



ANGLIAN LEARNING

**Staploe Education Trust**

*Excellence through partnership*



**Proposal for the schools of  
Staploe Education Trust to join  
Anglian Learning**

**Kennett Primary School  
The Shade Primary School  
Soham Village College  
The Weatheralls Primary School  
To Join  
Anglian Learning**

**Consultation Report**

**16 December 2024**

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## **1. Introduction**

The directors of Staploe Education Trust are proposing that their four member schools join Anglian Learning, a local multi academy trust (MAT). This means their four schools would become part of Anglian Learning no sooner than September 2025. At this point, Anglian Learning would become accountable and responsible for the four Staploe Education Trust schools, including their performance, standards and pupil outcomes. The schools' staff would become employees of Anglian Learning.

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

This decision followed Staploe Education Trust Board's long-term and careful consideration on the future of a small multi academy trust. Their trustees took advice from external consultants who considered the sustainability of a small multi academy trust in the medium term. This helped trustees inform their final decisions and recommendations which in turn has subsequently informed this consultation. Staploe Education Trust's trustees sought a like-minded trust which shared their values, could offer the security their schools need in the future, would be a good fit with the culture and ethos of schools and had 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 the four schools of Staploe Education Trust serve.

One of the first priorities in this phase is stakeholder consultation. Consultation commenced on 4 November 2024 and concluded on 16 December 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 Kennett Primary School, Soham Village College, The Shade Primary School and The Weatheralls Primary 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 Staploe Education Trust schools



Version 2.0  
Consultation Report  
Proposal for Staploe Education Trust schools to join Anglian Learning  
21 February 2025

Below is a table of Anglian Learning's schools.

Name	Phase	School Years and age range	No. of pupils (Autumn 2024)	Location
Bassingbourn Village College	Secondary	Year 7-11, age 11-16	664	Bassingbourn
Bottisham Primary School	Primary	Nursery – Year 6, age 3-11	266	Bottisham
Bottisham Village College	Secondary	Year 7-11, age 11-16	1,467	Bottisham
Fen Ditton Community Primary School	Primary	Reception – Year 6, age 4-11	140	Fen Ditton
Howard Community Academy	Primary	Nursery – Year 6, age 3 – 11	186	Bury St Edmunds
The Icknield Primary School	Primary	Reception – Year 6, age 4 – 11	196	Sawston
Joyce Frankland Academy, Newport	Secondary	Year 7-13, age 11-18	971	Newport, Essex
Linton Heights Junior School	Junior	Years 3 -6	235	Linton
Linton Village College	Secondary	Year 7 – 11, age 11-16	801	Linton
Marleigh Primary Academy	Primary	Nursery – Year 6, age 3 – 11	132	Cambridge
The Meadow Primary School	Primary	Reception – Year 6, age 4 – 11	209	Balsham
The Netherhall School and The Oakes College	Secondary	Year 7-13, age 11-18	1,263	Cambridge
The Pines Primary School	Primary	Nursery – Year 6, age 3 – 11	238	Red Lodge
Sawston Village College	Secondary	Year 7-11, age 11-16	1,195	Sawston
Stapleford Community Primary School	Primary	Nursery – Year 6, age 3-11	204	Stapleford
Wimbish Primary Academy	Primary	Reception – Year 6, age 4 – 11	27	Wimbish

## 2. Consultation Methodology

The overall aim of the consultation process was to ensure that everyone who has a stake in the decision of Staploe Education Trust'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 Staploe Education Trust's four schools into Anglian Learning;
- Set out the stages in the process 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, Staploe Education Trust 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 Appendix 2a 'Invite letter to Staff' and Appendix 2b 'Invite email to Staff / Parents / Carers / Community'.

- Parents and Carers
- School Staff

The formal recognition of Trade Unions came to light after the community consultation and moving forward Anglian Learning will commit to engaging with the Trade Unions. We are aware that a limited number of staff representatives were in attendance at certain consultation meetings.

## 2.2. Publicised meetings

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

Venue	Stakeholder	Meeting date and times
Soham Village College	Staff	19 November 2024
The Weatheralls Primary School	Staff	20 November 2024
The Weatheralls Primary School	All stakeholders	9 December 2024 3.15 pm to 4.30 pm
Kentford and Kennett Village Hall	All Stakeholders	10 December 2024 from 3.15 pm to 4.30 pm

### 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 Staploe Education 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 Frequently Asked Questions for Stakeholders (Briefing Document) is the FAQs Briefing document shared at the Community Engagement Events on 9 and 10 December 2024. A staff-focused FAQs document was produced and circulated in December 2024 which answered generic TUPE questions along with other questions that Anglian Learning and Staploe Education Trust are in a position to answer at this stage. Staploe Education Trust specific questions will be responded to once due diligence is complete and at the appropriate stage in the TUPE process. Until the proposed measures have been determined, both Anglian Learning and Staploe Education Trust are not in a position to respond to the relevant questions.

### 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. Questions provided by staff and Trade Unions separately to the meetings are not accounted for in Appendix 6. The number of participants in meetings is outlined below:

#### 3.1. Attendance at Consultation Meetings

Date	Event	Venue	Number in attendance
19 November 2024	Staploe Education Trust Staff	Soham Village College	100 staff
20 November 2024	Staploe Education Trust Staff	The Weatheralls Primary School	40 staff
9 December 2024	Staff Engagement Event	The Weatheralls Primary School	1 member of staff from The Shade Primary School 4 staff / parents from Soham Village College 5 staff from Staploe Education Trust 9 staff / parents from The Weatheralls Primary School including 1 staff union representative
10 December 2024	Community Engagement Event	Kentford and Kennett Village Hall	Deputy Chair of Trustees 1 Trustee

Date	Event	Venue	Number in attendance
			2 staff from Kennett Primary School

### 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 Curriculum within Anglian Learning

The whole school curriculum needs to match the context of the school, and it is the responsibility of school leaders to ensure a coherent and challenging curriculum. However, increasingly there are opportunities for schools to share and co-construct curriculum work, with the aim to share / develop expertise, reduce workload and improve outcomes.

