



Stour Valley Educational Trust

**Proposal for the schools of
Stour Valley Educational Trust to join
Anglian Learning**

**Stour Valley Community School
Clare Community Primary School**

To Join

Anglian Learning

Consultation Report

4 June 2024

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1. Introduction

The directors of Stour Valley Educational Trust (SVET) are proposing that their two member schools join Anglian Learning, a local multi academy trust (MAT). This means that the two schools would become part of Anglian Learning in early 2025. At this point, Anglian Learning would become accountable and responsible for the two SVET schools, including their performance, standards and pupil outcomes. The schools' staff would become employees of Anglian Learning.

The existing SVET multi academy trust would be wound up and SVET directors would cease to be responsible for the Trust or its schools. The existing Local Governing Bodies of both SVET schools would continue with delegated authority in line with Anglian Learning's Scheme of Delegation. They would support school leadership and in particular in relation to the 4Ss – safeguarding, SEND, standards and stakeholder engagement.

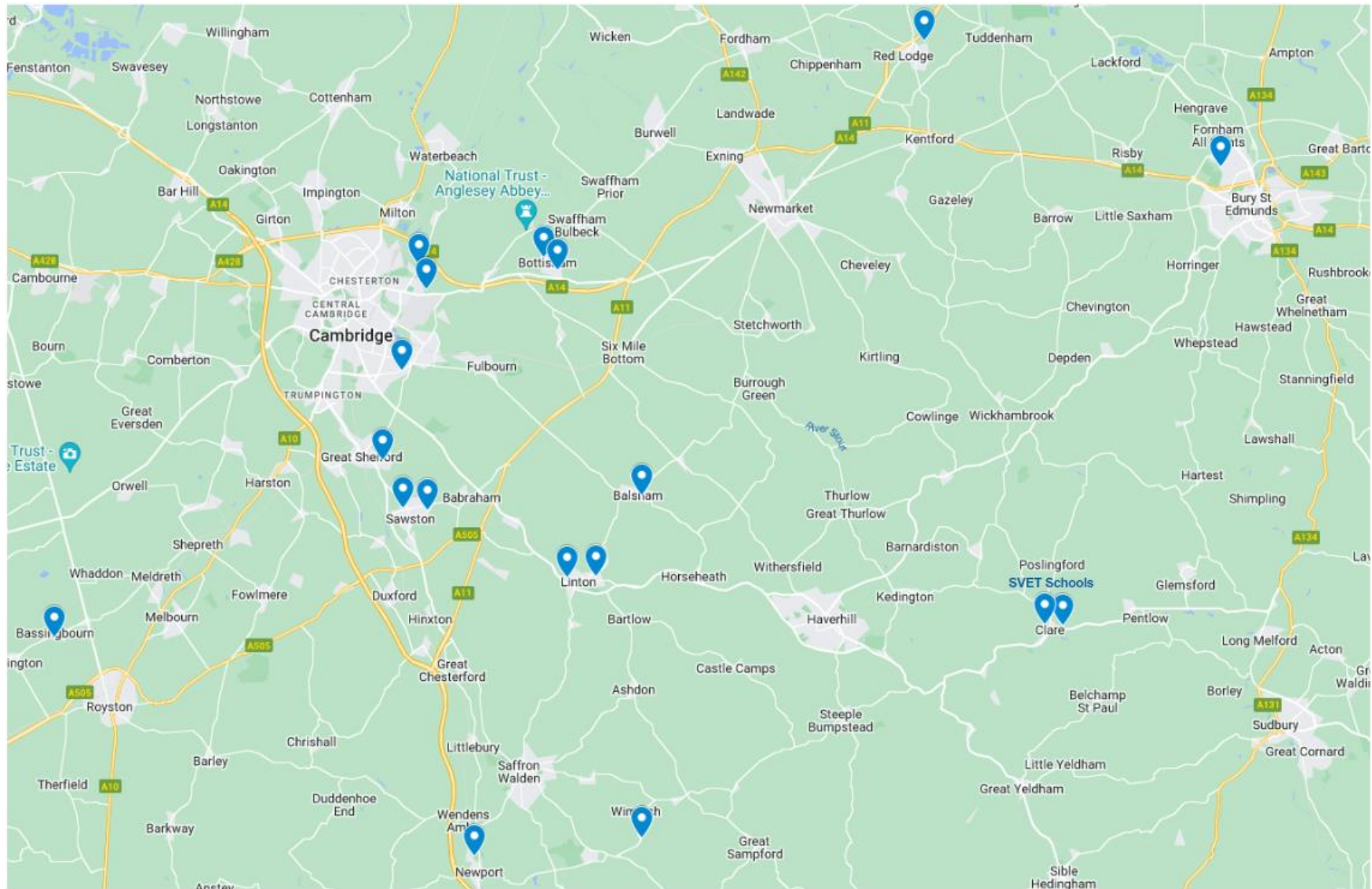
This decision followed a period of research which had been conducted by SVET's Trust Board to help inform their final decisions and recommendations which in turn has subsequently informed this consultation. Consideration was given to what was in the best interests of learners now and in the future as well as what the implications of the options would be for staff, parents and the community that both schools of SVET serve.

One of the first priorities in this phase is stakeholder consultation. Consultation commenced on 16 April 2024 and concluded on 24 May 2024 and views have been sought from parents and carers, staff and trade unions. Further within the report we have shared a breakdown of meetings that happened, communications which were issued and a copy of all feedback received as part of the process.

1.1. Geographical position of the schools(s)

The map on the next page shows where Clare Community Primary School and Stour Valley Community School are in relation to where other Anglian Learning schools are located. All schools within Anglian Learning are based in Suffolk, Cambridgeshire and Essex. They have excellent road connectivity due to the proximity of the schools to each other meaning that travel time between schools permits staff to meet regularly in support of school improvement and their professional development.

Map of Anglian Learning schools and SVET schools



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Below is a table of Anglian Learning's schools.

Name	Phase	School Years and age range	No. of pupils (Autumn 2023)	Location
Bassingbourn Village College	Secondary	Year 7-11, age 11-16	671	Bassingbourn
Bottisham Primary School	Primary	Nursery – Year 6, age 3-11	292	Bottisham
Bottisham Village College	Secondary	Year 7-11, age 11-16	1,462	Bottisham
Fen Ditton Community Primary School	Primary	Reception – Year 6, age 4-11	146	Fen Ditton
Howard Community Academy	Primary	Nursery – Year 6, age 3 – 11	183	Bury St Edmunds
The Icknield Primary School	Primary	Reception – Year 6, age 4 – 11	201	Sawston
Joyce Frankland Academy, Newport	Secondary	Year 7-13, age 11-18	1,016	Newport, Essex
Linton Heights Junior School	Junior	Years 3 -6	246	Linton
Linton Village College	Secondary	Year 7 – 11, age 11-16	835	Linton
Marleigh Primary Academy	Primary	Nursery – Year 6, age 3 – 11	94	Cambridge
The Meadow Primary School	Primary	Reception – Year 6, age 4 – 11	211	Balsham
The Netherhall School and The Oakes College	Secondary	Year 7-13, age 11-18	1,231	Cambridge
The Pines Primary School	Primary	Nursery – Year 6, age 3 – 11	239	Red Lodge
Sawston Village College	Secondary	Year 7-11, age 11-16	1,161	Sawston
Stapleford Community Primary School	Primary	Nursery – Year 6, age 3-11	211	Stapleford
Wimbish Primary Academy	Primary	Reception – Year 6, age 4 – 11	48	Wimbish

2. Consultation Methodology

The overall aim of the consultation process was to ensure that everyone who has a stake in the decision of SVET's schools to join Anglian Learning had the opportunity to hear about the plans and to share their views.

