

11 February 2011

Dear Parent/Carer

### **Proposed change of status of Carre's Grammar School**

The Governing Body of Carre's School is currently considering whether the school should become an Academy. The Foundation and Governing Body have approved the submission of an 'application to convert' to the Secretary of State for Education. If accepted, this will release funds that we will use to research all aspects that are required for the final application. Predominantly these funds will be used for legal advice. **This submission does not signify confirmation that we will apply formally for change of status.**

The Governing Body has set up an Academies Committee which will gather all relevant information, including comments from staff, students, parents and other stakeholders of the school in order to make an informed decision about whether Carre's Grammar School should convert to Academy status. The decision to change status, however, resides entirely with the Governing Body and will be based on the findings of the Academies Committee. We hope that the Committee will be in a position to make a recommendation to the Governing Body at the end of April.

As you will be aware, Carre's Grammar School is currently a Foundation school and we are sure you will share with us a vision of Carre's as a leading innovative force in the delivery of continuously improving and high quality education within a culture of intellectual freedom. We want it to meet the needs and aspirations of boys, and girls, across the 11-18 age range, whatever their background or circumstances. We also want the school to provide a rich environment of opportunities for students to develop a broad range of extracurricular skills to their highest potential. There are no cast iron guarantees, but the additional income and freedom that Academy status brings could enable Carre's to achieve that vision more effectively than remaining as a Foundation school. In particular, we would hope that the freedom to develop our curriculum, our extracurricular activities and our premises will bring benefits to current and future generations of Carre's students that would not be possible under Local Authority control.

There would be three key differences if we convert to Academy status:

- The school will cease to be funded through the Local Authority, but will instead be funded and maintained directly by the Department for Education. In addition, this will mean that the school can retain the Local Authority Central Spend Equivalent Grant portion of its budget. The Academies Committee is researching exactly how much this extra money will be and how much we will have to spend additionally on services currently provided by the Local Authority.
- An Academy Trust would be set up as a limited company, as a vehicle to run the school. A number of arrangements will need to be put in place to enable this Trust to work, significantly, leases with the Foundation in order that the existing school site can be used in toto.

- The school staff will be employed by the Academy Trust. As a Foundation school, staff are already employed by the Governing Body. The Governing Body of Carre's prides itself on having excellent relationships with all the staff of the school, and has no desire for this to change in any way. The employment rights of all members of staff will be protected by TUPE, Transfer of Undertakings (Protection of Employment) Regulations, which came into force in 2006. This means that these employment rights will transfer to the Trust under the same terms and conditions of employment. Pension rights and continuity of service record will also be preserved. The Academies Committee will be setting up a full consultation with all staff to ensure that any problems or issues concerning them are fully dealt with.

The Academies Committee is made up from members of the Governing Body, including a Parent Governor, the School Business Manager, a Foundation Governor as well as the Headteacher and representatives of teaching and support staff. Over the coming months, the Academies Committee will consider the financial, personnel, legal and curriculum implications of such a conversion, and will take fully into account the views of staff, students and parents. Once the Academies Committee has gathered all the relevant information, a recommendation will be made to the main Governing Body whether or not to apply formally for change of status.

If we decide to become an Academy some important matters would not change:

- We will continue to act as our own Admissions Authority. We will act in accordance with the government's Code of Practice for admissions and continue to consult on our admissions policy in accordance with the Code.
- We will continue to be called Carre's Grammar School and our uniform will not change.
- The extra-curricular programme, the school day, pastoral support and general organisation of the school will not be affected. Collaborative working with our partner schools will continue. Indeed we would hope that these areas will be enhanced under Academy status.

We will endeavour to make this process as transparent as possible and, to keep you informed as we make progress, you will find a range of material about the potential conversion on our school website, including updated versions of Frequently Asked Questions.

Please send any comments you may wish to make concerning this proposal by email to [garry.titmus@carres.lincs.sch.uk](mailto:garry.titmus@carres.lincs.sch.uk) or in writing to: Cdr Garry Titmus, c/o Carre's Grammar School, Northgate, Sleaford NG34 7DD.

Yours faithfully



**R A Hutton**  
Chair of Governors



**N M Law**  
Headteacher