

FAQs about Academisation

How does the process of academy conversion work? Who decides?

As a 'Good' school, the Bents Green School Board of Governors is responsible for determining whether to convert, when, and who with.

We, the Governing Body, believe it is in the school's best interests to academise. On the basis of our due diligence work over the last 18 months we have chosen Nexus Multi Academy Trust (MAT) as the best option for Bents Green.

We are consulting now on this change. Following consultation – if the Governing Body wish to proceed – then they would then apply to the Department for Education who would decide whether to approve the application for Bents Green to join Nexus MAT.

If approved, the process itself can then take around 6 months before the school becomes an academy.

If at any point during this period we believe there is a legitimate reason to review the decision to academise or join Nexus MAT, then the process can be paused, or it can stop.

What will change for our students?

Nothing would change simply by virtue of being an academy. We believe that the support on offer from Nexus MAT – and the strength and diversity of their schools - means that over time we will see improvements greater than we can achieve on our own. Part of our due diligence has been around the extent to which multi-academy trusts dictate changes to their schools. We know that Nexus MAT do not operate in that way, which is one of the key reasons we believe they are the right MAT for Bents Green.

Nexus MAT has no blanket policies that would change practice at Bents Green, unless governors and leaders wanted to implement change.

Will the school's name change?

Not unless we, as a school community, want it to.

Will the school uniform change?

Not unless we, as a school community, want it to.

Will the school day or term change?

Not unless we, as a school community, want it to.

Would our admissions change?

No. All our students are placed by local authorities through the EHCP process, this is the same for special schools that are academies.

By virtue of being part of Nexus MAT, however, we would sit alongside the other Nexus MAT special schools in Sheffield and believe that that will allow us to develop a better, longer-term, strategic

view of what places are needed in which special schools in Sheffield, such that we reduce the pressure we currently see.

What would happen to staff pay and terms & conditions?

Staff pay and conditions remain the same. In all academy conversions there is the protection of the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). Nexus MAT are committed to continuing to honour the local and national pay & conditions frameworks and agreements for both teaching staff and support staff, and all their academies continue to abide to local agreements (i.e., their Sheffield academies align with other Sheffield schools). The only time Nexus MAT has moved away from these was to give support staff a pay increase during the national pay freeze.

Headteachers in Nexus MAT schools are responsible for setting the curriculum, for designing the staffing structure and for appointing staff. There will be no change to these operations unless leaders and governors want changes, which is how things are now.

Would there be automatic redundancies?

No, redundancies will not be part of the academisation process.

What would happen to staff pensions?

All Nexus MAT employees continue to have access to the Teachers' Pension Scheme and the local government pension scheme so there would be no change. New staff would be enrolled in the same schemes as their peers.

Where can I find further information?

There are many sources of information on the internet around academy conversion and the implications of becoming an academy, including:

<https://www.naswt.org.uk/advice/academies/academies-faqs.html#AcademiesFAQs>
[https://www.unison.org.uk/at-work/education-services/key-issues/academy-schools/National Education Union | Home \(neu.org.uk\)](https://www.unison.org.uk/at-work/education-services/key-issues/academy-schools/National-Education-Union-Home-neu.org.uk)