#### 3.2.2. Feeder Schools

No changes to current catchment areas and feeder schools are proposed as part of this transfer.

#### 3.2.3. TUPE Transfer FAQs

Anglian Learning has received several questions relating to the TUPE transfer from staff and Trade Unions. Generic TUPE questions have been addressed (along with other questions that Anglian Learning and Staploe Education Trust are in a position to answer at this stage) in the initial staff FAQ document circulated in December 2024. Staploe Education Trust specific questions will be responded to once due diligence is complete and at the appropriate stage in the TUPE process. Until the proposed measures have been determined, both Anglian Learning and Staploe Education Trust are not in a position to respond to the relevant questions. Appendix 3 Equality Impact Assessment.

#### 3.2.4. Pastoral Care, SEND and children with an EHCP

At Anglian Learning, we are creating schools and communities where every pupil feels they genuinely belong. For us, inclusion is about all pupils having access to excellent educational and social opportunities whilst feeling deeply connected, valued, and respected in their school communities.

Our Inclusion Blueprint highlights our strong commitment to pastoral support for everyone, with a particular emphasis on the value of relational approaches. The Anglian Learning Graduated Approach recognises that high-quality, adaptive classroom teaching is the most effective way to meet the needs of most pupils with SEND, complemented by targeted provisions and additional support for those who may need it.

#### 3.2.5. Trust support for Improved Academic Outcomes?

Anglian Learning's central team has a clear [Trust-wide 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 Kennett Primary School, The Shade Primary School, Soham Village College and The Weatheralls Primary 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 each of the four schools, its pupils, staff and the community.

Anglian Learning has demonstrated its commitment to working with Kennett Primary School, The Shade Primary School, Soham Village College and The Weatheralls Primary 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 Staploe Education Trust for responding to the questions raised. Staff, parents and carers and other stakeholders have been informed that both Anglian Learning and Staploe Education 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 Staploe Education Trust's and Anglian Learning's Websites
Appendix 2a Invite letter to Staff
Appendix 2b Invite email to Staff /Parents / Carers / Community
Appendix 3 Equality Impact Assessment
Appendix 4 All Stakeholders Photograph and Presentation
Appendix 5 Frequently Asked Questions for Stakeholders (Briefing Document)
Appendix 6 Feedback and Questions Received from Consultation Meetings

## Appendix 1 Extract from Staploe Education Trust's and Anglian Learning's Websites

# Staploe Education Trust and Anglian Learning Engagement Events

You are invited to our engagement events which are an opportunity to learn more about the possibility of Staploe Education Trust's schools, Soham Village College, The Shade Primary School, The Weatheralls Primary School and Kennett Primary School, joining Anglian Learning. Both events provide an opportunity for you to meet with Anglian Learning's leaders and ask any questions that you may have. Please see the below details for Soham Village College's event on Monday 9 December from 3.15 pm to 4.20 pm at Fairhurst Hall, The Weatheralls Primary School. The event invites those from Soham Village College, The Shade Primary School and The Weatheralls Primary School:



**Staploe Education Trust**  
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STAPLOE EDUCATION TRUST AND ANGLIAN LEARNING  
INVITE YOU TO OUR

## COMMUNITY ENGAGEMENT EVENT

9 DECEMBER 2024  
3.15 PM - 4.30 PM

FAIRHURST HALL  
THE WEATHERALLS PRIMARY SCHOOL  
PRATT STREET  
SOHAM  
CAMBRIDGESHIRE  
CB7 5BH

CLICK HERE TO REGISTER YOUR PLACE

**Soham Village College**  
Achieving Excellence with Care

**The Shade Primary School**  
Love to learn

**The Weatheralls Primary School**  
Creating an inspiring learning community

To register your attendance, please complete the form on the following link by Wednesday 4 December: <https://forms.office.com/e/Dm1YctUddm>. The first attendee will need to complete the form. If you have any questions or issues completing the form, please email [communications@anglianlearning.org](mailto:communications@anglianlearning.org). Please see the below details for Kennett Primary School's event on Tuesday 10 December from 3.15 pm to 4.30 pm at Kentford and Kennett Village Hall.

STAPLOE EDUCATION TRUST AND ANGLIAN LEARNING  
INVITE YOU TO OUR

## COMMUNITY ENGAGEMENT EVENT

10 DECEMBER 2024  
3.15 PM - 4.30 PM

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

KENTFORD & KENNETT VILLAGE HALL  
KENNETT PLAYING FIELD  
STATION RD  
KENNETT  
NEWMARKET  
CB8 7QF

CLICK HERE TO REGISTER YOUR PLACE

CLICK THE CIRCLE TO REGISTER FOR THE EVENT, OR VISIT:  
[HTTPS://FORMS.OFFICE.COM/E/RVXUQXZG3](https://forms.office.com/e/Rvxuqxzqz3)

**Kennett Primary School**

To register your attendance, please complete the form on the following link by Wednesday 4 December: <https://forms.office.com/e/Rvxuqxzqz3>. The first attendee will need to complete the form. If you have any questions or issues completing the form, please email [communications@anglianlearning.org](mailto:communications@anglianlearning.org).

# Anglian Learning and Staploe Education Trust Announcement

Staploe Education Trust 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. Staploe Education Trust's trustees recognise that Anglian Learning benefits from a carefully developed school improvement framework, confident quality assurance and a central team that can provide expert support and long-term security for their four schools: [Kennett Primary School](#), [The Shade Primary School](#), [The Weatheralls Primary School](#) and [Soham Village College](#).

