

# **North Beckton Primary School**

## **Project to convert to academy and join The Tapscott Learning Trust**

### **Final report**

**26 March 2019**

## **Milestones to conversion**

### **Consultation and the Academy Order**

In September 2018 the governing board of North Beckton Primary School conducted an informal consultation process to seek the views of parents/carers, staff and the local authority on the proposal to convert to academy and join The Tapscott Learning Trust. Following this, the governing board agreed that there was sufficient support to submit an application to the Secretary of State to convert to academy and carry out a formal consultation.

Formal consultation was conducted from 15 October 2018 to 25 November 2018. This provided an opportunity for stakeholders to submit their views by means of an on-line survey and a public meeting. The governing board received a report on the formal consultation outcomes at its meeting of 15 January 2019. Governors carefully considered the responses to consultation. They agreed that there was sufficient support for the school to convert. They also concluded that the conduct of the consultation process met the requirements of the Academies Act 2010 and the tests for reasonableness.

On 7 December 2018, the Secretary of State agreed to issue an Academy Order to authorise the school's conversion. The decision of the governing board on 15 January 2019 confirmed that conversion should proceed.

### **TUPE**

When a school converts to academy the employer changes from the local authority to the Academy Trust. Formal consultation takes place with staff and this is referred to as TUPE. Staff receive a letter setting out the new employment arrangements, a formal meeting is held and there is a period for staff to make comments. For this conversion the TUPE process was carried out from 7 February 2019 to 14 March 2019. The process was conducted in compliance with the statutory requirements and no comments were received.

### **Bank account**

A new bank account has been opened for the school by the Trust and the details passed to the Education and Skills Funding Agency.

### **Commercial Transfer Agreement and Lease**

Conversion cannot be completed until all relevant parties have agreed and signed the commercial transfer agreement and the lease. The commercial transfer agreement sets out the assets and liabilities that will transfer from the local authority to the Trust and the lease defines the school site and sets out the conditions for its use and maintenance. The lease is an agreement between the Trust and the local authority only and this was signed by the Trust on 1 March 2019. The commercial transfer agreement is between all parties and this was signed by the governing board and the Trust on 21 March 2019.

## **Conversion on 1 April 2019**

The local authority has issued an assurance that they will sign the commercial transfer agreement and the lease ahead of the deadline for conversion on 1 April 2019. On the basis of this undertaking, the Secretary of State has agreed that North Beckton Primary School can convert to academy and join The Tapscott Learning Trust on 1 April 2019. If this position changes an update will be given at the meeting.

## **School governance post conversion**

At the governing board meeting on 15 January 2019, governors were asked to indicate if they wished to continue in office post conversion. All governors other than Sherine El-Damanawi Pratt have said they are prepared to continue and provided a supporting statement on their skills and experience (appended).

## **Next steps**

The governing board is asked to:

- Note that the Secretary of State has agreed the school can convert to academy and join The Tapscott Learning Trust on 1 April 2019 (subject to the local authority signing the commercial transfer agreement and lease).
- Recommend to The Tapscott Learning Trust that the governors listed in appendix 1 continue in office as members of the school's local advisory board post conversion
- Ensure that the final preparations for conversion on 1 April 2019 are carried out
- Note that the conversion project will be closedown after conversion

