



Statutory Public Consultation

**Delius Special School Academy Conversion
&
admission to Southfield Grange Trust
to develop an inclusive Special Educational Needs
and Disability (SEND) Trust**



This consultation will begin on

Monday 11th September 2017

And finish on

Friday 6th October 2017 at 12 noon

Contents

| | |
|---|---|
| 1. Introduction | 3 |
| 2. Background | 3 |
| 3. Consultation..... | 3 |
| 4. What are Academies and Multi Academy Trusts? | 4 |
| 5. Why has Delius decided to become an academy?..... | 4 |
| 5.1. Why now? | 5 |
| 6. Why join Southfield Grange Trust and develop SEND Trust?..... | 5 |
| 7. Why consult? | 6 |
| 8. Timeline for the consultation process | 6 |
| 9. How to respond | 7 |
| 10. Frequently Asked Questions and Answers | 7 |

1. Introduction

The Governing Board of Delius Special School has decided that in the best interests of the school and the education and welfare of its pupils, Delius should become an academy and join a Multi Academy Trust. Delius has now received the Order to convert to an academy. The DfE has set a conversion date of 1st December 2017.

2. Background

In June 2016, Delius' application to convert to academy status and to join Southfield Grange Trust (SGT) was paused by Delius Governors following the placing of Grange Technology College in Special Measures following its Ofsted inspection. Since then, Grange Technology College has had three positive Inspection Reports, in November 2016, March 2017 and in the Summer term 2017 as the Trust has worked very effectively to improve standards at the College by working with other educational mainstream partners.

At the same time, Southfield and Delius have been working together to support Bradford Local Authority in its Special Educational Needs and Disabilities (SEND) Review and with the Department for Education (DfE) and the Regional Schools Commissioner (RSC) to secure and agree the way forward in relation to Delius' conversion to academy status. In December 2016 and January 2017 Delius' Governors reviewed the options for Academisation and resolved again to apply to the Southfield Grange Trust. Our new application was made in early April 2017.

Southfield Grange Trust will build on the strong reputation of both Southfield and Delius schools, and their effective partnership and develop its capacity for supporting Bradford's 'Local Offer' of 'world class' specialist and inclusive educational provision for children with SEND by admitting Delius and inviting other special schools, initially from the Bradford District Area Partnership (DAP) of schools, to convert to academies and join the trust.

3. Consultation

This document provides details of the proposal for the conversion of Delius Special School to an academy by 1st December 2017 and aims to answer frequently asked questions on what becoming an academy will mean to you and your children, the school community and other interested people.

If you have further specific questions, comments or concerns please

- contact either Sally Birkbeck, Chair of Governors or Sally Joy, head teacher at school by phone 01274 666472 or email: sally.birkbeck@deliusspecialschool.co.uk sally.joy@deliusspecialschool.co.uk.
- attend one of the consultation meetings at Delius School
- and/or complete the questionnaire

All information is also available on our Website <http://www.deliusspecialschool.co.uk> under About Us/Academy Information, or can be collected at Reception at Delius School. It will also be available on the Bradford Schools Online website (BSO).

4. What are Academies and Multi Academy Trusts?

Answer:

Academies are a publicly funded independent school i.e. they provide free education. They operate outside local authority (LA) or council control. They have fewer controls imposed upon them in comparison to LA maintained schools. They have more freedom to design their own curriculum and other ways of working (within the law). They are inspected by Ofsted.

4.1. What is a Multi Academy Trust?

Answer:

- A Multi Academy Trust (or “MAT”) is a collection of one or more schools which have become academies.
- The MAT receives funding directly from the government and is not part of the local authority.
- A MAT is a group of schools governed through a single set of members and directors and form part of one company.
- A MAT is a structural solution designed for schools to commit to working together.
- The academies within a MAT support each other and other schools and are expected to deliver school improvement across these settings.

Please see the link to House of Commons briefing paper:

<http://deliusspecialschool.co.uk/about/academy-consultation/>

5. Why has Delius decided to become an academy?

Answer:

The Governing Body has considered the advantages and disadvantages of becoming an academy and joining a MAT or staying as we are. Academies give education professionals a greater scope to innovate and raise standards for pupils, although remaining clearly accountable for the outcomes they deliver. There have been significant changes in the education sector: school funding has been cut and more cuts will take place in the future. Changes at the local authority mean that it provides less support to schools. The government is keen that schools become academies, and this remains voluntary for Good or Outstanding schools. The Governors believe that joining a MAT will help Delius to continue to provide the best education possible to our pupils and to offer support to children with special educational needs who attend other schools.

5.1. Why now?

Answer:

Delius remains a “Good” school so we can choose when to become an academy and which MAT to join. If we wait too long, we may have less choice about which MAT to join.