The Trust Boards of both organisations need to agree to the transfer and this will be dependent on due diligence which will take place during the next half term. If both boards agree to proceed, the Department for Education's Regional Director will make the final decision about the transfer in the Spring term. More detailed legal and human resources work would follow with a transfer not taking place sooner than 1 September 2025.

Jonathan Culpin, Anglian Learning's CEO, said: "We are pleased to have been approached by Staploe Education Trust on the possibility of their schools joining Anglian Learning. We agree with Staploe Education Trust's conclusions that our Trust perfectly aligns with their values and prioritises providing the best possible education for pupils, no matter their starting points. Building upon the existing strength of Staploe Education Trust and its schools, this provides an opportunity to increase yet further our capacity to provide a great education in all of our academies".

Dr Carin Taylor, Executive Headteacher of Staploe Education Trust, said: "Since our inception, Staploe Education Trust's mission has been to provide high-quality education for the children in our community. It was with this in mind that Anglian Learning, a local Trust to our four schools, was the clear choice for continuing to empower our colleagues and inspire pupils to achieve the very best. The Trust has built a strong reputation throughout the region, and I look forward to working with both our communities in this period of due diligence."

**Staploe Education Trust**  
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SHARE



CONTACT DETAILS

01223 340340

[enquiries@anglianlearning.org](mailto:enquiries@anglianlearning.org)

Anglian Learning, Bottisham Village College,  
Lode Road, Bottisham, Cambridge, CB25 9DL

## Staploe Education Trust - Announcement

### Community Engagement Events

Staploe Education Trust and Anglian Learning invite you to our community engagement events.

These events are an opportunity to learn more about the possibility of Staploe Education Trust's schools, Soham Village College, The Shade Primary School, The Weatheralls Primary School and Kennett Primary School, joining Anglian Learning. This events provides an opportunity for you to meet with Anglian Learning's leaders and ask any questions that you may have.

The events are on:

Monday 9 December 2024, 3.15-4.30pm at The Weatheralls Primary School, Soham

Tuesday 10 December 2024, 3.15-4.30pm at Kentford & Kennett Village Hall

To find out more about these event and to register your attendance please click on the documents below.

 [Trust Community Event - Print Poster](#)



 [Kennett Community Event - Print Poster](#)



## Staploe Education Trust - Announcement


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The trust boards of both organisations need to agree to the transfer and this will be dependent on due diligence which will take place during the next half term. If both boards agree to proceed, the Department for Education's Regional Director will make the final decision about the transfer in the Spring term. More detailed legal and human resources work would follow with a transfer not taking place sooner than 1 September 2025.

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## Appendix 2a Invite letter to Staff



6 November 2024

Dear Colleague

As I mentioned in my letter of 21 October 2024, there will be an opportunity for you to meet Jonathan Culpin, CEO of Anglian Learning, to find out more about Anglian Learning Trust and what it will mean for you and your school to be a part of Anglian Learning.

Jonathan was keen to visit each of our schools to speak with our colleagues but, after discussion with the headteachers, it was felt that it was more practical to offer two meetings for this event. We will make sure that there is ample opportunity for face to face engagement in each of the schools later this term.

You are invited join:

**Date and time of meeting:** 19 November 2024 at 3.20 pm.  
**Venue:** Soham Village College; Performing Arts Centre

or

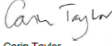
**Date and time of meeting:** 20 November 2024 at 3.40 pm. This will be a hybrid meeting, you are able to add this meeting to your calendar and attend remotely by following [this link](#).  
**Venue:** The Weatheralls Primary School; Small Hall.

At these meetings, Jonathan will share with you the vision and values of their multi academy trust. He will be joined by Caroline Newman, Director of People.

A number of questions have already been submitted. Thank you for these. Please do send any further questions you may have about Anglian Learning and our proposal to join their Trust in advance of the meeting. You can use this email address: [questions@staploeeducationtrust.org.uk](mailto:questions@staploeeducationtrust.org.uk). Jonathan and Caroline will address many of your questions during their presentation and there will be an opportunity for further Q & A following Jonathan's presentation. Please do attend this meeting if you are able.

Anglian Learning colleagues will begin their due diligence process on 11 November. This will conclude on 16 December 2024. You might see Anglian Learning colleagues around our schools during this period. These visits will be prearranged and headteachers will let you know what is planned as normal. The due diligence period is an opportunity for Anglian Learning to learn more about our schools and for us all to develop new professional relationships.

Yours sincerely

  
 Carin Taylor  
 Executive Headteacher

cc: Trade Unions

Staploe Education Trust  
 Soham Village College  
 Sand Street, Soham  
 Ely, Cambridgeshire  
 CB7 5AA  
 Tel: 01353 724100  
 Email: [info@staploeeducationtrust.org.uk](mailto:info@staploeeducationtrust.org.uk)  
 www.staploeeducationtrust.org.uk

Schools in our Trust:  
 Soham Village College  
 Kennett Primary School  
 The Shade Primary School  
 The Weatheralls Primary School

Staploe Education Trust, a company limited by guarantee, registered in England and Wales, number 07528861. An exempt charity

## Appendix 2b Invite email to Staff /Parents / Carers / Community

**Tye Kate (SET)**

**From:** Tye Kate (SET)  
**Sent:** 04 December 2024 11:22  
**To:** All Staff (SVC)  
**Subject:** Anglian Learning & Staploe Education Trust Community Event  
**Attachments:** Trust Community Event - Digital Invitation.pdf

Good morning

Anglian Learning and Staploe Education Trust are holding an engagement event which is an opportunity to learn more about the possibility of Staploe Education Trust's schools, Soham Village College, The Shade Primary School, The Weatheralls Primary School and Kennett Primary School, joining Anglian Learning. This event provides an opportunity for you to meet with Anglian Learning's leaders and ask any questions that you may have.