Paul Baglee  
Project Manager  
NPW Consultancy Services  
25 March 2019

### North Beckton Governing Board post conversion

<b>Governor</b>	<b>Continue?</b>	<b>Statement</b>
Lisa Spencer	Yes	I am a school governance professional with extensive experience of working with a wide range of governing boards to support their day to day work and to help improve their effectiveness. I have served as a governor at North Beckton primary school since 2015 and I am as chair of the governing board. I was heavily involved in the work to form the original partnership with The Tapscott Learning Trust and to now formalise the partnership by joining the Trust.
Jackie Withnall	Yes	I come from an education background, having been a primary teacher, Headteacher and currently a Teacher Training Mentor. I have always worked in Newham. My educational interests are Literacy, the Arts and Community Partnerships. I am also Chair of Governors at a primary school in Dagenham and a trustee for a local charity. I also volunteer for Crisis at Christmas, Applecourt Arts and The Renewal Programme.
Sherine El-Damanawi Pratt	No	-
Maggie Cameron-Ratchford	Yes	Strategic experience in housing association as deputy chair of the group board and chair of the governance and HR committee. Currently a school governor/chair of LAB at Kensington primary school. Trustee of TTLT and member of safeguarding and standards and finance, operations and resources committees. Currently pursuing a Leadership development programme for school governors run by Govern Ed in partnership with DfE. Operational experience of project management, budget setting and monitoring, business planning, safeguarding, procurement, resident involvement, quality auditing, and management of front line customer services.
Natalija Girzades	Yes	I have worked at North Beckton Primary School since 2004 and am delighted to be joining the governing body as a Staff Governor since 2017 and understand the important role that governors have at the school. For the past 10 years, I have thoroughly enjoyed my role as a class teacher at North Beckton Primary School. I was keen to become a staff governor because I wanted to expand my passion for teaching and learning beyond my own classroom to support the wider ethos of the school and represent my colleagues. I currently teach in the Early Years Foundation Stage and I am also the Subject Leader for Forest School. I am very proud to be a part of such a vibrant and happy school where the children are always put first. I feel very lucky to be part of a dedicated and hardworking team who constantly strive for excellence and the best possible outcomes for our children.

Governor	Continue?	Statement
Suus-Anna Harskamp-Eve	Yes	<p>Having joined NBPS Governing Body in 2018, I have gained valuable insight into how a Governing body should work, the impact of ineffective governance and models of effective working – both as a mainstream school and working collaboratively with other settings within Tapscott.</p> <p>My understanding of what school Governance involves, the role of the sub-groups, the importance of scrutinizing and questioning to be fully informed and available to attend meetings and school based meetings is crucial – ‘presence’ is important. My confidence to hold conversations about the role of the Governor has increased and I am now delivering training to Governors about their role in relation to well being and mental health. My role is both to hold to account and support the school through the process of questioning and looking at evidence – if the evidence isn’t there, my role is to look at supporting the school develop this in a way that can be presented to Governors and other bodies.</p> <p>Accountability, challenge and questioning should be balanced with support, encouragement and recognition – especially during times of challenge.</p>
Leena Choi	Yes	<p>I have over 16 years’ experience within early years, 10 of which were within a Newham school leading a successful Children’s Centre and Childcare provision. I have mentored and assessed on key early years training programmes over the years on a freelance basis. As a senior leader I hold a Post Graduate in Early Years Leadership, National Professional Qualification in Integrated Centres, (NPQICL) and National Professional Qualification in Senior Leadership (NPQSL). I have experience in project management, change management and largely within partnership working and quality improvement. I am currently a senior leader within another local authority in charge of the quality improvement of Children’s Centres, overseeing all aspects. I also manage key projects within the early help, working closely with the DfE to improve outcomes for children from an early stage.</p>
Twinkle Jayakumar	Yes	<p>Skills and experience: I have done my graduation in engineering in Bombay. I am a parent of two kids and one currently in reception class of North Beckton primary school. I am currently a Parent Governor at the school. It has been a pleasure by being part of the governing board and be able to get better understanding about the school.</p>
Alison Helm	Yes	<p>Having worked at Curwen Primary School, Plaistow, for a number of years, I was asked to come and support North Beckton after its second RI Ofsted judgement in May 2017. This was initially on a secondment basis, however having met the school staff, and realised how determined they all were to improve the school, for the benefit of the local children, I applied for and was successful in becoming the Head Teacher in July 2018. I am fully committed, along with the school's SLT, staff, Governors and parents, to ensuring that our school provides the best possible education for our pupils; this is both in terms of their academic attainment but also through their social, physical and emotional development. Working in partnership with our parents, I am striving for our school to be the school of choice for families within the Beckton community. I firmly believe in the school's ethos of 'We all Belong' and I'm excited about moving forward, as part of the TTLT, in making this vision a living reality.</p>