



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

## Frequently Asked Questions

The answers below reflect the position of the L.E.A.D. Academy Trust with regard to the management of its academies.

[Is the L.E.A.D. Academy Trust a profit making organisation?](#)

The L.E.A.D. Academy Trust is a registered charity and a not for profit organisation.

[How many schools have joined the L.E.A.D. Academy Trust?](#)

The subsidiary of L.E.A.D. Academy Trust, the L.E.A.D. Multi Academy Trust currently consists of 13 schools providing the education for almost 4,000 children across the East Midlands.

[What are the vision and key principles of L.E.A.D. Academy Trust?](#)

The aim of the L.E.A.D. Academy Trust (the Trust) is to take full accountability for all of its schools, ensuring improvement and challenging performance.

Our vision is being delivered through the following:

- Through outstanding leadership the L.E.A.D. Multi Academy Trust, will provide the highest quality education to enable every pupil to realise their full potential.
- Utilising the power of partnership working as a catalyst for ensuring more children receive an exceptional education.
- Embracing a combination of autonomy and collaboration across key areas of leadership and management, underpinned by shared vision, values and best practice.

Our key principles are as follows:

- Lead ~ to show the way; to be first or foremost
- Empower ~ to give power to; to enable
- Achieve ~ to accomplish; to get or attain by effort
- Drive ~ to cause and guide progress; to impel forward

We will provide the very best education and training for every individual in our schools and will ensure that this is delivered. We value excellent teaching, underpinned by high quality professional development and will constantly move forwards, using and instigating the best ideas and practice.

## What are Academies?

Academies are publicly funded local schools that provide a free education for local children.

## How long does the conversion process take?

Normally the process from registration to completion takes 4 months, however for a PFI school it takes at least 6 months.

## Will the admissions policy change?

The L.E.A.D. Academy Trust believes in local schools for local children. Admission for local children will remain unchanged.

## What is the admission policy in regard to children with Special Educational Needs (SEN)?

The L.E.A.D. Academy Trust is committed to inclusion for all children and seeks to provide the best opportunities possible for all children. L.E.A.D. Academy Trust follows the SEN code of practice and statutory guidance on inclusion. An academy's status does not affect parents' rights to appeal to the SEN and Disability Tribunal.

## Do pupils attending an academy follow the national curriculum?

The national curriculum as a whole has been made more flexible to give schools more freedom to provide new innovative opportunities. The L.E.A.D. Academy Trust will ensure that the curriculum is fit for purpose and therefore meeting the needs of children attending the school.

## How are academies accountable?

Our academies are accountable to the L.E.A.D. Academy Trust Board who, in turn, is accountable to the Secretary of State through its funding agreement. The local governing body works on behalf of the Trust's boards by supporting and challenging the academy. The minutes of all local governing body meetings are monitored by the Trust to ensure that the academy is being managed appropriately at a local level.

## What is different about academy governing bodies?

In the L.E.A.D. Academy Trust the local governing body is precisely that – a local governing body representative of the community it serves. To secure rapid and sustained improvement, governors will demonstrate their ability to support, guide and challenge the academy and will receive help in doing this where necessary. The Trust will work in partnership with the academy, enhancing the capacity of the local governing body to increase its impact and effectiveness. The Chair and Vice Chair of Governors will be appointed by the Trust where a vacancy arises.

## What is the local authority's role relating to academies?

Academies are not 'maintained' by the local authority in the traditional manner, but are nonetheless part of the wider family of schools and other educational institutions in their area. The L.E.A.D. Academy Trust strongly believe in collaboration which best provides for the educational needs for all children within a given area. Academies are required to work within the Admissions Code of Practice and participate in local Admissions Forums.

### What happens to employees at a school which becomes an academy?

Where academies replace existing schools there will be a transfer of undertakings (Protection of Employment) Regulations 1981 (TUPE). In such cases, employees have the right to transfer to the academy on their existing terms and conditions, as set out in the Teachers' Pay and Conditions document. Existing pension and employment rights are retained in the Trust.

