

St Andrew & St Francis Primary School

Belton Road, Willesden, LONDON NW2 5PE

www.standrewandstfrancis.org Tel: 020 8459 1636

April 2014

Dear Reader

As the IEB is charged with the management of our school, our first duty is to the 450 pupils in our care. Our job is to provide them with the very best education we possibly can with the resources at our disposal. Importantly we are also charged with keeping them safe.

Naturally we were very sorry to have been forced to close the school, or part of it, on three occasions recently as a result of strike action by some of our staff. We will not keep the school open if we cannot be sure of the safety of the children in our care. We believe the strike was unnecessary as full assurances had been given to the staff and trade unions concerned, but these were insufficient. We cannot be sure that there will not be other days of disruption this term, but we will do our best to keep the school open and deliver good quality education to your children.

The school will become an academy in June this year and we would urge you to read the notes set out below. We have carried out a full consultation and the results have been reported to you. Once the academy is in place, a new Governing Body (see below) will be established and you will be invited to elect two parent governors.

We are continuing to actively seek a substantive Headteacher but this is proving difficult. We are though still recruiting and will keep you informed.

Interim Executive Board (IEB)

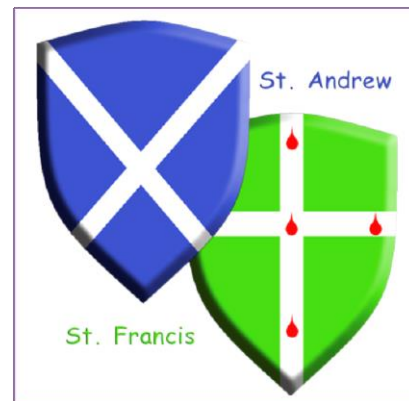
Academy Status - The Department of Education (DfE) made an order that St Andrew and St Francis become an academy towards the end of 2014. The reason for this was that following an Ofsted Inspection in March 2014 the school was judged to be inadequate and was placed in Special Measures. In spite of continued efforts by the senior leadership, insufficient progress was made during 2014, and the Academy Order was raised.

The IEB had a number of choices of academy sponsor. We could have chosen one of the more established secular chains of which there are several, or we could have made every effort to retain the ethos and character of the school. The latter course of action was chosen.

St Andrew and St Francis is currently a London Diocesan Board for Schools (LDBS) voluntary aided school – a church school. The Church of England has been providing education to children in this country for well over 100 years, so they are not a “fly-by-night” organisation. They are currently educating over one million children in their schools.

The LDBS has an Academies Trust, which is managed by the same people who run their schools now. As a parent you will see little visible change to the school in June when the school transfers to LDBS Academies Trust (LAT).

- The name of the school will **NOT** change
- The uniform will **NOT** change
- You will **NOT** pay for normal school provision (see our Charging Policy)
- Your children will **NOT** be taught by unqualified teachers
- The school **WILL** continue to be well funded and resourced
- Staff will **NOT** be dismissed
- Staff **WILL** continue to have the Terms and Conditions of Employment they have at present



Dates to remember

April 13th

Children return to school

May 4th & 25th

Bank Holidays

May 25th to 29th

Half term

July 20th

End of Term

Get in touch

IEB members are always happy to meet parents. Arrangements can be made for an extended meeting if required or just a quick chat. Appointments can be made directly with an IEB member or the Headteacher through the school office or by email to

governor@sasf.brent.sch.uk

L DBS Academy Trust in the news;