The objectives of the process were to:

- Provide relevant background information for stakeholders;
- Explain the reasons for the proposed transfer of both SVET schools into Anglian Learning;
- Set out the stages in the process for and the associated timelines;
- Answer questions raised.

The principles laid down by the project team for the consultation were that it should be:

- An open and transparent process;
- Accessible to all stakeholders in terms of:
 - The times of the events;
 - The language used (jargon-free wherever possible and acronyms fully explained);
 - Being well-publicised.

A variety of media were used to consult including:

- Direct letters
- Publicised meetings involving presentations and questions and answer sessions;
- Frequently asked questions;
- Attendance registration with the opportunity to ask questions
- A contact email address to raise questions.
- Anglian Learning, SVET and school websites (See Appendix 1).

2.1. Direct letters

Correspondence introducing the consultation were sent to the following groups and copies are included in Appendices 2a, 2b, and 2c.

- Parents and Carers
- School Staff
- Trade Unions

2.2. Publicised meetings

The following timetable of events was communicated to stakeholders and carried out during the consultation period:

School	Meeting date and times
Stour Valley Community School	16 April 2024 at 3.30 pm for SVET Staff and Trade Union meeting with CEOs of Anglian Learning and SVET
	23 May from 3.45 pm to 4.15 pm for SVET Staff
	23 May from 4.15 pm to 4.45 pm for the wider community

2.3. Staff, Parent and Carer and Community meetings

At each of the consultation meetings, a presentation was shared with information about Anglian Learning and why Stour Valley Educational Trust is proposing to transfer into Anglian Learning. A copy of the presentation for all stakeholders can be found in Appendix 4.

2.4. Frequently Asked Questions

Appendix 5 is the FAQs Briefing document that was shared at the Community Engagement Event on 23 May 2024.

3. Overview of the Feedback Received

Appendix 6 contains all the questions and feedback received from the various meetings which took place throughout the consultation period. The number of participants in meetings is outlined below:

3.1. Attendance at Consultation Meetings

Date	Event	Venue	Number in attendance
16 April 2024	SVET Staff and Trade Union representatives	Stour Valley Community School	53 staff from the secondary school 13 staff from the primary school 5 trustees and governors (both schools) 1 Regional NEU representative 1 NASUWT representative
23 May 2024	Staff Engagement Event	Stour Valley Community School	3 staff from the primary school 7 staff from the secondary school

Date	Event	Venue	Number in attendance
23 May 2024	Community Engagement Event	Stour Valley Community School	Chairman of Members Chair of Trustees 1 Trustee 1 Chair of Governors 1 Parent

3.2. Themes and Key Messages

A summary of themes of interest gathered during the engagement period is provided in the remainder of this section. Stakeholders are most interested in:

3.2.1 Collaboration within Anglian Learning

Subject improvement networks have been formed to build communities of subject leaders who shape and develop practice, with discretion to lead in school as appropriate for the individual school.

3.2.2. Continued Professional Development for Staff

Staff recognise the opportunities joining Anglian Learning will bring. The Chief Executive Officer of Anglian Learning has met staff and reassured them of the opportunities to develop and progress within the organisation ensuring staff have access to the very best professional development opportunities. An example of this would be coaching training for middle leaders and SEND training for teaching assistants.

3.2.3. Anglian Learning has received several questions relating to the TUPE transfer from Trade Unions and these will be responded to once due diligence is complete and the measures letter is drafted and ready for consultation. Until the measures are determined / agreed upon, both Anglian Learning and SVET are not in a position to respond to the relevant questions. Appendix 3 contains the Equality Impact Assessment.

3.2.4. Sustainability and the Environment

The Trust has an energy strategy as well as an Asset Management Plan, CDC reports and maintenance care. All include a focus on sustainability. Anglian Learning is committed to supporting and continuing the Trust Energy strategy which outlines key areas of focus working alongside our five-year Asset Management Plan which we review as part of our Estates Strategy. The Trust has a moral obligation to make improvements in energy efficiency and drive reductions in carbon emissions where possible. Change is possible through focussed activity in the following four key areas Energy procurement, Consumption, Generation and Behavioural Change.

3.2.5. Trust support for Improved Academic Outcomes?

Anglian Learning's central team has a clear Academy Improvement Strategy which helps to focus our work on the continued development and improvement of our schools. The strategy is underpinned by the aim to develop purposeful networks which share and develop practice across Anglian Learning. Executive leaders are deployed to help develop our schools further through Academy Improvement Visits, audits, blueprint enquires and bespoke support work.

4. Conclusion and Recommendations

On compiling all the feedback and reviewing the data received, the conclusion that can be drawn is that there are no apparent legitimate reasons why Clare Community Primary School and Stour Valley Community School should not transfer into Anglian Learning according to the timescales outlined. Stakeholders who raised concerns had their questions answered and were satisfied with the responses. Ultimately stakeholders were provided with the assurances that this is the right decision for both schools, its pupils, staff and the community.

Anglian Learning has demonstrated its commitment to working with Clare Community Primary School and Stour Valley Community School and looks forward to moving forward together to make a positive difference to the children they would be responsible for. Thank you to trustees, governors, school leaders and staff of both Anglian Learning and Stour Valley Educational Trust for responding to the questions raised. Staff, parents and carers and other stakeholders have been informed that both Anglian Learning and Stour Valley Educational Trust are available to answer any additional questions they have beyond the engagement period in relation to the transfer.

5. List of Appendices

Appendix 1	Extract from SVET's and Anglian Learning Websites
Appendix 2a	Invite letter to Parents / Carers / Community
Appendix 2b	Invite letter to Staff
Appendix 2c	Invite Letter to Trade Unions
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Appendix 6	Feedback Received from consultation meetings.

Appendix 1 Extract from SVET's and Anglian Learning's Websites

ANGLIAN LEARNING AND STOUR VALLEY EDUCATIONAL TRUST COMMUNITY ENGAGEMENT EVENT

We invite you to this community event which is an opportunity for you to learn more about the possibility of Stour Valley Educational Trust Community (SVET) schools joining Anglian Learning and to meet with their leaders.

Date: Thursday 23 May 2024

Time: 4.15 pm to 5.15 pm

Venue: School Hall, Stour Valley Community School, Cavendish Road, Clare, Sudbury, CO10 8PJ



To register your attendance, please complete [this form](#). The first attendee will need to complete the form.

Members of staff from both schools of Stour Valley Educational Trust are invited to attend the event from 3.45 pm to 4.15 pm. To register your attendance, please complete [this form](#).

Stour Valley Educational Trust

ANGLIAN LEARNING

CLARE COMMUNITY PRIMARY SCHOOL

STOUR VALLEY COMMUNITY SCHOOL

COMMUNITY ENGAGEMENT EVENT

23 MAY 2024 | 4.15 PM - 5.15 PM

SCHOOL HALL, STOUR VALLEY COMMUNITY SCHOOL, CAVENDISH ROAD, CLARE, SUFFOLK CO10 8PJ

Stour Valley Educational Trust (SVET) invites you to this community event.

This is an opportunity for you to learn more about the possibility of SVET schools joining Anglian Learning and to meet with their leaders.

