

Dear Parents and Interested Parties

Re: Academy Conversion - conversion of Codsall Community High School, Bilbrook Middle School, St Chad's First School, Lane Green First School and Perton Middle School

We are writing to advise you of the Governing Body's intention to proceed with the conversion of each of our schools. This letter will give you the information you need to understand our decision to make this change.

What is an academy?

Academies are publicly funded state schools that are independent of the Local Authority and receive funding directly from central government.

Why is conversion happening?

We have learned by working as five schools that there is an incredible amount of support and development to be found in collectively working together. Governors have been considering this development for quite some time and we believe that by working with greater freedoms we can better serve our community, ensuring a vibrant and exciting curriculum from a child's very first day in school to their last.

How will conversion take place?

The Advisory Board has approved our application for academy status subject to the statutory consultation required under the Academies Act 2010.

The process to convert to an academy will sit seamlessly alongside the normal day-to-day operation of our schools. The activities needed to affect the legal conversion will be done in the background so that teachers continue to focus on student learning and development.

When will conversion take place?

The Governors and senior leaders will work alongside the Department for Education to aim for a conversion during the autumn term.

However, at this stage, I would be keen to emphasise that, typically, there are a wide range of issues and considerations that can potentially derail this process.

Consultation feedback

Parents and interested parties will be invited to share their views during the autumn term. Details on how this will happen will be shared in the new term.

Key facts around Academy Conversion

- There are no plans to change how the schools function on a day-to-day basis
- There are no plans to change the pattern of holidays.
- The schools' names will remain in place.

- The schools' uniform will remain the same.
- All staff currently employed by SSLP would become employees of the new multi academy trust. (Name to be confirmed)
- The employment rights of all members of staff would be protected by TUPE, Transfer of Undertakings (Protection of Employment) Regulations 2006 as amended by The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014. This means that these employment rights would transfer to the Trust under the same terms and conditions of employment. Pension rights and continuity of service record would be preserved.
- The Governing Board will be reconstituted as a Local Governing Board of the Trust, and retain its autonomy to be accountable for the school and its running.
- Please follow the link for further information regarding Academy conversion below alongside additional documentation that outlines facts about School Trusts.

<https://www.gov.uk/become-an-academy-information-for-schools>

As and when we have further updates we will share them in due course.

Yours faithfully,



Alun Harding
Executive Headteacher
South Staffordshire Learning Partnership



Jess Shulman
Chair of Governors
South Staffordshire Learning Partnership