Another new school for LDBS Academies Trust

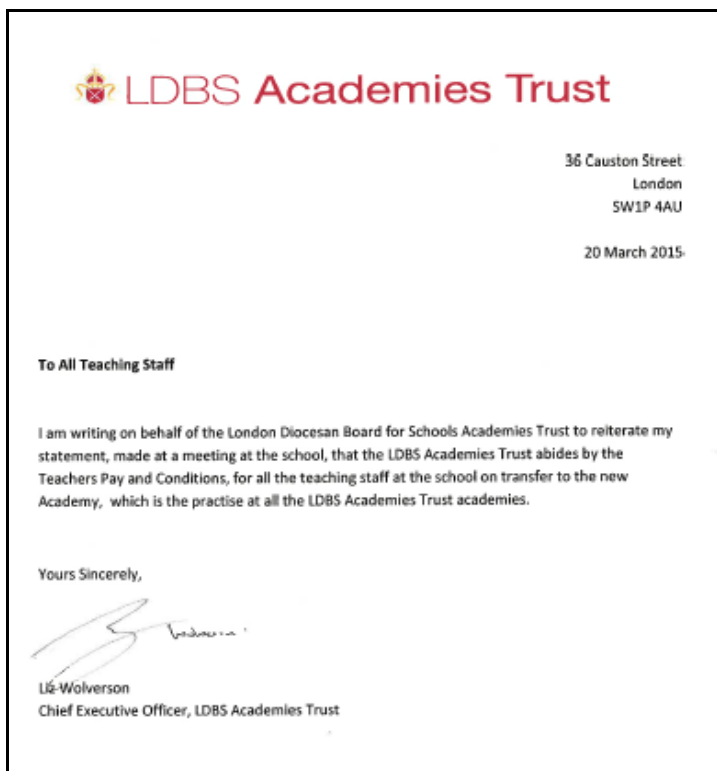
The LDBS Academies Trust has been given the go ahead by the DfE and London Borough of Barnet to open a new Church of England primary school in a new housing development at Millbrook Park. The new school is being built for London Borough of Barnet by Kier and should be ready in time for the School to open in September 2014.

Industrial Action

In February this year we were served with notice that the NUT and ATL teaching trade unions were intending to ballot their members on taking sustained and discontinuous strike action over the proposed transfer of employment to a new employer with consequent threat to employees' terms and conditions of employment.

The IEB has given unequivocal and clear assurances to the trade unions on several occasions that there would be no change to Terms and Conditions as a result of the transfer.

To give further assurance the IEB subsequently obtained written assurance from the LDBS Academies Trust and this is shown in full below. The IEB has made every effort to avoid any strike action which puts the children and their education at risk.



Who are the LDBS Academies Trust?

The London Diocesan Board for Schools has formed LDBS Academies Trust as a company limited by guarantee, registered number 8182235.

The Trust has been set up to establish, maintain, carry on, manage and develop Church of England Schools.

The family of schools comprises:

Holy Trinity Church of England Primary School, Tottenham

St Ann's Church of England Primary School, Tottenham

St Michael's Church of England Primary School, Wood Green

St Paul's & All Hallows Church of England Infants School, Tottenham

St Paul's & All Hallows Church of England Junior School, Tottenham

Millbrook Park Church of England Primary School

All these schools that have been inspected are rated as Good by Ofsted.

LDBS Academy Trust –

In December, 2014 the Regional Commissioner for Schools commended the LDBS Academies Trust for their **“passion, commitment and determination to raise standards and improve the education of children in this region”**

“Thank you for working to realise our ambition of making the region one where all pupils throughout their school career can expect excellence as a standard”

Tim Coulson, Regional Commissioner for Schools, East of England and North East London

School Governance

In June, when the school becomes an LDBS Academies Trust school the governance of the school will change and the IEB will no longer be in place. A new Local Governing Body (LGB) will be appointed.

The LGB consists of nine people. They are appointed by the LDBS Academies Trust (LAT), which also appoints the Chair. The Headteacher will be a member of the LGB. Two members of the LGB will be elected by the parents and information about the procedure will be sent to parents. One member will be elected by the staff of the school. The Vicar of St Andrew's Church, Willesden will be invited to become a governor. All governors are checked for suitability and interviewed by the LAT to ensure that each appointed member will bring skills and qualities which are complementary and to ensure that the school has the right people, with the right skills to lead the school.

What's Happening in school

The new library will be open by the end of this month

We have upgraded the security at the front of the school with new remotely controlled gates.

A new web site for the school is now under construction and should be ready in the summer.

Repairs are being undertaken to windows at first floor level.

New and secure doors are being fitted to all ground level classrooms.

A planned programme of redecoration is being undertaken.