Scan the QR Code to register your attendance or visit <https://forms.office.com/ac1TreePTZGcv>

SHARE



CONTACT DETAILS

01223 340340
enquiries@anglianlearning.org

Anglian Learning
Bottisham Village College
Lode Rd, Cambridge
CB25 9DL, United Kingdom

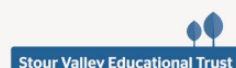
STOUR VALLEY EDUCATIONAL TRUST (SVET) ANNOUNCEMENT

Following a thorough and extensive investigation, Stour Valley Educational Trust (SVET) have been exploring the possibility of joining a like-minded, values driven multi academy trust. We are pleased to announce that their board of trustees have identified Anglian Learning as the multi academy trust they wish to join. The two schools of SVET are Stour Valley Community School (secondary) and Clare Community Primary School. It is important to SVET that both of their schools are in a trust that has the right foundations, values, culture, structures, systems and resources moving forward.

The trust boards of both organisations need to agree to the transfer and this will be dependent on a period of due diligence and engagement with stakeholders, including staff, parents and the wider community of the SVET schools which is now taking place. If both trust boards agree to proceed, the Department for Education Advisory Board will make the final decision about the transfer of SVET into Anglian Learning. This decision is currently expected to be by the end of the Summer term. More detailed legal and human resources work would follow with a transfer expected in early 2025.

Jonathan Culpin, Anglian Learning's CEO, said: "We are delighted to be working with SVET who share our core vision and values, a commitment to a broad and balanced curriculum providing the best possible educational opportunities for young people and development opportunities for staff. This is potentially an exciting period of growth for Anglian Learning."

Rachel Kelly, SVET's CEO said: "We think that Anglian Learning will be a good fit with the community culture and ethos of our two schools in SVET. Both our schools are in a strong position and we will be entering into this process with plenty to offer as well as looking to benefit from being a part of a larger, collaborative group of schools. The resources we will access will mean we can be proactive in addressing school improvement needs and enhancing the school experience of students and staff. Exciting times ahead".



SHARE



CONTACT DETAILS

01223 340340
enquiries@anglianlearning.org

Anglian Learning
Bottisham Village College
Lode Rd, Cambridge
CB25 9DL, United Kingdom



Future plans for Stour Valley Educational Trust

Following a thorough and extensive investigation, we have been exploring the possibility of joining a like-minded, values driven multi academy trust. We are pleased to announce that our board of trustees has identified Anglian Learning as the multi academy trust we wish to join. It is important to us that Stour Valley Community School and Clare Community Primary School are in a trust that has the right foundations, values, culture, structures, systems and resources moving forward.

The trust boards of both organisations need to agree to the transfer and this will be dependent on a period of due diligence and engagement with stakeholders, including our staff, parents and our wider community which is now taking place. If both trust boards agree to proceed, the Department for Education Advisory Board will make the final decision about the transfer of SVET into Anglian Learning. This decision is currently expected to be by the end of the Summer term. More detailed legal and human resources work would follow with a transfer expected in early 2025.



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[Letter to Parents & Carers](#)

[Anglian Learning & SVET Community Engagement Event](#)

Appendix 2a Invite email and letter to Parents / Carers / Community

End of term newsletter: The future of Stour Valley Educational Trust

After much deliberation and consideration over the past three years, the Trust Board took the decision to look at other local trusts in the area with a view to a potential merger. We wanted to see whether there is a trust that would be a good fit with the community culture and ethos of the two schools in SVET. Both our schools are in a strong position and we will be entering into this process with plenty to offer as well as looking to benefit from being a part of a larger, collaborative group of schools who can be proactive in addressing school improvement needs.

SVET has reached its current stage of development through fairly organic means with a great deal of relational investment; it is important that both schools are in a trust that has the right foundations, values, culture, structures, systems and resources moving forward. I, as headteacher of CCPS/SVCS, am confident that we have found a suitable trust. After the Easter break, we will share more information and we will begin engaging with all key stakeholders and embarking on a process of due diligence with a view to CCPS and SVCS joining a successful and larger Multi Academy Trust.



Cavendish Road, Clare
Sudbury, Suffolk, CO10 8PJ
01787 279342
info@stourvalley.org
www.stourvalleyeducation.org

17 April 2024

Dear Parents and Carers

ENGAGEMENT ON THE PROPOSAL TO JOIN ANGLIAN LEARNING

As a small two-school multi-academy trust, Stour Valley Educational Trust Limited and its Board of Trustees have been exploring the possibility of joining a larger, like-minded, values-driven multi-academy trust (MAT). We have reviewed the options and have identified Anglian Learning as the MAT that we wish to join.

The overarching purpose for taking this step is to enhance the support and opportunities that our students receive. Working as part of a larger entity whilst remaining part of a family of schools will give us the opportunity to share excellent practice across a range of schools and access high quality staff development opportunities. We should also enjoy the greater purchasing power of a larger group.

Anglian Learning is a highly successful multi-academy trust of sixteen academies in East Anglia. Together we are determined to deliver the very highest standard of education through the provision of a high-quality curriculum and the development of our pupils as individuals, so they are fully equipped for life.

The schools currently in the Trust are:

- Bassingbourn Village College, Hertfordshire
- Bottisham Village College, Cambridgeshire
- Joyce Frankland Academy, Newport, Essex
- Linton Village College, Cambridgeshire
- The Netherhall School and The Oakes College, Cambridge
- Sawston Village College, Cambridgeshire
- Bottisham Community Primary School, Cambridgeshire
- Fen Ditton Community Primary School, Cambridgeshire
- Howard Community Academy, Suffolk
- The Icknield Primary School, Cambridgeshire
- Linton Heights Junior School, Cambridgeshire
- Marleigh Primary Academy, Cambridge
- The Meadow Primary School, Cambridgeshire
- Stapleford Community Primary School, Cambridgeshire
- The Pines Primary School and Pine Cones Pre-School, Suffolk
- Wimbish Primary Academy, Essex

Anglian Learning is committed to working with Stour Valley Educational Trust Limited to create better facilities for learning, support for curriculum development, staff development opportunities and staff and student cross-trust opportunities. Anglian Learning will benefit from our staff and leadership expertise and build further links and opportunities in West Suffolk and North Essex.

You can find out more information about the trust on their website at <https://anglianlearning.org/>

We are engaging with parents, carers, staff, trade unions, governors, students and the wider community on the proposals to join Anglian Learning.

The engagement period will run from 17 April 2024 to 24 May 2024. Please register your thoughts, comments and questions using this email address:

SVETengage@stourvalley.org

The questions and the responses will be collated and shared with all stakeholders after the 24 May.

We will be arranging an information session for parents, carers and the community to explain what joining Anglian Learning will bring to Clare Community Primary School and Stour Valley Community School. The session will be an opportunity to ask questions about joining Anglian Learning and how this will affect the schools and your child(ren). Representatives from Anglian Learning, governors and members of the school leadership teams will be available to talk to you and you will also be able to register your comments, queries and any thoughts on opportunities or concerns. Details of the date and time of this meeting will follow. It will be after the end of the engagement period, so after the 24th May.

We look forward to speaking with you soon and to receiving your comments.

Yours faithfully

Rachel Kelly
CEO of SVET and
Headteacher SVCS

Loma Stranger
Headteacher CCPS

Keith Haisman
Chair of Trustees



Stour Valley Educational Trust Limited - Registration No 7226557



Stour Valley Educational Trust Limited - Registration No 7226557



Appendix 2b Invite email and flyer to staff

Email of 28 March

I am writing in my capacity as CEO of Stour Valley Educational Trust to invite you all to a SVET staff meeting about the future of our Academy Trust. I have thought long and hard about my first communication with you all on the matter, and concluded that sending this email before the Easter holiday gives everyone plenty of notice about when the meeting is to be held, to enable everyone to have the opportunity to attend. I am keen to have a face-to-face meeting to go into more detail and there will be further information after that meeting.

