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Public Consultation relating to the future of Hasmonean High School

This consultation document relates to the proposal for the following changes to take effect from 1 September 2018:

- 1) **The single academy trust ("SAT"), which operates the existing co-educational academy known as Hasmonean High School, to become a multi-academy trust ("MAT") known as "Hasmonean Multi-Academy Trust"; and**
- 2) **The existing co-educational academy to de-merge to form two separate single sex academies to be known as - "Hasmonean High School for Boys" and "Hasmonean High School for Girls", together referred to as the "Proposal".**

Background to the Proposal

The academy trust known as "Hasmonean High School" (company number 07706488) (the "**Academy Trust**") currently runs one co-educational academy also known as "Hasmonean High School" (URN 137539) (the "**Academy**"). The Academy Trust (as per Department for Education ("**DfE**") requirements) is established as a company limited by guarantee, with members and a board of trustees (the "**Trustees**") and the Academy Trust's constitution is set out in its articles of association ("**Articles**").

The funding arrangements for the Academy are set out in a funding agreement entered into by the Academy Trust and the Secretary of State for Education. The Academy Trust is currently a SAT and its existing Articles and funding agreement are based on the DfE model for a SAT relevant to the time that the Academy was established in October 2011.

The Academy is established as a co-educational school. Historically, the predecessor school to the Academy was formed following the amalgamation of a boys' school and a girls' school in 1984 but the sexes have always been taught separately on two distinct sites, and the Academy is registered as two distinct examination centres.

The Academy is consistently one of the best performing non-selective state schools in the UK according to government measures and national newspaper league tables. It was judged to be 'outstanding' by Ofsted in its last inspection in 2012 and by Pikuach (the body which judges the standards of Jewish religious education) in both 2012 and 2017. All students, staff and parents are aware of our great purpose: to nurture students to become committed to, and ready to live, a life of Torah im Derech Eretz (to be successful in the wider world without compromising the attitudes and values enshrined in the Torah). The Trustees consider that the Proposal will help to secure the future of the provision of education based on these values.

Reasons for the Proposal to de-merge the Academy and form a MAT

In the light of a recent Court ruling relating to how co-educational schools should be operated, and following consultation with the DfE, the Trustees wish to place the Academy on a more secure legal footing and to ensure compliance with Equalities legislation. Having two separate single sex academies (the “**New Academies**”) will enable the Academy Trust to have a separate admissions process for boys and girls.

Prior to deciding whether to submit the Proposal to the DfE for their approval, the Academy Trust wishes to consult with stakeholders.

The board of trustees invites responses to the Proposal 30th March 2018.

Impact of the Proposal

The Proposal would create a structure which best reflects the nature of the current operations. As the boys and girls at the Academy have always been taught separately on two distinct sites, the pupils would not experience any substantive difference to the way they are currently educated as a result of the de-merger.

The Academy Trust would remain the same company (albeit established as a MAT rather than as a SAT), with the same company number. The Academy Trust remains the employer of staff and the New Academies would continue to share the same staff body as the Academy.

The Proposal is not expected to have any adverse financial impact on the Academy Trust, and if the Proposal proceeds then Trustees will work with the Education and Skills Funding Agency to obtain further information on the expected levels of funding for the New Academies and before implementation a careful review of the financial implications will be carried out to ensure that there is no adverse impact on the level of provision.

Before the Trustees decide whether to implement the proposals, they will take into consideration the impact of the proposals with regard to the Public Sector Equality Duty. Trustees will be interested to hear the views of consultees on any relevant issues relating to impact of the proposals on those persons with protected characteristics under the legislation. Trustees will also have due regard to the need to advance equality of opportunity and foster good relations between persons who share a “relevant protected characteristic” and persons who do not, and in this regard views are sought from consultees on this issue.

The differences to our current arrangements would be as follows:

Articles and Company Name

- The constitution and name of the Academy Trust will be amended (although the Academy Trust will remain the same company with the same company number).
- The name of the Academy Trust will be amended from “Hasmonean High School” to “Hasmonean Multi-Academy Trust”.
- The Articles of the Academy Trust will be amended to new MAT Articles (based on the DfE model form appropriate for a MAT). The charitable purpose of the Academy Trust will remain the same. A copy of the DfE model MAT Articles and model funding documents can be located [on the Academy Trust’s website alongside this consultation document].

