

15th June 2007

Letter to All Staff Members of Andrew Marvell Business & Enterprise College

PUBLIC CONSULTATION Changing to Foundation School Status and Acquiring a Charitable Trust

Dear Colleague,

Andrew Marvell Business & Enterprise College (AMBEC) is thinking about becoming a Trust School and the Governing Body has passed a resolution to consult about acquiring Trust status and changing from a Community school to a Foundation School - this letter is to explain our ideas and proposals as part of our consultation process and to ask for your views. We are enclosing with this letter full details of the consultation for your information in Booklet One 'Changing to Foundation School Status and Acquiring a Charitable Trust'.

Our Proposed Trust

Trust schools are a new kind of maintained state school - part of the Local Authority system, but supported by a charitable Trust that will appoint some, but not a majority, of the governors. The Governing Body will continue to run the school and be responsible for its performance and Mr McCready and his successor will continue as Head Teacher. We shall still maintain our strengths as a local comprehensive secondary school, serving our local community and as part of the local authority family of schools.

The Governors of Andrew Marvell Business & Enterprise College are proposing to establish through a Trust a long-term partnership that will bring together businesses, Pre-school providers, Primary schools, Wilberforce Sixth-Form College, Hull College, Hull University Business School, the LSC, the local PCT, the Community Farm, PROBE, Sport & Leisure providers, AMBEC and the Co-operative Group and Co-operative College. The long-term partnership with the Co-operative Group and the Co-operative College will be built upon by this new relationship endeavouring to provide continuity and stability for the Trust.

Why should AMBEC consider acquiring a Trust and changing to Foundation status?

This partnership will devote itself to raising Community aspirations through valuing Education and thereby embedding lifelong learning and lifelong earning in the Community that will enable regeneration and therefore benefit all members of the Community. The intention is to provide a continuum of educational and vocational opportunity for individuals and family members from birth and through retirement. Each member will bring benefits to the Trust and the Community and derive mutual benefit from being a member of the Trust with the totality of the contributions from members bringing benefits to the Community exceeding the sum of the individual parts. The added value our Trust and external partners bring will be seen in terms of:

- Raising aspirations through embedding the value of Education in the Community
- A global perspective rooted in co-operative values
- Providing lifelong learning and earning opportunities
- Empowering learners and promoting active citizenship
- Membership open to parents and (subject to legal constraints) staff
- Synergistic relationships between partners
- Opportunities for individual portfolios
- Creating an environment where all learners of any age have access to and support for a wider range of learning opportunities

What does this mean for employees?

It is important to appreciate that the Governing Body, not the Trust, will continue to run the College and to be responsible and accountable for its performance. The College budget will continue to be delegated to the Governing Body by the LA under the same City wide fair funding arrangements.

The existing rights of teachers will be fully protected if the College acquires a Trust. We will still be bound by the School Teachers' Pay and Conditions Document. The School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 provide for all rights, powers, duties and liabilities to transfer existing staff from the LA to the governing body. Employees will be employed by the College Governing Body instead of the local authority and we will continue to recognise the same unions. The College will set terms and conditions for support staff. However, terms and conditions will be safeguarded as per the prescribed regulations for existing staff and they will maintain the same employment rights as local authority employees. Governors have no intention to alter any Conditions of Service (including membership of the East Riding Pension Scheme) which would disadvantage any existing and new support staff against those of the Local Authority.

Employees will still be represented on the Governing Body, as elected by their colleagues, as well as there being representatives from parents, the community and the Local Authority as is the case now.

Governors appointed by the Trust to the Governing Body will be a minimum of two and always in a minority.

How can I find out more information?

The College has produced two booklets that provide further information:

1. Booklet 1 'Changing to Foundation School Status and Acquiring a Charitable Trust' (This booklet is included with this letter).
2. Booklet 2 'Changing to Foundation School Status and Acquiring a Charitable Trust - Questions & Answers' (This booklet is available upon request from the College).

All information is also available on the College website www.andrew-marvell.com

Consultation Process

Please let us know what you think about the proposal. You can:

- Talk to staff governors (Ms S France, Mrs J Marten and Mrs J Myers).
- Send back our consultation questionnaire which is included with this letter or write to us at the school;
- Come to the open meeting for staff at 3.30 pm on Tuesday, 19th June, in the College's Main Hall, to discuss the proposals with the Head Teacher, Governors and representatives of our school's partners.

You can comment at any time until Friday 20th July 2007. The governors will then review all the comments and will decide whether to go ahead (and whether to amend the proposals to reflect your suggestions and concerns). Staff will be given an opportunity to view the feedback to our proposals, a summary of which will be posted on our website and there will be another chance to comment on any formal proposals which might be made during the summer term, before a final decision is taken.

Yours Sincerely,

Mr B Jacobs
Chair of Governors