Date and Time of meeting: Tuesday 16th April at 3:45 pm

Venue: School Hall at Stour Valley Community School.

After much deliberation and consideration over the past three years, the Trust Board took the decision to look at other local trusts in the area with a view to being able to potentially join. We wanted to see whether there is a trust that would be a good fit with the community culture and ethos of the two schools in SVET. Both our schools are in a strong position and we will be entering into this process with plenty to offer as well as looking to benefit from being a part of a larger, collaborative group of schools who can be proactive in addressing school improvement needs.

SVET has reached its current stage of development through fairly organic means with a great deal of relational investment; it is important that both schools are in a trust that has the right foundations, values, culture, structures, systems and resources moving forward. We are confident that we have found a suitable trust and after Easter we will begin engaging with all key stakeholders and embarking on a process of due diligence with a view to CCPS and SVCS joining a successful and larger Multi Academy Trust.

The CEO of the proposed trust will be presenting at the meeting on 16th April. They will share the vision and values of their multi academy trust and what it will mean to be a part of their trust. It is natural that staff will have questions about this and there will be an opportunity to discuss these at the meeting after the

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4 June 2024

presentation. Additionally, if you want to ask questions in advance of the meeting, then we have set up an email address for this: SVETengage@stourvalley.org

I acknowledge that you might be surprised by this development and find it unsettling, I would like to reassure you that we are embarking on this process because I (and the trustees) think it is the best way to secure the sustainability and continued success of our schools.

Rachel Kelly
Stour Valley Educational Trust



Stour Valley Educational Trust



**STAFF
ENGAGEMENT EVENT**

23 MAY 2024 | **3.45 PM** | **SCHOOL HALL,
STOUR VALLEY
COMMUNITY SCHOOL**

Stour Valley Educational Trust (SVET) invites you to this staff event. This is an opportunity for you to learn more about the possibility of SVET schools joining Anglian Learning and to meet with their leaders.

[Click here to register or visit:
https://forms.office.com/e/VeXjU3mbcW](https://forms.office.com/e/VeXjU3mbcW)



Stour Valley Educational Trust



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23 MAY 2024 | **3.45 PM** | **SCHOOL HALL,
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[Click here to register or visit:
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Appendix 2c Invite email to Trade Unions

An email was circulated to Trade Unions on 14 May 2024 with the community engagement event invitation attached.

Appendix 3 Equality Impact Assessment

The short-term impact of change is staff moving to a new employer. Whilst their terms and conditions will be protected through the TUPE transfer regulations, this is a significant change to the individual. We will mitigate the impact through formal joint staff consultations, further 1-2-1s where necessary and any reasonable adjustments required, along with addressing concerns during continuing discussions throughout the transition period. Given that the TUPE process is a consistent, legally binding framework, the likelihood of any Stour Valley Educational Trust (SVET) staff being unfairly treated within this context is remote.

All policies that the individuals will likely move to under Anglian Learning have been equality impact assessed. Through assessment of the due diligence and in time the Employer Liability Information (ELI) will allow us to be aware of any impact with suitable adjustments put in place where appropriate. Although SVET does not currently collect workforce equality data Anglian Learning will start to collect this post-transfer and will continue to monitor any potential impact.

Appendix 4a All Stakeholders Presentation



Stour Valley Educational Trust:
Proposal to Join Anglian Learning
Community Engagement Event
Thursday 23 May 2024



Anglian Learning

- A School Trust with 10 primary schools and 6 secondary schools
- Nursery to post-16
- Three counties – South / East Cambridgeshire, North Essex and West Suffolk
- 8,000 pupils
- 1,200 staff
- Anglian Leisure
- Adult learning



Aspiration

Community

Empowerment

Inclusivity

anglianlearning.org
01223 340340

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Our Academies

Primary

Secondary

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Our Members and Trustees

Members

Trustees

	Gareth Davies		Jonathan Culpin CEO		Claire Lawton
	Albena Madej		Helen Pain Chair of Trustees		Ken Murphy Chair of Finance, Estates and Operations Committee
	Martyn Postle		Pauline Ball Vice Chair of Trustees		Alasdair Pitt
	Christopher Walkinshaw		David Lamkin		Matthew Blake
			Carin Taylor		

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Introduction to Jonathan Culpin Chief Executive Officer

Jonathan has been the Chief Executive Officer of Anglian Learning for the past 5 years and is passionate about educational experiences for all pupils, their families, and their communities. As CEO, Jonathan strategically leads by our Core Purpose and Core Principles to ensure that Anglian Learning makes a difference in the experiences and outcomes of our children, young people and other learners.

Jonathan's teaching career began in 1991 and he progressed through numerous teaching and leadership roles before becoming Principal of Sawston Village College in 2010.

Jonathan is recognised as a National Leader of Education, chairs or is a member of many education boards across the region and is Chair of the Cambs CEO Forum.



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An introduction to Duncan Cooper, Deputy CEO and Director of Secondary Education

Duncan has been the Deputy CEO and Director of Secondary Education for the past 8 years and has a strong focus on improving standards of education. He actively encourages school to school support work.

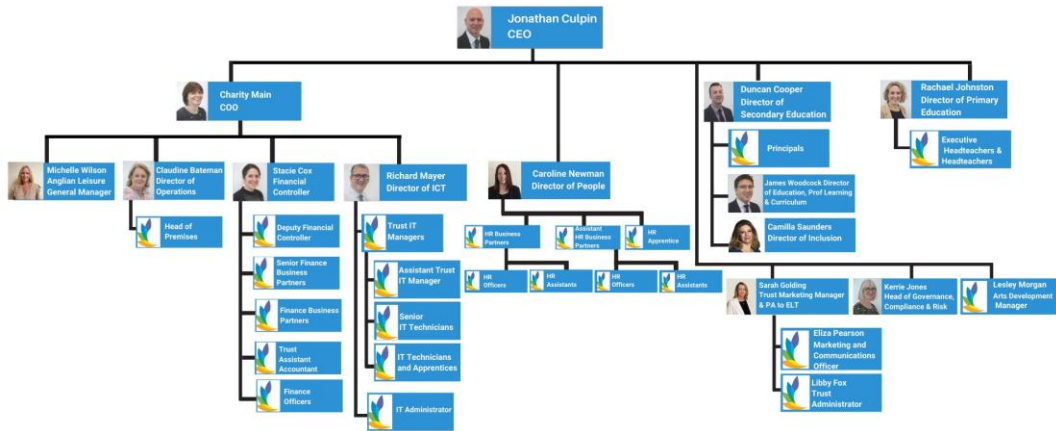
Duncan believes that education is most successful when the school, pupils and their parents form a strong partnership.

He has been Chair of an IEB for a primary school in Suffolk and is a Parent Governor for another primary school within the county.

Prior to being a Director of Anglian Learning, Duncan was Principal of Bassingbourn Village College.



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An introduction to Rachael Johnston, Director of Primary Education

Rachael began her teaching career at a large infant school in Cambridgeshire. She was able to further pursue her interest in child development and special educational needs when she took on the position of SENCo, a role she held for over the 11 years.

Having joined Bottisham Community Primary School in 2009, she became Headteacher in 2016 and was fortunate to lead the school to join Anglian Learning in 2018 as a member of the Trust's first primary hub.

