The terms and conditions for those positions will be clear when advertised.

If you need support with accessing this consultation in another language, please contact [enquiries@shineacademies.co.uk](mailto:enquiries@shineacademies.co.uk) who will be able to provide you with assistance.

**Thank you for taking part in this engagement exercise and sharing your views.**



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**Give us your feedback!: Crowmoor Primary School becoming a member of the SHINE Academies Multi Academy Trust**

Please let us have your comments/ feedback on Crowmoor Primary School becoming a member of SHINE Academies.

Please return your response form to the school office.

Or email: [info@shineacademies.co.uk](mailto:info@shineacademies.co.uk)

**Deadline for comments is: 12pm 23<sup>rd</sup> February 2024**

Your name (BLOCK CAPITALS) (optional):

Please indicate which group you belong to by circling the appropriate title:

Parent/carer

Staff Member

Other  
(Please Specify)

Date:



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