Governance Arrangements

- The company structure of the Academy Trust will essentially remain the same with a membership and a board of trustees. As a MAT though the board of trustees will also be able to establish “Local Governing Bodies” relating to the New Academies.
- Subject to the approval of the DfE, the proposed governance structure of the MAT will be:
 - Four members comprised of three individuals and a corporate member (The Jewish Secondary Schools Trust);
 - A board of trustees consisting of at least 7 trustees which would include 5 foundation appointed trustees;
 - A Local Governing Body for Hasmonean High School for Boys which would include 2 parent governors, 2 staff governors and up to 7 foundation governors; and
 - A Local Governing Body for Hasmonean High School for Girls which would include 2 parent governors, 2 staff governors and up to 7 foundation governors.
- All Trustees of the existing Academy Trust would be given the opportunity to play a role within the MAT’s new board of trustees and/or one or both of the two new Local Governing Bodies].

Funding Agreement

- The existing funding agreement of the Academy Trust will be amended to reflect the de-merger and the establishment of the MAT.
- As per the DfE model funding documents for a MAT, there will be a master funding agreement relating to the funding of all academies operated by the MAT, and a supplemental funding agreement specific to each of the New Academies. The funding documents will be based on the DfE model and a copy of the DfE model MAT master funding agreement and mainstream supplemental funding agreement can be located [on the Academy’s website alongside this consultation document].
- The names of the New Academies will be set out in the respective supplemental funding agreement as “Hasmonean High School for Boys” and “Hasmonean High School for Girls”. Each of the schools will have its own URN.

Current Pupils

- Current pupils are registered pupils of the Academy, following the de-merger the pupils will be registered at the relevant new academy.

Admissions for New Pupils

- If the proposal is approved, the future admission of children to the New Academies will require parents to apply for admission either to Hasmonean High School for Boys or Hasmonean High School for Girls (rather than as is currently the case where parents apply for children to be admitted to Hasmonean High School, as a single school, in which boys and girls are educated on two separate single sex campuses).
- Each of the New Academies will have its own Pupil Admission Number.
- In the event that the New Academies are oversubscribed, it is proposed that:
 - [a child with a sibling who either attends either of the New Academies or who attended the former Academy would gain priority within the admissions arrangements i.e. if a child had a brother or sister at Hasmonean High School for Boys or Hasmonean High School for Girls or the former Hasmonean High School, his/her application would be prioritised on this basis;
 - The distance from the homes of prospective male students would be measured from the main gates of Hasmonean High School for Boys and the distance from the homes of prospective female students would be measured from the main gates of Hasmonean High School for Girls (rather than, as they currently are for all prospective students, from the main gates of Hasmonean High School’s boys’ campus).]

- A copy of the proposed admission arrangements for the New Academies can be located on the Academy Trust's website alongside this consultation document

Education Provisions

- Pupils will not experience any substantive difference to the way they are currently educated as a result of the de-merger.
- Teachers and leaders will continue to have the highest expectations of their pupils.
- Each New Academy will offer a broad and balanced curriculum which is designed to enable all students to be stretched and challenged in order to reach their potential.

Staffing at the New Academies

- The employer of staff at the New Academies will remain the same as the current employer of staff i.e. the Academy Trust.
- Staff will continue to work at either/or/both of the Hasmonian High School for Boys and the Hasmonian High Schools Girls depending on what is specified in their current contract.
- Staffing provision will remain the same but will change as and when specific needs arise, just as is currently the case.
- If the Proposal is approved by the DfE, further consultation with staff shall be undertaken by the Academy Trust prior to the implementation of the Proposal.

How do you respond to the consultation?

Those wishing to respond to the consultation should write to the board of trustees for the attention of the Clerk, Mrs Lulu Oskis, via the Academy's address or via l.oskis@hasmonean.co.uk.

The closing date for the receipt of any comments is 30th March 2018.

The documents referred to in this consultation document can be found at: <http://www.hasmonean.co.uk/>

What happens next?

Following the closure of the consultation period, the Trustees will consider the results of the consultation and make a decision as to whether to proceed with the Proposal. If approved by the Trustees, the Proposal will then be submitted to the DfE for approval.

If approved by the DfE, it is proposed that the new arrangements shall take effect from 1 September 2018 (or as soon as possible following that date).