

Becoming a BDAT Academy

Carol Dewhurst
Chief Executive Officer

Peter Thompson
Director of Operations

April 2018



What are academies?

- An Academy is a publicly funded independent school.
- The Academy programme was set up in 2000 by the Labour government to allow strong schools to operate outside local authority (LA) control
- Academy freedoms include:
 - freedom from LA control;
 - greater control of their budget;
 - the ability to set their own pay and conditions for staff;
 - freedom from following the national curriculum; and
 - ability to change the lengths of school terms, days etc

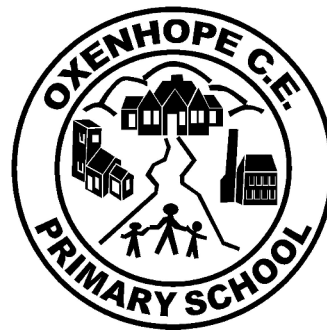
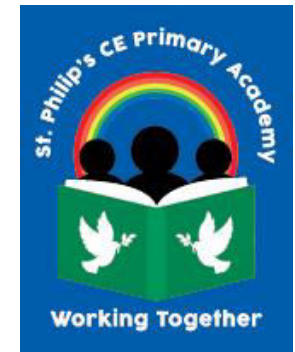
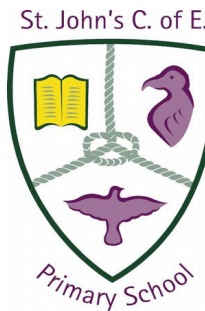
Who is BDAT?



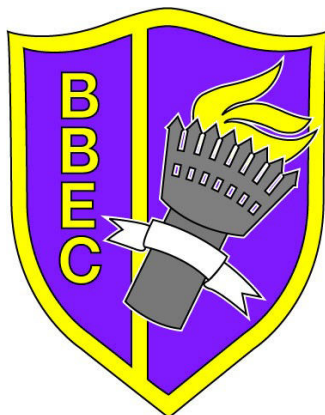
- BDAT is your local Diocesan Academy Trust set up to support and build a collaborative family of church Academies in Bradford.
- As a Trust we were initially created to support schools in challenging circumstances to work with them to achieve their rapid improvement.
- By the end of 2018 we will support 14 primary schools within our Trust through a model of schools supporting schools and guidance from the centre.
- We also support four secondary schools: Bradford Foster Academy, Immanuel College, Belle Vue Girls and Buttershaw.
- **We are able to support both Church and non Church schools**

Our academies – April 2018

Our primary Academies



Our secondary Academies



Our future vision

- Primary growth. Based around three core principals: planned, measurable, sustainable
- Growth Strategy September 2017: to be at 20 schools by September 2020
- We remain committed to sustainability – and will ensure that this leads in all our conversations with the Diocese and Department for Education.
- We are at a point where we think we have identified our full quota of schools.
- **NEW** growth strategy:
<http://www.bdat-academies.org/about-us/introduction-to-bdat>

Our potential growth 2017-18

BDAT Board

Chair – Tessa Mason, CEO – Carol Dewhurst

Secondary Board Committee

Chair – Ex -Secondary Head

Primary Board Committee

Chair – NLG

Finance and Audit Committee (FAC)

Chair – EX-Accountant

Secondary Cluster 1

- BBEC
- BFA
- BVG
- IMM

Primary Cluster 1

Primary Cluster 2

-

Primary Cluster 3

Internal Audit Committee

Chairs

Our vision and values

WHAT ARE WE HERE FOR?

“ to provide first class education within the context of Christian belief and practice....

... because we believe every child only has one chance at a good education”

WHAT ARE OUR VALUES?