Information about the event has been circulated to parents and governors, and staff are invited to attend if they wish to.

Please see the attached invitation for further information.

Kind regards, Kate

**Mrs Kate Tye**  
 Trust Manager

Tel: 01353 724100

**Staploe Education Trust**  
 Soham Village College  
 Sand Street, Soham  
 Ely, Cambridgeshire  
 CB7 5AA







 Schools in our Trust:  
 Soham Village College  
 Kennett Primary School  
 The Shade Primary School  
 The Weatheralls Primary School

**Tye Kate (SET)**

**From:** Tye Kate (SET)  
**Sent:** 04 December 2024 10:36  
**To:** Operations Group (SET); Riddick Dave (SET); Kenney Sian (SET)  
**Subject:** Trust Community Event  
**Attachments:** Trust Community Event - Digital Invitation.pdf

Good morning

Anglian Learning and Staploe Education Trust are holding an engagement event which is an opportunity to learn more about the possibility of Staploe Education Trust's schools, Soham Village College, The Shade Primary School, The Weatheralls Primary School and Kennett Primary School, joining Anglian Learning. This event provides an opportunity for you to meet with Anglian Learning's leaders and ask any questions that you may have.

Information about the event has been circulated to parents, staff and governors but I wanted to share it with the operations team in case anyone hadn't received this. All staff are invited to attend if they wish to.






Please see the attached digital invitation for further information and to register your interest.

Kind regards, Kate

**Mrs Kate Tye**  
 Trust Manager

Tel: 01353 724100

**Staploe Education Trust**  
 Soham Village College  
 Sand Street, Soham  
 Ely, Cambridgeshire  
 CB7 5AA

 Schools in our Trust:  
 Soham Village College  
 Kennett Primary School  
 The Shade Primary School  
 The Weatheralls Primary School

ANGLIAN LEARNING

Staploe Education Trust  
*Excellence through partnership*

STAPLOE EDUCATION TRUST AND ANGLIAN LEARNING  
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9 DECEMBER 2024  
3.15 PM - 4.30 PM

FAIRHURST HALL  
THE WEATHERALLS PRIMARY SCHOOL  
PRATT STREET  
SOHAM  
CAMBRIDGESHIRE  
CB7 5BH

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TO REGISTER  
YOUR PLACE

Soham Village College  
*Achieving Excellence with Core*

The Shade Primary School  
*Love to learn*

The Weatheralls Primary School  
*Creating an inspiring learning community*

ANGLIAN LEARNING

Staploe Education Trust  
*Excellence through partnership*

STAPLOE EDUCATION TRUST AND ANGLIAN LEARNING  
INVITE YOU TO OUR

# COMMUNITY ENGAGEMENT EVENT

10 DECEMBER 2024  
3.15 PM - 4.30 PM

This is an opportunity for you to learn more about the possibility of schools within Staploe Education Trust joining Anlian Learning and to meet with their leaders.

KENTFORD & KENNETT  
VILLAGE HALL  
KENNETT PLAYING FIELD  
STATION RD  
KENNETT  
NEWMARKET  
CB8 7QF

CLICK HERE  
TO REGISTER  
YOUR PLACE

CLICK THE CIRCLE TO REGISTER FOR THE  
EVENT, OR VISIT:  
[HTTPS://FORMS.OFFICE.COM/E/RVXUQXQZG3](https://forms.office.com/E/RVXUQXQZG3)

Kennett Primary School  
*Successful Learning for Every Child*

### 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 Staploe Education Trust staff being unfairly treated within this context is remote.

All policies that the individuals will likely move to under Anlian 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 Staploe Education Trust does not currently collect workforce equality data Anlian Learning will start to collect this post-transfer and will continue to monitor any potential impact.

## Appendix 4 All Stakeholders Photograph and Presentation



Staploe Education Trust:  
Proposal to Join Anglian Learning  
Community Engagement Event

Aspiration Community Empowerment Inclusivity

anglianlearning.org  
01223 340340

### Anglian Learning in 2024

- 10 primary schools  
6 secondary schools
- Nursery to post-16
- Three counties – South / East Cambridgeshire, North Essex and West Suffolk
- 8,200 pupils
- 1,200 staff
- Anglian Leisure
- Adult learning
- Stour Valley Educational Trust (one secondary, one primary) to join in March 2025
- New primary school to open in 2026-27

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### Our Academies

Primary	Secondary
Bottisham Primary School	BOTTISHAM VILLAGE COLLEGE
FOR DUTTON CP SCHOOL	MASINGBOROUGH VILLAGE COLLEGE
Howard Community Academy	Joyce Frankland Academy Hempton
Icknield Primary School	LINTON VILLAGE COLLEGE
Wimbish Primary Academy	Netherhall SCHOOL
	AKES
	Sawston Village College

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### Our Members and Trustees

Members	Trustees
Garoth Davies	Jonathan Culpin, CEO
Albera Madaj	Helen Pain, Chair of Trustees
Martyn Postle	Matthew Binks
Christopher Walkinshaw	Andy Brock
	John Morgan
	Ken Murphy
	Andy Robinson
	Aron Whiles
	Adelina Winshaw

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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 Values



### 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

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## 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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## Purpose, Values and Principles in Action



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

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## The Anglian Learning Ten Pillars of an Excellent School

A broad and balanced curriculum within and beyond the classroom, fully meeting the needs of individuals and groups	Consistently applied systems and structures that release capacity, and which enable innovation and creativity
A strong, mutually beneficial partnership with the local community, and at the centre of civic institutions	A relentless focus on including, engaging and involving people within a therapeutic framework
Exceptional teaching, learning and assessment	Inspirational, distributed and empowered leadership at all levels throughout the academy
A deeply shared and embedded ethos, values, culture and ethos, based upon the highest expectations	Robust, rigorous self-evaluation and collective review linked to a cycle of continuous, sustained improvement
A learning organisation, in which people and teams collaborate and flourish, acquiring and sharing knowledge	A stimulating and inclusive environment and climate for learning where people and staff are safe, healthy and happy, leading to improved self-efficacy, confidence and hope

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## The Work of the Trust: Support for Leaders

- Daily, weekly 'helpdesk'
- Access to leading education and wider expertise
- Support for change management
- Critical incident response
- Media support
- Legal support
- Admissions support
- Serious and / or vexatious complaints, GDPR and SARs
- Ofsted readiness (but not mocksteds)
- Governance support, professional clerking service

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## What is the impact for staff?