With her vast experience in education, Rachael became Director of Primary Education in September 2023. She has strategically led her ten primary schools with understanding and inspiration to create an inclusive environment where children thrive.



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Our Core Vision



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Dynamic, empowered learners who thrive and lead in their communities: locally, nationally and globally.



Our Core Purpose

Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

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Core Principles: how we work together



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Core Principles: what they mean for leaders



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Purpose, Values and Principles in Action



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- Premises and Capital Projects
- Catering and cleaning
- ICT
- Critical incident, media and legal support
- Developing people

What is the impact upon staff?



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- Alignment with Anglian Learning policies, pay and conditions (*where TUPE does not apply*)
- Engagement in Trust-wide strategic group and improvement network meetings
- Opportunities to work across Anglian Learning
- Systems and processes may have to change – finance software, payroll provider etc.
- Expectation of developing the professionalism of school staff, based on local context and need rather than a one size fits all approach, and where that professional knowledge and skill represents the best practice

What is the impact upon pupils and parents?

- Better facilities for learning
- Retention and recruitment of staff
- Cross-Trust opportunities: art; sport; music; climate change conference
- Restorative, therapeutic approach to behaviour...with clear expectations
- No change to school name, uniform and identity – as a direct result of the involvement of Anglian Learning
- School at the heart of the community, and the community at the heart of the school



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What does Anglian Learning gain?



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- Expertise and knowledge from the staff at Stour Valley Educational Trust
- Greater capacity in leadership
- Support for other schools within Anglian Learning
- Building further links and opportunities in West Suffolk

What does it mean for governance?

- Trust Board
- Local Governing Body responsible for oversight of 4Ss: standards; SEND; safeguarding and stakeholders
- Parent governors
- Staff governors



Anglian Leisure



Anglian Leisure is the brand of Anglian Learning's sport, fitness and leisure centres. The brand unites facilities across Anglian Learning bringing these five individual centres run by the Trust together: Anglian Leisure Bottisham, Anglian Leisure Linton, Anglian Leisure Netherhall, Anglian Leisure Sawston, and Anglian Leisure Joyce Frankland.

The health and well-being of our local communities is a priority of Anglian Leisure and our vision is to ensure that a variety of recreation and leisure opportunities are accessible and inclusive to a wide range of people.



MAT Partnership Network Event



MAT Partnership Network Event

Our Director of IT attended the MAT Partnership Network Digital event at the Doubletree Hilton near the Tower of London.

Our Director of IT attended the MAT Partnership Network Digital event at the Doubletree Hilton near the Tower of London yesterday. On the agenda were topics around Digital Strategy and Transformation, Artificial Intelligence, Pedtech (pedagogically driven EdTech decisions), and Cyber Security, during which Richard Mayer took part in a panel discussion.

LATEST NEWS FROM ANGLIAN LEARNING

Trust Leadership Group Conference May 2024



Trust Leaders meet to discuss Communications and Collaboration

Leaders of Anglian Learning and guest speakers met at The Nucleus for the penultimate conference of this academic year. The...

Leaders of Anglian Learning and guest speakers met at the penultimate conference of this academic year to discuss Communications and Collaboration.

The focus was in three parts:

- How we respond to critical incidents
- What we are learning from Creativity Collaboratives
- Our sense of belonging and growth

LATEST NEWS FROM ANGLIAN LEARNING

Transforming Lives Through Inspirational Learning



Part one: Transforming Lives Through Inspirational Learning

Part one: Meet Kerry Darby Kerry Darby, Headteacher of The Pines Primary School has shared with us her approach to...

Kerry Darby, Headteacher of The Pines Primary School has shared her approach to creating an inspirational curriculum for her five-year-old school, the challenges and opportunities that arose when dealing with a unique catchment area, and stand-out moments since becoming headteacher.

LATEST NEWS FROM ANGLIAN LEARNING

DofE Gold Award Celebration at Buckingham Palace



DofE Gold Award Celebration at Buckingham Palace

Julian Fox, Duke of Edinburgh lead at The Netherhall School received an invitation to be part of the Gold Award celebration at Buckingham Palace on 10 May in recognition of his efforts in establishing the Duke of Edinburgh Award programme at The Netherhall School.

Some highlights of the visit were the opportunity to hear inspirational talks by His Royal Highness, The Duke of Edinburgh, Heather Fisher, an Olympic rugby player, and Billy Monger, a racing driver. Their continued support of the Duke of Edinburgh Award program was evident in how they spoke about its impact on the lives of young people.

LATEST NEWS FROM ANGLIAN LEARNING

Recent Ofsted Report for The Netherall School



Pupils at The Netherhall School learn how to lead happy, successful, and fulfilling lives according to their Ofsted report

The school in Cambridge maintained its 'Good' rating in a glowing Ofsted report where it was praised for its "innovative programmes of study" and "effective" vocational focus.

LATEST NEWS FROM ANGLIAN LEARNING

aspiration community empowerment inclusivity



Proposal for the schools of Stour Valley Educational Trust

**Stour Valley Community School
Clare Community Primary School
To Join**

Anglian Learning

**Stakeholder Briefing Document
23 May 2024**

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1. What is the proposal?

The directors of Stour Valley Educational Trust (SVET) are proposing that their two member schools join Anglian Learning, a local multi academy trust (MAT). This means that the two schools would become part of Anglian Learning in early 2025. At this point, Anglian Learning would become accountable and responsible for the two SVET schools, including their performance, standards and pupil outcomes. The schools' staff would become employees of Anglian Learning.

The existing SVET multi academy trust would be wound up and SVET directors would cease to be responsible for the Trust or its schools. The existing Local Governing Bodies of both SVET schools would continue with delegated authority in line with Anglian Learning's Scheme of Delegation. They would support school leadership and in particular in relation to the 4Ss – safeguarding, SEND, standards and stakeholder engagement.

2. Why and how have SVET trustees arrived at this proposal?

2.1. The factors considered by SVET trustees

As part of their responsibility to develop a clear strategic direction for Stour Valley Education Trust, the trustees of SVET have continually considered how the trust can best support its member schools to provide the highest quality of education. They have also considered the opportunities and challenges of the local and national educational landscape and government policy for schools and academies. In the trustees' view, each of the SVET member schools is either performing well or making good progress towards doing so and partnership working between the two schools is developing.

However, the SVET trustees are fiercely ambitious that each school should offer the very best quality of education enabling each pupil to fulfil their full educational potential. This ambition is becoming harder to achieve in an increasingly challenging educational landscape of tightening budgets, greater scrutiny of school performance and pupil outcomes and the need to meet the wider needs of children and young people. SVET's current size and limited central infrastructure has made it challenging for the trust to offer the kind of leadership support that is desired.

2.2. The trustees of SVET investigation of options

After much deliberation and consideration over the past three years, SVET's Trust Board decided to look at other local trusts in the area to potentially join. They wanted to see whether there was a trust that would be a good fit with the community culture and ethos of both schools. SVET has reached its current stage of development through fairly organic means with a great deal of relational investment; it is important that both schools are in a trust that has the right foundations, values, culture, structures, systems and resources moving forward.

2.3. The choice of Anglian Learning

SVET trustees chose Anglian Learning for the following key reasons:

- a. There is an alignment of values and aims between SVET and Anglian Learning. Each SVET member school has its own ethos and identity, playing an important

role at the heart of the community each serves. Similarly, Anglian Learning embraces and encourages the uniqueness of each of its member schools.