The Trust recognises that employees are vital to being able to offer pupils the best possible education. The Trust is committed to enabling all employees to develop a career path and undertake professional development to support this.

### Will the structure of the school day stay the same?

Providing the structure and length of the school day meet statutory requirements, it is not envisaged that this would change. However, the Trust is committed to developing opportunities for pupils through the extended curriculum in all its academies. This will mean opportunities after the end of the academy day and weekend and holiday clubs will be a feature of our academies.

### Do schools keep the same name and uniform?

Becoming a new academy provides the opportunity to review current branding and uniform, many schools take advantage of this. Again this process would be directed by effective consultation, with decisions being reached collaboratively.

### How will academies make a difference to pupil achievement?

Academies were created to support the academy movement and provide the best possible education for all children. The L.E.A.D. Academy Trust is committed to making a difference through our unique combination of governance arrangements, leadership models, finance support and systems, collaboration and sharing best practice and high quality CPD. We pledge to provide the best for all children in our academies. This will be achieved through providing challenge as well as support to employees to continue improving provisions year on year for all pupils.

### Who will own the land and the buildings?

School land is owned by the local authority and is normally leased to the L.E.A.D. Academy Trust on a 125 year lease for a peppercorn rent.

### Will academies still be funded per pupil?

Yes. Academy funding is driven by pupil numbers, as are maintained schools, with additional funding to reflect those services which an academy has to provide rather than the local authority.

### Do you honour nationally agreed pay awards for support employees and teachers?

Nationally agreed pay awards for all support employees and teaching employees are implemented by the L.E.A.D. Academy Trust.

### What is a multi-academy trust?

A Multi Academy Trust is one academy trust which governs a group of schools through a single set of members and directors. Each school will continue to have an advisory body which L.E.A.D. Multi Academy Trust chooses to constitute as a local governing body. The L.E.A.D. Multi Academy Trust will ultimately be accountable and responsible for the performance of schools in the Trust.

### How does the school receive its funding as an academy?

A local authority maintained school calculates the budget, retains elements and pay the balance direct to the school. As an academy the budget allocation is calculated by the EFA and is paid to the L.E.A.D. Multi Academy Trust who in turn pays this to the school in full.

### Who decides how the school spends its budget?

Each academy decides how to spend its budget and will receive support from the L.E.A.D. Multi Academy Trust finance team and a dedicated business manager. The final submission and approval of the budgets is undertaken by the L.E.A.D. Multi Academy Trust board.

### Does the Trust decide on how the school runs its after school and extended services provision?

The L.E.A.D. Multi Academy Trust will support and encourage all enrichment activities and actively explore opportunities to secure additional funding to support and enhance such provisions.

### What central services do L.E.A.D. schools receive?

The following services are provided for L.E.A.D. Schools:

- Finance; company accounts, VAT returns, liaison with external auditors, audit committees, company returns and financial regulations
- ICT
- Legal
- Education support and systems
- Internal audit
- Data analysis
- Head Teacher appraisals
- Human Resources
- Capital management and funding
- Academy conversion support
- Governance support and training
- Business development support
- Procurement services
- Risk registers

### How has your Trust performed in terms of Ofsted Inspections?

The Ofsted outcomes for our schools since the Trust are as follows:

- Warren            Good to Outstanding
- St Ann's Well    Good to Good
- Sycamore         Good to Good

- Edna G Olds Satisfactory to Good
- Millfield Special Measures to Good
- Windmill Special Measures to Good
- Hogarth Satisfactory to Good

We have also supported a Secondary School (Free School) which improved from Special Measures to Outstanding.

Are there any case studies on the Trust?

A number of case studies have been published by the DfE and can be accessed from the following links:

[http://www.leadacademytrust.co.uk/useruploads/files/exemplary\\_practice/case\\_study\\_8.pdf](http://www.leadacademytrust.co.uk/useruploads/files/exemplary_practice/case_study_8.pdf)

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/363794/RR374A -  
\\_Outstanding\\_primaries\\_final\\_report.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/363794/RR374A_-_Outstanding_primaries_final_report.pdf)