- Alignment with Anglian Learning policies, pay and conditions (where TULFE does not apply)
- Engagement in Trust-wide strategic group and improvement network meetings
- Opportunities to work across Anglian Learning – volunteers not conscripts
- Membership of expert groups: HR; Finance; ICT; Governance; Business Support; Operations, building a network of support and expertise
- Systems and processes may have to change – finance software, payroll provider etc.
- Contribute to the wider system and be part of leading practice: Whole Education, Creativity Collaboratives, Foundation for YP Mental Health, Positive Regard Programme
- 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

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## 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; dance festival.
- 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.
- Curriculum tailored to the local context, externally challenged and supported
- School at the heart of the community, community at the heart of the school



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## How is the Trust led and governed?

- Trust Board
- Local Governing Body responsible for oversight of 4Ss: standards; SEND; safeguarding and stakeholders
- Parent governors, staff governors
- Trust Leadership Group
- Opportunities for staff at all levels to influence policy



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## What does Anglian Learning gain?

- Expertise and knowledge from colleagues at Staploe Education Trust
- Greater capacity in leadership across the Trust
- Support (and challenge) for other schools in Anglian Learning
- Building further links and opportunities in East Cambs
- But not about growth for the sake of it



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## 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.



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## Pupils' Creativity Celebrated in Platform 24 Art Exhibition



Pupils' creativity celebrated in Platform 24 art exhibition

Over 30 pieces of artwork by pupils in secondary schools and a sixth form across East Anglia go [...]

Over 30 pieces of artwork by pupils in secondary schools and a sixth form across East Anglia go on display at an art exhibition in Michaelhouse Café, Cambridge.

Platform 24, this year's instalment of Anglian Learning's annual Platform Exhibition, involves over 70 pupils, from year 7 to sixth form, across the multi-academy Trust's six secondary schools and sixth form.

### LATEST NEWS FROM ANGLIAN LEARNING

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## Whole Education Learning Exchange



### Whole Education Learning Exchange visit

#### Whole Education Learning Exchange Visit

It has been a pleasure this week to welcome delegates from school trusts to showcase the very best [...]

It has been a pleasure to welcome delegates from school trusts to showcase the very best of what we do at Anglian Learning. The theme of the two-day event was navigating the tensions between tight and loose, through a look at:

- Leadership culture
- Decision-making principles
- Empowering and developing colleagues
- School improvement

Jonathan Culpin, CEO, opened the event with an introduction to Anglian Learning's "story". Attendees visited Sawston Village College and Howard Community Academy.

### LATEST NEWS FROM ANGLIAN LEARNING

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## Anglian Learning's Stage 24 Dance Festival



Pupils take to the stage for the Trust's first dance festival

Hundreds of pupils from across Anglian Learning's schools assemble at Bottisham Village College to launch Stage 24, our first Trust-wide festival.

The celebration of dance included both primary and secondary school pupils. Each school showcased a dance routine or theme, helping to promote the importance of dance, the arts and physical activity offerings within the curriculum.

### LATEST NEWS FROM ANGLIAN LEARNING

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See our website and social media for more information

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**Staploe Education Trust**

*Excellence through partnership*



**ANGLIAN LEARNING**

## **Proposal for the schools of Staploe Education Trust**

**Kennett Primary School**

**The Shade Primary School**

**Soham Village College**

**The Weatheralls Primary School**

**To Join**

**Anglian Learning**

## **Stakeholder Briefing Document**

### **December 2024**

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## **1. What is the proposal?**

The directors of Staploe Education Trust are proposing that their four member schools join Anglian Learning, a local multi academy trust (MAT). This means their four schools would become part of Anglian Learning no sooner than September 2025. At this point, Anglian Learning would become accountable and responsible for the four Staploe Education Trust schools, including their performance, standards and pupil outcomes. The schools' staff would become employees of Anglian Learning.

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

## **2. Why and how has the Trust Board of Staploe Education Trust arrived at this proposal?**

### **2.1. The factors considered by Staploe Education Trust trustees**

Staploe Education Trust has always sought to deliver excellence through partnership and to do things better by working together as a group of schools. Staploe Education Trust has provided the framework in which its schools and colleagues can provide a high-quality education for the children of their schools' community through every phase of their school journey.

For some time, Staploe Education Trust's Board of Trustees considered the long-term future of a small multi academy trust. Trustees took advice from external consultants who considered the sustainability of a small multi academy trust in the medium term. The conclusion was that Staploe Education Trust should explore a merger with a larger Trust which could provide long term security both as a provider of high-quality education and as an operational organisation.

### **2.2. The trustees of Staploe Education Trust investigation of options**

Once it became clear that the best long-term option for Staploe Education Trust schools was to join with a larger multi academy trust, trustees sought a like-minded trust, which shared their values and could offer the security their schools need in the future. Trustees looked for a trust that would be a good fit with the community, culture and ethos of our four schools. This lengthy and careful process identified Anglian Learning as the trust that Staploe Education Trust believes it should seek to join.