- b. Anglian Learning has an established primary school hub where the impact of school-to-school collaboration and trust leadership has already had very positive outcomes.
- c. Anglian Learning has six strong secondary schools that work closely together to develop best practice in teaching, learning and curriculum, and coordinate resources and expertise across the schools, enhancing their quality of provision.
- d. Anglian Learning schools are all within close proximity of SVET member schools, although no school is within the same or neighbouring catchment, therefore, there remains a choice in the local area for pupils and parents and conditions for effective collaboration.
- e. Anglian Learning has a supportive and experienced central team in a range of areas to help advise and support SVET member schools, where needed and where appropriate.

Since last year SVET has been carrying out further due diligence into Anglian Learning while Anglian Learning has conducted its own due diligence into SVET member schools. An application will be submitted to the DfE this term, with a decision expected before the summer break.

3. How will joining Anglian Learning benefit SVET schools?

SVET trustees and their CEO firmly believe that joining Anglian Learning will benefit each of the two member schools. First and foremost, each school will be able to retain its particular ethos, values and culture, like every other school within Anglian Learning.

The schools will be able to develop stronger leadership and teaching staff because they can share expertise and best practice with a wider pool of colleagues, access better professional development and draw upon greater resources. For pupils, this will result in enhanced teaching and learning and a strengthened curriculum experience, giving children and young people the very best opportunity to achieve the optimum educational outcomes.

Governors and senior leaders will have more time to focus on what happens in their own schools. The schools will be able to run more efficiently by accessing services and resources managed and commissioned across an organisation larger than SVET, making it financially stronger and more operationally robust. Further benefits can be broken down by different groups within the school community.

Benefits of SVET joining Anglian Learning			
Pupils	Staff & Leadership	Leaders & Governors	School
Enhanced <ul style="list-style-type: none"> • Teaching and learning • Curriculum • Provision for SEND and vulnerable pupils 	Better <ul style="list-style-type: none"> • Professional development • Coaching & mentoring • Subject / dept. expertise 	Greater <ul style="list-style-type: none"> • Leadership support & challenge • Leadership training • Governor training • Governor support 	Effective and efficient <ul style="list-style-type: none"> • Central services • Procurement and commissioning • Resource sharing • Policy management

<ul style="list-style-type: none"> • Extra-curricular opportunities • Access to resources • Pastoral support provision 	<ul style="list-style-type: none"> • Academic planning • Resource sharing • Peer-to-peer network • Career opportunities 	<ul style="list-style-type: none"> • Operational management support • Sharing of practice • Focus on the school 	<ul style="list-style-type: none"> • Systems & procedures
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4. Who is Anglian Learning?

Anglian Learning is a highly successful multi academy trust (MAT) in East Anglia comprising of six secondary schools and ten primary schools. The Trust will also operate the new primary school (Deneia Primary Academy) planned for Waterbeach. Anglian Learning is responsible for more than 8,000 pupils, 1,000 staff and in excess of £50m of funding.

Our members share the firm belief that successful learning communities are underpinned by ambitious vision, trust and strong inspirational leadership at all levels of the organisation. Anglian Learning ensures the best possible educational outcomes and experiences for all our pupils, their families and their communities through self-sustaining, innovative and outward-facing schools that are able to support and challenge each other to achieve excellence. We believe that education can play a transformational role in the lives of children and the success and wellbeing of our wider society. Further information about Anglian Learning can be found at www.anglianlearning.org

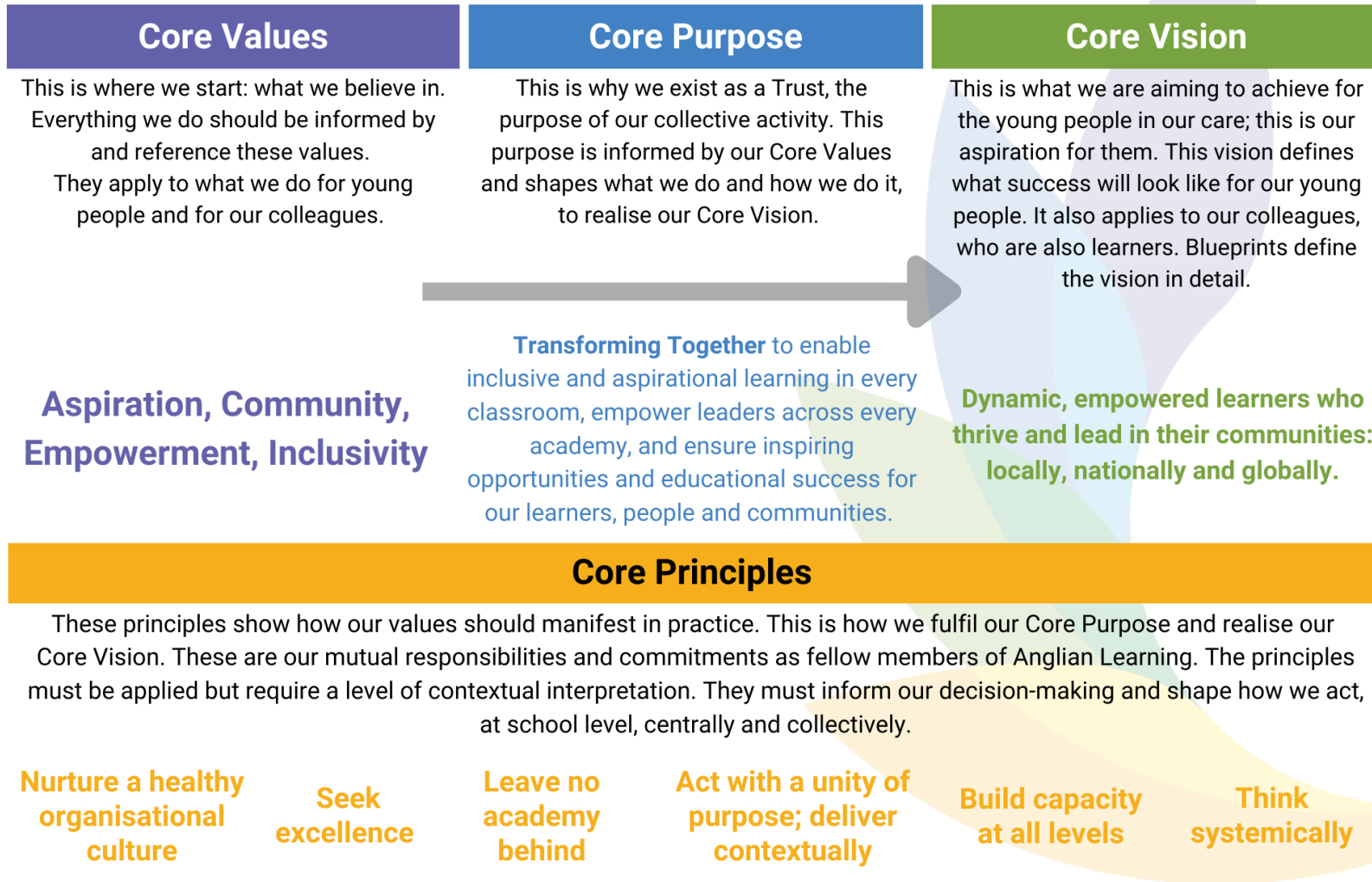
4.1. Anglian Learning schools

Name	Phase	School Years and age range	No. of pupils (Autumn 2023)	Location
Bassingbourn Village College	Secondary	Year 7-11, age 11-16	671	Bassingbourn
Bottisham Primary School	Primary	Nursery – Year 6, age 3-11	292	Bottisham
Bottisham Village College	Secondary	Year 7-11, age 11-16	1,462	Bottisham
Fen Ditton Community Primary School	Primary	Reception – Year 6, age 4-11	146	Fen Ditton
Howard Community Academy	Primary	Nursery – Year 6, age 3 – 11	183	Bury St Edmunds
The Icknield Primary School	Primary	Reception – Year 6, age 4 – 11	201	Sawston
Joyce Frankland Academy, Newport	Secondary	Year 7-13, age 11-18	1,016	Newport, Essex
Linton Heights Junior School	Junior	Years 3 -6	246	Linton
Linton Village College	Secondary	Year 7 – 11, age 11-16	835	Linton
Marleigh Primary Academy	Primary	Nursery – Year 6, age 3 – 11	94	Cambridge
The Meadow Primary School	Primary	Reception – Year 6, age 4 – 11	211	Balsham
The Netherhall School and The Oakes College	Secondary	Year 7-13, age 11-18	1,231	Cambridge