Governors have considered various options, but are keen to join a MAT which:

- Shares our ethos and moral purpose
- Strengthens inclusive practice and support for families
- Strengthens and broadens our curriculum opportunities
- Protects our governance so the ‘Local Governing Body’ at Delius will continue to have decision-making powers
- Gives our Governors representation on the Board of Trustees
- Plans to grow to include local special, mainstream, nursery, primary and secondary partners, with a strong SEND and inclusive focus
- Fosters school to school support and improvement
- Embraces the local community
- Results in minimum changes to Delius’s strong offer and adds security, support and challenge to improve further
- Offers opportunities for stronger staff career development and expertise
- Retains the current staff conditions of service
- Maintains financial and education standards in a time of austerity
- Has the support of the Department of Education and the Local Authority, who support the SEND and inclusive ethos and offer
- Allows us to maximise our skills and expertise in special educational needs for the benefit of all Bradford children, and beyond

6. Why join Southfield Grange Trust and develop the SEND Trust?

Answer:

The Governing body have considered other MATs. However, Southfield Grange Trust’s future plans meet all our requirements set out above, very well and offers more. Delius will also benefit from the experience, skills, knowledge and influence of their Board of Trustees and particularly their Chief Executive, a very successful special school Headteacher and leader. The Board is particularly focused on the special educational needs of all Bradford’s children and young people and so shares our vision. Together we will provide strong school to school improvement, by supporting best practice and challenging under performance across the Bradford district. Delius and Southfield have a strong, well established working partnership which benefits the pupils of both schools and Southfield is as our main feeder school.

For further information please visit their website at www.southfieldgrange.org.uk.

7. Why consult?

Answer:

Because your views are important to us.

We are keen to answer any questions, listen to comments and concerns. This document outlines the key questions Delius School wishes people to consider, and the process by which you can respond.

Section 5 of the Academies Act 2010 requires all schools to carry out a formal consultation.

8. Timeline for the consultation process

The consultation process is from

Monday 11th September 2017 to Friday 6th October 2017 at 12 noon

All events and activities are designed to inform and consult with range of stakeholders and to answer any questions and concerns. They provide information about Delius' reasons for converting to an academy and joining Southfield Grange Trust to develop the SEND Trust.

| Date & Venue | Event/activity | Who is it for |
|---|---|---|
| 11/09/2017 – 06/10/2017 Via Delius School website, Bradford Schools on line, school office, on request and copy sent to families/carers and staff and Governors. | Statutory Public Consultation Document including frequently asked questions and answers Questionnaire Queries and questions via email, letter, phone call to Head teacher, Sally Joy and Chair of Governors, Sally Birkbeck | Parents and carers Staff Governors Other interested stakeholders |
| Wednesday 13/09/2017 3.15pm – 4pm Delius School Hall | Formal Consultation event including question & answer session | Staff and unions |
| Monday 18/09/2017 11.45am – 1.15pm Delius training room | Drop in for staff with Governors if they have any queries or concerns (Lunch provided). | Staff to meet with Governors (NO SLT) |
| Wednesday 20/09/2017 3.15pm – 4pm Delius School Hall - private offices will be available | Drop in for staff to meet with unions if they have any queries or concerns | Staff to meet with Unions (NO SLT) |
| Monday 25/09/2017 9.30am – 10.30am and 5.30pm -6.30pm Delius School Hall | Formal Consultation event including question & answer session | Parents and Carers, community, other professionals |

9. How to respond

Anyone wishing to take part in the consultation process can do so in a variety of ways :

- Read the Statutory Public Consultation Document, which includes Frequently asked Questions and Answers available at www.deliusspecialschool.co.uk under Academy Consultation
- Attend a public consultation meeting. There will be plenty of opportunities to ask questions. See table above for dates and times
- Read the questionnaire available at www.deliusspecialschool.co.uk under About Us : Academy Consultation, or from the school office.
- Questionnaires can be returned to school electronically to office@deliusspecialschool.co.uk or returned to the school Reception
- Questionnaires can also be completed online and returned through the school website under the About/Academy Consultation menu via the submit button.
- If you have further specific questions, comments or concerns , please contact either Sally Birkbeck , Chair of Governors or Sally Joy, head teacher at school by phone 01274 666472 or by letter or email:
sally.birkbeck@delisuspecialschool.co.uk
sally.joy@deliusspecialschool.co.uk

10. Frequently Asked Questions and Answers

Please see the link to House of Commons briefing paper:

<http://deliusspecialschool.co.uk/about/academy-consultation/>

Q. Will the pupils & families notice any difference?

A. No. Academisation will not change the staff in school.

We are not planning to change the length of day, term times or uniform. Of course, change will happen but this will be a result of changes that would happen regardless of the school joining the Trust and not because of it.

Q. Will the school name change?

A. There is no expectation that as a result of conversion the name will change. Delius is known as a good school with a great reputation. There may be minor

changes to logos and signage etc. so that our membership of the SEND Trust can be clearly identified.