### **2.3. The choice of Anglian Learning**

Staploe Education Trust trustees chose Anglian Learning for these key reasons:

- Anglian Learning's culture and values align well with their own.
- Anglian Learning was founded on strong collaborative principles and passionately believes that its most valuable resource is its people.

- As a mid-sized Trust, Anglian Learning benefits from a carefully developed school improvement framework which offers fresh approaches, confident quality assurance, and bespoke support, as might be needed by schools.
- The Trust focuses on the provision of a high-quality curriculum and the development of pupils as individuals.
- Anglian Learning offers a strong business infrastructure which can provide expert support and long-term security for Staploe Education Trust's schools.

Staploe Education Trust has completed its own due diligence into Anglian Learning while Anglian Learning's due diligence into Staploe Education Trust's member schools will be completed by the end of December. An application will be submitted to the DfE in the Spring term with a decision expected before the Easter break.

### 3. How will joining Anglian Learning benefit Staploe Education Trust schools?

Staploe Education Trust trustees and their Executive Headteacher firmly believe that joining Anglian Learning will benefit each of their 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 schools. The schools will run more efficiently by accessing services and resources managed and commissioned across an organisation larger than Staploe Education Trust, making it financially stronger and more operationally robust. Further benefits can be broken down by different groups within the school community.

Benefits to Staploe Education Trust upon joining Anglian Learning			
Pupils	Staff and Leadership	Leaders and Governors	School
Enhanced <ul style="list-style-type: none"> <li>• Teaching and learning</li> <li>• Curriculum</li> <li>• Provision for SEND and vulnerable pupils</li> <li>• Extra-curricular opportunities</li> <li>• Access to resources</li> <li>• Pastoral support provision</li> </ul>	Extended <ul style="list-style-type: none"> <li>• Professional development</li> <li>• Coaching and mentoring</li> <li>• Subject / dept. expertise</li> <li>• Curriculum planning</li> <li>• Resource sharing</li> <li>• Peer-to-peer network</li> <li>• Career opportunities</li> </ul>	Greater <ul style="list-style-type: none"> <li>• Leadership support and challenge</li> <li>• Leadership training</li> <li>• Governor training</li> <li>• Governor support</li> <li>• Operational management support</li> <li>• Sharing of practice</li> </ul>	Effective and efficient <ul style="list-style-type: none"> <li>• Central services</li> <li>• Procurement and commissioning</li> <li>• Resource sharing</li> <li>• Policy management</li> <li>• Systems and procedures</li> </ul>

### 4. Who is Anglian Learning?

Anglian Learning is an ambitious, forward looking multi-academy trust in East Anglia. Our sixteen member schools (six secondary schools and ten primary schools) share the firm belief that all young people deserve access to an excellent education and

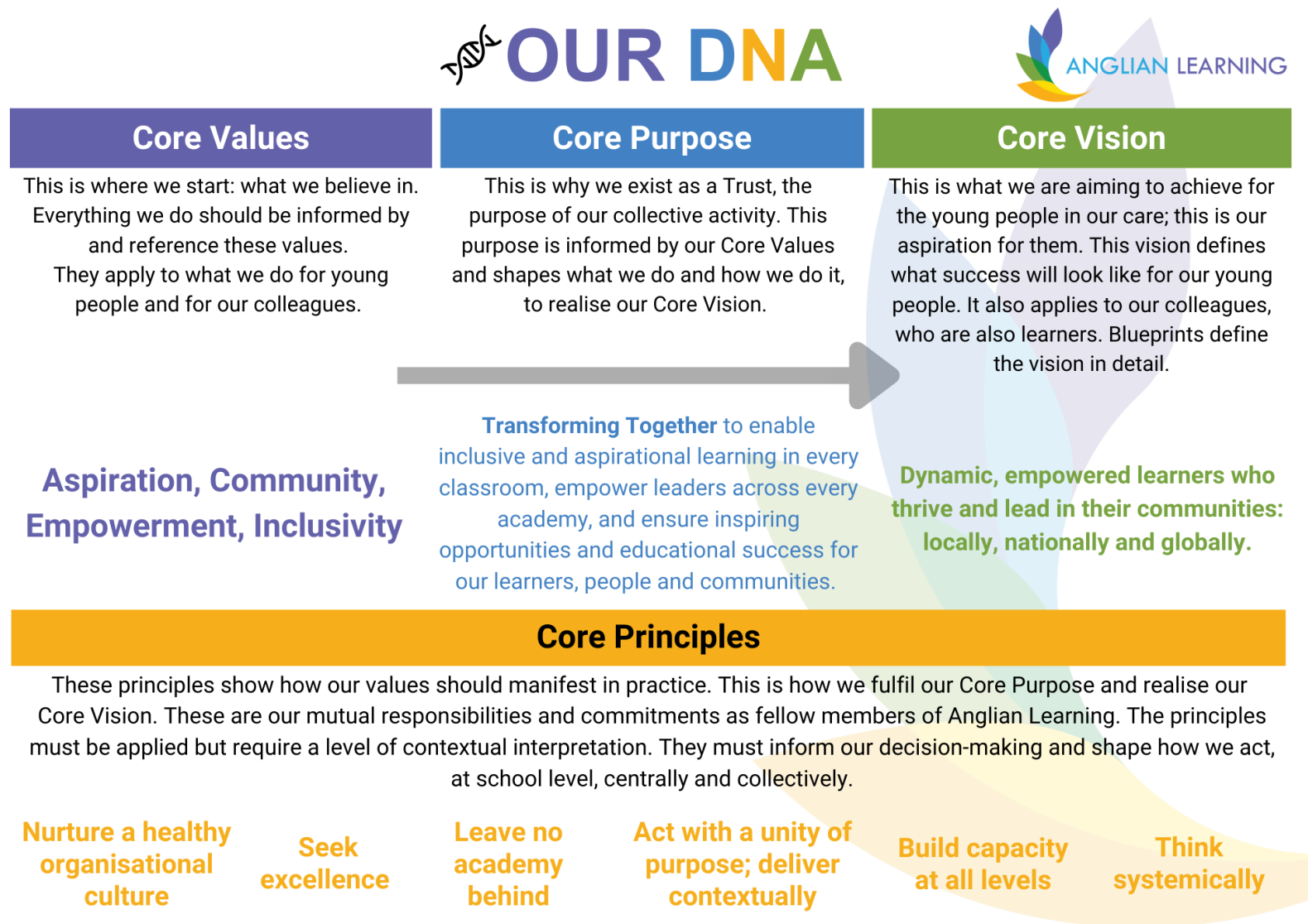
exciting opportunities which in turn will help prepare pupils to thrive in their local, national and global communities. The Trust will also operate the new primary school (Deneia Primary Academy) planned for Waterbeach and will be welcoming Clare Community Primary School and Stour Valley Community School (secondary) to join them from 1 March 2025. Anglian Learning is responsible for more than 8,000 pupils, 1,200 staff and in excess of £50m of funding.