Name	Phase	School Years and age range	No. of pupils (Autumn 2023)	Location
The Pines Primary School	Primary	Nursery – Year 6, age 3 – 11	239	Red Lodge
Sawston Village College	Secondary	Year 7-11, age 11-16	1,161	Sawston
Stapleford Community Primary School	Primary	Nursery – Year 6, age 3-11	211	Stapleford
Wimbish Primary Academy	Primary	Reception – Year 6, age 4 – 11	48	Wimbish

4.2. Our Anglian Learning DNA

OUR DNA



Our four core values guide our work to achieve our vision:



Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be.

Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.

Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively.

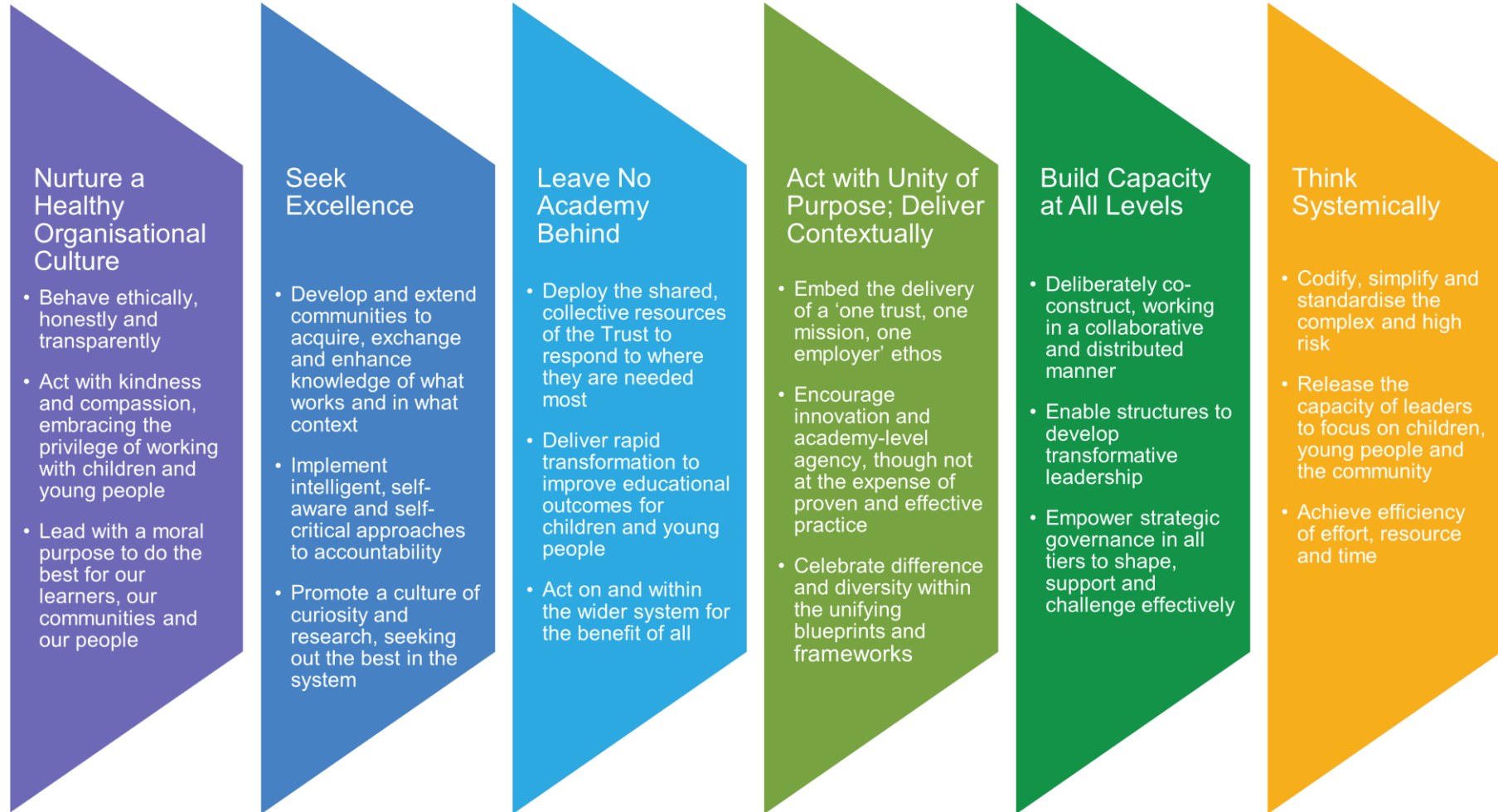
Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.

Our Core Purpose:

Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our Core Principles



Our core Vision of Anglian Learning is to enable:

Dynamic, empowered learners who thrive and lead in their communities: locally, nationally and globally.

5. How will SVET schools be governed, led and managed in the future?

5.1. Governance

Anglian Learning has a governance structure based on the Department for Education (DfE) model for multi-academy trusts. Like SVET there is a Board of Trustees, which is accountable to the DfE for:

- Ensuring clarity of vision, ethos and strategic direction,
- Holding executive leaders to account for the educational and wider performance of the organisation and its pupils, and the effective and efficient performance management of staff; and
- Overseeing the financial performance of the organisation and making sure its money is well spent.

Trustees are chosen for their individual and combined skills and expertise across education, school standards, pupil support and safeguarding, finance, HR, strategy, compliance and asset management. A list of current trustees can be found on the Anglian Learning website <https://anglianlearning.org/about-us/#membersandtrustees>.

Each school remains subject to individual Ofsted inspection. Each SVET school would retain its Local Governing Body, with representation for parents, staff and the wider school community.

Local Governing Bodies play an important and vital part in setting the vision and ethos of the academy; reflecting and shaping the views of key stakeholders; maintaining an important democratic link with local communities; agreeing the improvement strategy and supporting and challenging academy leaders to deliver excellent outcomes. The Scheme of Delegation enables a high degree of local oversight by governors, where academies are performing well which is seen as a strength of the Trust.

The chair of governors would be part of an Anglian Learning governance forum that helps shape the strategic direction of the Trust, as well as acting as a consultative group for policy and practice across Anglian Learning.

5.2. Leadership

Anglian Learning's Chief Executive Officer, Jonathan Culpin, is accountable to the trustees for the multi academy trust's effective and efficient management and operation ensuring value for money and probity with public finances. The CEO is supported by a Deputy CEO and Director of Secondary Education, Duncan Cooper, a Director of Primary Education, Rachael Johnston, a Director of Inclusion, Camilla Saunders and a Director of Education: Professional Learning and Curriculum, James Woodcock. Additionally, there are qualified leaders in curriculum, finance, human resources, ICT, and operations. Each academy has a headteacher who is a member of the trust leadership group, led by the CEO.