Q. Will our children still be taught the same curriculum?

A. Governors and senior leaders at Delius will continue to determine the school curriculum and teaching plans, and will continue to consult with parents and carers about this. We do not plan to make any changes to the curriculum or the way we teach as part of joining the Trust. We will continue to share best practice, however this will develop over time.

Q. Will admissions change? Will it be more difficult to get a place at Delius?

A. No. An academy has to work with the Local Authority (LA) on admissions, as it does now. Delius and special school places across Bradford are very much in demand, so there is already a waiting list and a shortage of places. The two schools are working hard to support the LA to increase places for children with SEND.

Q. Do the head teacher and senior leaders support the conversion to an academy and join Southfield Grange Trust to develop an inclusive specialist SEND Trust?

A. Yes, very much. We worked together to support the Governing Body in making the most important decision Delius School has ever had to make, and looked at several good options, of which Southfield Grange Trust and their plans to develop the SEND Trust was the best. We are very happy and excited and feel this is the best way to secure a great future for Delius and its wider community.

Q. Why does Bradford need a new SEND MAT?

A. There is a 20% growth in demand across the country for places in specialist SEND schools and units, and in Bradford this increase has been felt for some years. Southfield and Delius schools are full and turn families away reluctantly, so the Local Authority has commissioned the Southfield Grange Trust to collaborate with Delius, their feeder primary to develop a Free School application for a new special school in south Bradford. It is proposed that these arrangements will form the base for the new Southfield Trust.

Q. Will Delius staff be sent to work in other schools in the Trust?

A. There is no suggestion that as a result of conversion and joining the Trust that staff will be expected to work at other schools.

Staff are protected by employment law and the Transfer of Undertakings (Employment Protection), TUPE. Southfield Grange Trust is committed to staff wellbeing, continued professional development and has very similar conditions of service as the LA & Delius. We actually think joining a MAT, and joining Southfield Grange Trust in particular, will help us keep and develop our good staff as they will

have more opportunities to develop their skills and work with other staff in the Trust. Staff are very excited that they can formally support the majority of Delius children who leave at age 11 in year 6 to go to Southfield School, and /or support schools who need our help.

Q. Will Southfield Grange Trust change its name to reflect Grange leaving and Delius joining, and the new SEND focus?

A. Yes.

Please see the Consultation Questionnaire at the end of this document

Yours sincerely



Sally Birkbeck
Chair of Governors



Sally Joy
Head teacher

Consultation Questionnaire

Delius Special School has applied to convert to become an academy and join Southfield Grange Trust and develop an inclusive Special Educational Needs and Disability (SEND) Trust with a DfE proposed start date of 1stDecember 2017.

Please complete the questionnaire below and return it, no later than 6th October 2017 at 12 noon to office@deliusspecialschool.co.uk or to Reception. Additional information is available on the website at www.deliusspecialschool.co.uk under About Us: Academy info and Academy Consultation

Question 1. Your details

(This question is only asked to help us analyse responses to the questionnaire: You may wish to remain anonymous)

| | |
|----------------------------|--|
| Full Name | |
| Address: | |
| Postcode: Telephone No: | |

Question 2. Who are you?

Please tick however many options apply.

| | |
|---|--|
| Parent /carer of a child who currently attends Delius Special School | |
| Parent /carer of a child who may attend Delius Special School after 1 st December 2017 | |
| Member of staff at Delius Special School | |
| Governor at Delius Special School | |
| Parent/carer of a child from another school: please name school below | |
| Staff Association representative | |
| Employed at another school: please name school below | |
| Governor at another school: please name school below | |
| Local resident | |
| Local employer/business | |
| BMDC Councillor | |
| M.P. | |
| Professional who works with Delius School | |
| Other : please specify | |

Question 3- Equality Assessment

please tick

| | | |
|--|------------|--|
| Do you think any groups or individuals will be adversely affected by the proposal outlined in our consultation document? | Yes | |
| | No | |
| | Don't Know | |
| Additional Comments | | |

Question 4 – Academy Conversion

| | | |
|---|------------|--|
| Do you agree that Delius Special School should convert to an Academy and join Southfield Grange Trust and develop an inclusive Special Educational Needs and Disability (SEND) Trust? | Yes | |
| | No | |
| | Don't Know | |
| Additional Comments | | |

Question 5 –

| | | |
|---------------------|------------|--|
| | Yes | |
| | No | |
| | Don't Know | |
| Additional Comments | | |

Question 6 –

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|---------------------|--|--|
| | | |
| | | |
| | | |
| | | |
| Additional Comments | | |

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Do you have any further questions or comments?

Additional Comments

Thank you very much for taking the time to complete this questionnaire.

When completed, please return to Sally Joy, Delius Special School, Bakerend Road, Bradford BD3 8QX or email to Office@deliusspecialschool.co.uk.