By collaborating with like-minded schools, our colleagues are prepared to share responsibility, through support and challenge, to ensure that all our schools can offer a vibrant and enriching learning experience for all pupils, regardless of their background and starting point. This is reflected in our Core Purpose of '**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 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 can 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](http://www.anglianlearning.org).

#### 4.1. Anglian Learning Schools

Name	Phase	School Years and age range	No. of pupils (Autumn 2024)	Location
Bassingbourn Village College	Secondary	Year 7-11, age 11-16	664	Bassingbourn
Bottisham Primary School	Primary	Nursery - Year 6, age 3-11	266	Bottisham
Bottisham Village College	Secondary	Year 7-11, age 11-16	1,467	Bottisham
Fen Ditton Community Primary School	Primary	Reception - Year 6, age 4-11	140	Fen Ditton
Howard Community Academy	Primary	Nursery - Year 6, age 3 – 11	186	Bury St Edmunds
The Icknield Primary School	Primary	Reception - Year 6, age 4 – 11	196	Sawston
Joyce Frankland Academy, Newport	Secondary	Year 7-13, age 11-18	971	Newport, Essex
Linton Heights Junior School	Junior	Years 3 -6	235	Linton
Linton Village College	Secondary	Year 7 - 11, age 11-16	801	Linton
Marleigh Primary Academy	Primary	Nursery - Year 6, age 3 – 11	132	Cambridge
The Meadow Primary School	Primary	Reception - Year 6, age 4 – 11	209	Balsham
The Netherhall School and The Oakes College	Secondary	Year 7-13, age 11-18	1,263	Cambridge
The Pines Primary School	Primary	Nursery - Year 6, age 3 – 11	238	Red Lodge
Sawston Village College	Secondary	Year 7-11, age 11-16	1,195	Sawston
Stapleford Community Primary School	Primary	Nursery - Year 6, age 3-11	204	Stapleford
Wimbish Primary Academy	Primary	Reception - Year 6, age 4 – 11	27	Wimbish

## 4.2. Our Anglian Learning 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 Staploe Education Trust 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 Staploe Education Trust, 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/governance/members-and-trustees/>.

Each school remains subject to individual Ofsted inspection. Each Staploe Education Trust 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 on 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 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 Duncan Cooper, Deputy CEO and Director of Secondary Education, Rachael Johnston, Director of Primary Education, Jonathan Rockey, Deputy Director of Secondary Education, Laura Rawlings, Deputy Director of Primary Education, Camilla Saunders, Director of Inclusion, and James Woodcock, Director of Education: Professional Learning and Curriculum. Additionally, there are qualified leaders of 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 and charges for financial services and ICT support services which are delivered centrally. 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.

No changes to current catchment areas and feeder schools are proposed as part of this transfer.

### **5.5. School land and buildings**

The long-term interests in land and buildings held by Staploe Education Trust will transfer to Anglian Learning. Where these interests are long leasehold the freehold of the sites will continue to be owned by the Local Authority.

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 Spring and Summer terms 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. Employees would also have access to Anglian Learning benefits and professional development opportunities post transfer.

## 8. Engaging with stakeholders

Following staff meetings held on 19 and 20 November 2024, Staploe Education Trust and Anglian Learning are holding community stakeholder meetings for all staff, governors, parents and carers, and members of the local community as follows:

Venue	Meeting date and times
The Weatheralls Primary School	9 December 2024 3.15 pm to 4.30 pm
Kentford and Kennett Village Hall	10 December 2024 from 3.15 pm to 4.30 pm

This will be an informal gathering for those attending to find out more about Anglian Learning from their central leadership team. Staploe Education Trust governors and trustees will also be attending. The session will be an opportunity to explain what joining Anglian Learning will bring to Kennett Primary School, The Shade Primary School, Soham Village College and The Weatheralls Primary School. There will be an opportunity to register comments, queries and any thoughts on opportunities or concerns.

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## 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 events on 9 and 10 December 2024.