5.3. Finance

Schools that are members of Anglian Learning currently contribute to the costs of central services via a 5% central charge. The Trust's finances are subject to close scrutiny by the DfE's Education and Skills Funding Agency and independently audited accounts are published.

5.4. School name, identity and admissions

There is no proposal to change school names or identities. Each school retains control of their uniform under Anglian Learning's uniform framework but must take steps to support affordability for families in line with Department for Education guidance.

Anglian Learning is the Admission Authority for its academies. It operates a fully comprehensive, non-selective admissions policy open to learners of all abilities, all religious faiths and those of no faith in accordance with the School Admissions Code. Each academy is required to publish its admissions arrangements as set down in the Trust Admissions Policy and publish this on the academy's website. Anglian Learning employs the services of an independent consultant to provide advice and guidance to schools on all matters relating to admissions.

5.5. School land and buildings

The long-leasehold interests in the SVET buildings and sites will transfer to Anglian Learning. The freehold of the sites will continue to be owned by the Local Authority and not by Anglian Learning.

As a large trust, Anglian Learning receives capital funding, known as School Condition Allocation, directly each year, rather than having to bid for specific project-based Condition Improvement Funding. This funding is allocated across the Trust on the basis of need, with a sum kept as a contingency to support urgent works such as boiler failures.

6. How will pupils be affected?

In many ways, pupils will not notice any immediate change should their school join Anglian Learning. Pupils will continue to be taught by the same teachers in the same classrooms. Over time, pupils may notice changes in the way they learn and be able to access a wider range of opportunities, as they benefit from Trust-wide initiatives to enhance teaching, learning, the curriculum and their school environments.

7. How will employees be affected?

If the plan goes ahead, employees will go through a transfer of employment process under the TUPE Regulations. TUPE is an abbreviation for the Transfer of Undertakings (Protection of Employment Regulations 2006). It is the law that governs and provides protection to employees when their employer changes following the transfer of an undertaking. TUPE preserves the contractual terms and conditions of employees who transfer to the new employer e.g. continuity of service and hours of work. Formal consultation would take place in the Autumn term ahead of the transfer date on the proposed TUPE measures that Anglian Learning would be looking to make. An example of a "measure" would be the change to the pay date to be in line with Anglian Learning's pay date. The expectation would be for all employees to continue working in their current school under their current contract of employment, some ways of working

or responsibilities may be altered but if required these would be clearly detailed in the proposed measures letter and discussed during the consultation process. Employees would also have access to Anglian Learning benefits and professional development opportunities post transfer.

3. Engaging with stakeholders

Following staff and governor meetings held on 16 April 2024, SVET and Anglian Learning are holding a community stakeholder meeting for all staff, governors, parents and carers, and members of the local community as follows:

School	Meeting date and times
Stour Valley Community School	23 May from 3.45 pm to 4.15 pm for SVET Staff
	23 May from 4.15 pm to 5.15 pm for the wider community

This will be an informal gathering for those attending to find out more about Anglian Learning from their central leadership team. SVET governors, trustees and members of the school leadership teams will also be attending. The session will be an opportunity to explain what joining Anglian Learning will bring to Clare Community Primary School and Stour Valley Community School. There will be an opportunity to register comments, queries and any thoughts on opportunities or concerns.

Appendix 6 Feedback and Questions Received from Consultation Meetings

Across all meetings, feedback has been positive. The following questions were asked prior to and at the Community Engagement event on 23 May 2024.

1. How does Anglian Learning enable collaboration?

Subject improvement networks have been formed to build communities of subject leaders. The subject improvement network shapes and develops practice, with discretion to lead in school as appropriate for the individual school.

2. What career development and professional development is offered at Anglian Learning?

Numerous training options are available, including John Kane from KanEvolve leading leadership development and middle leadership training. Anglian Learning has an online training resource. Additionally, secondments and progression are available. Pro-active encouragement and identification as well as personal support and advice is encouraged.

3. Does Anglian Learning use Google Classroom?

Yes, this is supported for teaching and learning.

4. How is HR structured within Anglian Learning?

All schools have a member of staff with HR responsibilities and there is a central HR team.

5. What is Anglian Learning's policy on sustainability? What plans are there for introducing solar at both Clare Community Primary School and Stour Valley Community School? Are there any other sustainability initiatives that may be implemented on the sites e.g. effective recycling, waste reduction etc?

The Trust has an energy strategy as well as an Asset Management Plan, CDC reports and maintenance care. All include a focus on sustainability.

Anglian Learning is committed to supporting and continuing the Trust Energy strategy which outlines key areas of focus working alongside our five-year Asset Management Plan which we review as part of our Estates Strategy. The Trust has a moral obligation to make improvements in energy efficiency and drive reductions in carbon emissions where possible. Change is possible through focussed activity in the following four key areas Energy procurement, Consumption, Generation and Behavioural Change.

Last year, as part of our Asset Management Plan we installed PV across 13 of our academies, with a further two installations planned this year. Other sustainability initiatives that we have undertaken include waste collection with separation of recycling and food waste, working with EnergySparks to monitor and reduce energy use, and installation of monitors on distribution boards to provide data on where and when usage takes place. LED lighting, PV, cavity wall and pipe insulation have been identified as part of this year's projects.

6. Are there any plans to include specific education for teachers and increased focus for pupils on sustainability-related topics? With the transition to a Net Zero future and expanding 'green' jobs, it would benefit children to be exposed to and educated more roundly on this topic, and for staff to integrate sustainability considerations into their everyday roles.

Anglian Learning sets out broad parameters for the curriculum through The Curriculum Blueprint. The central team alongside school leaders work towards fulfilling this aspirational vision. All our school leaders with their Local Governing Bodies have the responsibility to ensure the curriculum meets the needs of their learners and reflects the local context.

Anglian learning provides opportunities for subject leaders to share best practice and develop the curriculum. Senior leaders also have the opportunity to systematically visit the other secondary schools in the Trust to help explore and develop the curriculum. Anglian Learning is keen to promote sustainability through a number of different approaches and for the curriculum to reflect the changing world.

7. Does Anglian Learning apply for CIF bids?

No, Anglian Learning applies for SCA funding. Members of the central leadership team review priorities across Anglian Learning and decide on priorities of how the funding is allocated. This is managed through the Asset Management Plan and CDC.

8. How will finances be overseen for ordering limits?

As per the Trust Financial Regulations.

9. Is reporting for finance separate per school or does the financial controller consolidate?

IMP for schools is used by Anglian Learning. All schools have access to their own information and the central team has access to all schools' details. Trust Board reports are produced directly from IMP.

10. How are Anglian Learning's finances looking?

Funding is tight for the education sector as a whole. Although the uniqueness of each multi-academy trust makes direct comparison difficult, Anglian Learning is financially healthy with appropriate financial reserves.

11. How will Anglian Learning continue to support improved academic outcomes at the schools, particularly in STEM subjects?

In addition to the response to question 6, the central team has a clear Academy Improvement Strategy which helps to focus our work on the continued development and improvement of our schools. The strategy is underpinned by the aim to develop purposeful networks which share and develop practice across Anglian Learning.

The central team has high levels of expertise across both our professional services teams and our education team. The leaders are deployed to help develop our schools further through Academy Improvement Visits, audits, blueprint enquires and bespoke support work. The team also supports Local Governing Bodies and trustees to be able to fulfil their responsibilities.

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