



Manor Community College

a DCSF designated Specialist Creative and Performing Arts College
Principal Ben Slade BA (Hons) Ed, NPQH

Students First • Developing the talent of the future

Dear Colleague,

RE: Proposed North Cambridge Community Trust

Manor Community College is thinking about becoming a Trust School, effective from September 2010. This would also necessitate a change of status from a Community college to a foundation school. This letter is to give an overview of our ideas and proposals and to ask for your views. With it I am enclosing a copy of our full consultation document which I hope you will find helpful.

Our Proposed Trust

Trust Schools are a new kind of school – part of the Local Authority System, but supported by a Trust which will appoint some of the Governors. The Governing Body will continue to run the school and be responsible for its performance and Mr Slade will continue as Principal. We shall maintain our strengths as a comprehensive school serving our local Community. The Governing Body of Manor Community College are proposing to establish a Trust which a range of local partner organisation and agencies. We believe this will enable us to build strong and sustainable partnerships which will lead to improved levels of achievement and life chances for all of our students. The potential partner organisations that we have been talking with are:

- **Cambridge University Press**
- **Cambridgeshire County Council**
- **Cambridgeshire Constabulary**
- **Kings Hedges Neighbourhood Partnership**
- **Associate Feeder Primary Schools**

*We are also hoping that **Cambridge Regional College (CRC)** will also join the proposed but this is not yet approved.*

*Finally, we want to engage a **Leading Edge Business partner** to join the proposed Trust.*

What Does This Mean For Students?

The Manor Community School motto is “*students come first*”. We work continually to raise standards, tackle low aspirations, develop a culture of “no excuses” and equity and to nurture, develop and challenge that talent of all our young people.

The partners share these principles and we particularly want to use the proposed Trust to:

Arbury Road, Cambridge, CB4 2JF
Tel: 01223 508742, Fax: 01223 508747
Email: office@manorcc.org.uk
www.manorcc.org.uk

Deputy Principal: Jane Davies
Chair of Governors: Phillip Ward
PA to the Principal: Lucy Crebo
College Business Manager: John Moloney





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- Enhance the support we provide to students and their families
- Break down any barriers that students have to learning
- Raise the aspirations of students and their families

We think the partners that we have been talking to have both the right experience and the expertise to contribute on this basis. We want to use the Trust to:

Raise student attainment and aspirations in the Arbury, east Chesterton and Kings Hedges areas of North Cambridge; to promote and develop a culture of high aspiration and achievement, securing continuous improvement towards excellence.

What Does This Mean For Parents/Carers?

The school will need to become a foundation school but will still remain part of the family of Local Authority maintained schools. The school will set its own admission arrangements. We will continue to be bound by the School Admissions Code (like all other schools) this means that we will continue to have fair admissions and that we will not introduce selection by ability. We expect to keep the same arrangements and criteria that we have now.

At least one third of the Governing Body will continue to be parent governors.

What does this mean for staff?

The Governing Body and not the Trust will continue to run the school and be responsible and accountable for its performance. The school budget will continue to be delegated to the Governing Body.

If the proposals are implemented then the employer of all school staff will change from the Local Authority (Cambridgeshire County Council) to the Governing Body of the school. All existing staff will be covered by the School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 <http://opsi.gov.uk/si/si2007/20071289htm> Under paragraphs 29 of 32 of Schedule 1 these regulations provide for all rights, powers, duties and liabilities in the contracts of employment for members of staff to transfer from the Local Authority to the Governing Body. This change is related to becoming a foundation school rather than acquiring a Trust.

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As an employer the Governing Body will continue to be bound by the School Teacher's Pay and Conditions Document.

Foundation Schools can change terms and conditions related to the employment of future (not existing) non teaching staff. However it is not our intention to do this.

Other key points:

The school will remain part of the family of local Authority maintained schools. We will teach the national curriculum and as explained above will abide by the School

Admissions Code. We will continue to play our full part in taking hard to place students. The college will have the same responsibilities and commitments to students with special educational needs. The college will also continue to be bound by the requirements of the Disability Discrimination Act.

The Governing Body will still include at least two members of staff.

The Trust will own the land and buildings that make up the school rather than the Local Authority.

Consultation Process

This letter provides an overview of our proposals. In the enclosed consultation document you will find more detail on the possible partners and how we might work together and on what the proposed changes mean. You can also view or download the documents from our school website www.manorcc.org.uk . You can also find lots more information about Trust schools at www.Trustandfoundationschools.org.uk

We are very interested in your views on these proposals. Please read the enclosed consultation document and let us know what you think. You can send do this by

- Completing the questionnaire at the back of the consultation document and returning it to.
- Writing to the Chair of Governors via the school.
- Attending a meeting for staff **on Thursday 25th March at 3:30pm in the JJ Hall**
- Talking with one of our staff governors

You can comment until 26 April.

A copy of this letter and the enclosed consultation document has also been sent to each relevant branch trade union representative.

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If you have any questions or comments about the consultation process itself you can tell us by contacting Lucy Crebo (Clerk to the Governing Body and PA to the Principal) on/at

- Phone: 01223 508742
- E-mail: office@manorcc.org.uk
- Post: At the above address.

Following the consultation the Governors will review all the comments and will decide whether to go ahead and publish statutory proposals and whether to amend those proposals to reflect your suggestions and concerns. If the Governors do go ahead and publish proposals there will be another chance to comment on the formal proposals, over a four week period, during the summer term before a final decision is taken.

Yours sincerely.,

For and on behalf of the Governing Body

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