1. What are the values of Anglian Learning?

*We believe that we should empower leaders and staff to make decisions with regard to their local context, acting as the lead professional, supported and challenged as necessary by Trust leaders.*

2. How would you work with our primary schools initially?

*For school improvement, Anglian Learning follows an approach for all our schools using our [Trust-wide improvement](#) methods.*

3. What approach would you take when our secondary school joins Anglian Learning?

*Our approach is always to work with school teams to help shape future improvement work. We actively build collaborative networks to enable staff to build connections and expertise. Our Blueprints set out our aspirations for great schools and help determine school improvement priorities.*

4. Will staff at Soham Village College be transferred to Bottisham Village College?

*As a general rule, Anglian Learning does not require employees to work across other schools unless this is a requirement of their role and stipulated in their contract. However, in the spirit of developing employees, our values and our core principle of 'leave no academy behind', we encourage collaborative working. This can take many forms e.g. sharing of best practice, collaborating on projects or at times asking for volunteers to temporarily work at or with other school(s).*

5. How is your Admissions Policy updated? Is this Trust led or does each school update their own Admissions Policy?

*Anglian Learning is the Admission Authority for its academies and is responsible for setting the rules which govern how admissions to our schools are managed. There is a standard Trust Admissions Policy which schools adapt for their context.*

6. How do you ensure that your schools are inclusive?

*We are committed to an inclusive ethos, where all children are valued and supported; this includes SEND and disadvantaged children but also those who may not be the most able or the most vocal. Our approach is exemplified through our Inclusion Blueprint and our 'Belonging by Design' strategic priority, which focus on strong pastoral care, relational approaches, inclusive and adaptive teaching and where needed, the Anglian Learning Graduated Approach.*

7. How do you support schools with in-year admissions where there are high SEND needs?

*In the short term, we provide support for headteachers and SENCOs to manage needs in school. In the longer term, we support our schools to develop their strategic leadership of SEND such as the training of staff, deployment of resources and ensuring that teaching meets the needs of all pupils.*

8. Soham has exemplary pastoral care, control of discipline and teachers that engage students. How can you assure that this proposal to join Anglian Learning will not be degrading for Soham Village College if it forms part of a larger trust?

*Our aim is to always help build upon strong systems and cultures to help maintain and develop practice. Our strategic groups develop and share practice across all our schools. Leaders from Soham Village College will help lead future work. Behaviour and pastoral systems are school / context specific and are the responsibility of the principal and local governing body. However, practice / policies must align with our shared values.*

9. SENCo provision remains the school's responsibility. How will SENCos be supported?

*SENCos are supported through the SENCo Improvement Network and direct visits from the director of inclusion and our specialist teacher. The improvement network meets half termly and provides an opportunity for SENCo professional development as well as networking opportunities. SENCos, teachers and teaching assistants have access to the Anglian Learning SEND CPD programme, which can be designed to be bespoke to the individual academy. The director of inclusion and specialist teacher support SENCo's with complex SEND cases, challenges to the local authority and with opportunities for supervision if required.*

10. Will there be any change to a child's statement?

*A pupil's EHCP will remain the same, as this is a document that is written in conjunction with the pupil, their family, the Local Authority and educational professionals. The academy is required by law to put in place the provisions that are outlined within an EHCP and Anglian Learning will support the academy to do this.*

11. Can you guarantee that Soham Village College will not adopt the longer lesson structure adopted at one of your schools as I have not heard any positive feedback about this change? Soham must remain a school children want to be at.

*This cannot be guaranteed; however, this is a decision for the school to make and it is very context specific. This is not something that is mandated by the central team.*

12. Can you tell me about your alignment and conformity of structures?

*As detailed within our briefing document, we do not force alignment in our curriculum and teaching but work within blueprints and frameworks; however, where headteachers wish for greater alignment and / or if we have concerns about staff workload / performance, then we will move to align if this is beneficial. Schools do not have to follow one exam board.*

13. How do you make sure that a school can capture the voices of those pupils who are not very visible and how do you reach out to parents?

*We ensure that the pupil and parent voice is heard through surveys across the Trust and also through our enquiries where pupils are interviewed to get their perspective. We analyse complaints and other data (bullying, safeguarding, attendance and more) to see the patterns for inclusivity within our schools.*



14. Whilst I recognise the benefits of economies of scale for accessing finance, from my personal experiences I do not believe the benefits will outweigh the negatives. I am really concerned by this proposal and think it would inevitably lead to the degradation of what makes Soham Village College such a positive and nurturing environment

*Please see the proposal information within Appendix 5 Frequently Asked Questions for Stakeholders (Briefing Document)' above.*

15. What is your approach to budget setting?

*Academy trusts are required to ensure that their budgets and actual financial performance maintain appropriate financial reserves for the organisation and in particular, do not set deficit budgets which continue to draw on these so that they fall below sustainable levels. Therefore, in common with the trust sector as a whole and for Staploe Education Trust, there is an expectation that each school will set a balanced budget.*

*Anglian Learning sets budgetary assumptions (agreed by trustees) in relation to key assumptions such as the rate of inflation, change in funding rates and increases in salaries. Our team of finance business partners then work with school leaders to set the budget for their school helping them to model different staffing options and use Integrated Curriculum Financial Planning (ICFP) tools to ensure that budgetary and curriculum plans are aligned. This approach also gives school leaders access to a wealth of metrics and comparative benchmarks. In 2024 we held budget setting workshops for our leaders and plan to replicate this for 2025.*

16. Tell me about your approach to the Arts within the curriculum.

*Anglian Learning is passionate about the arts. We employ an arts development manager to seek new opportunities for pupils; lead on Trust-wide events; and progress all schools to be Artsmark Gold or Platinum.*

17. Will Anglian Learning install EV point charging stations?

*EV charging is included as part of our Trust-wide [sustainability strategy](#). We are currently surveying sites to identify needs and suitable areas of installation.*

18. How does Anglian Learning monitor each of the schools' estates from an operational and health and safety perspective?

Anglian Learning has a comprehensive Asset Management Plan which is reviewed annually, working together with each academy. The Asset Management Plan considers CDC2 surveys, estate surveys, DFE Gems guidance, health and safety and decarbonisation. The central team oversee health and safety by undertaking termly reviews with headteachers and operational staff. There is also an annual audit. Monthly operational meetings are held with lead site staff in addition to support provided by the estate and operations managers.

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