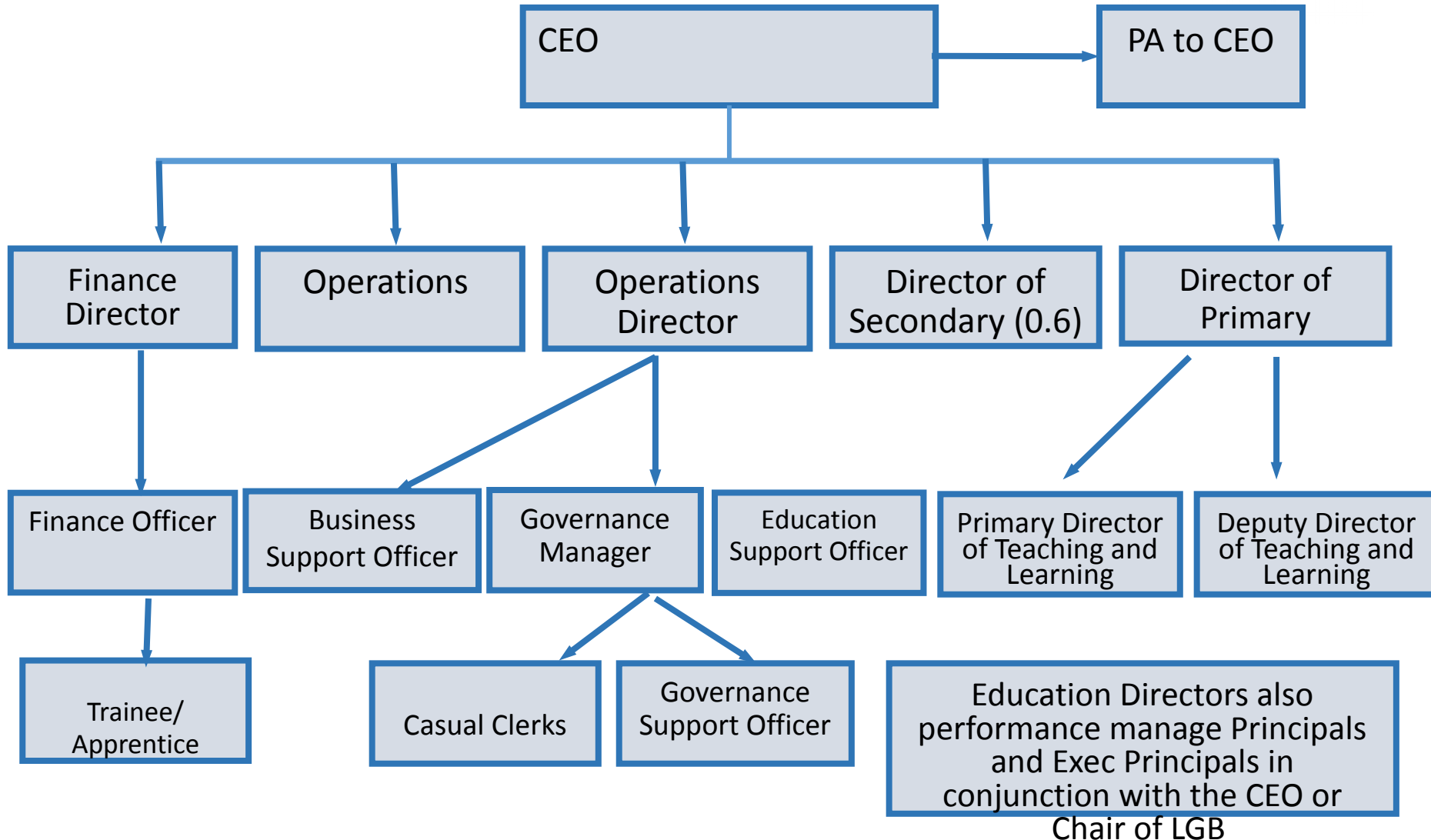
- **Aspiration**
- **Inclusion**
- **Excellence**
- **Resilience**
- **Compassion**
-



Our Christian ethos

- BDAT is a Christian organisation, established by the Diocese of Leeds
- We are committed to providing **high quality education for all** within an ethos which encourages academic, vocational, mental, physical and spiritual opportunities, exploration and development for each member of our Academies.
- Whilst robust Christian values underpin the work of the Trust, everyone in BDAT (staff and pupils) is encouraged to explore their own spirituality and to recognise and understand that of others.
- We know our values are not uniquely Christian and underpin many of the faiths and communities we work with and in.
- It is for this reason we choose to support and sponsor Non-Church of England schools as well as those schools within the faith.

BDAT Central Team



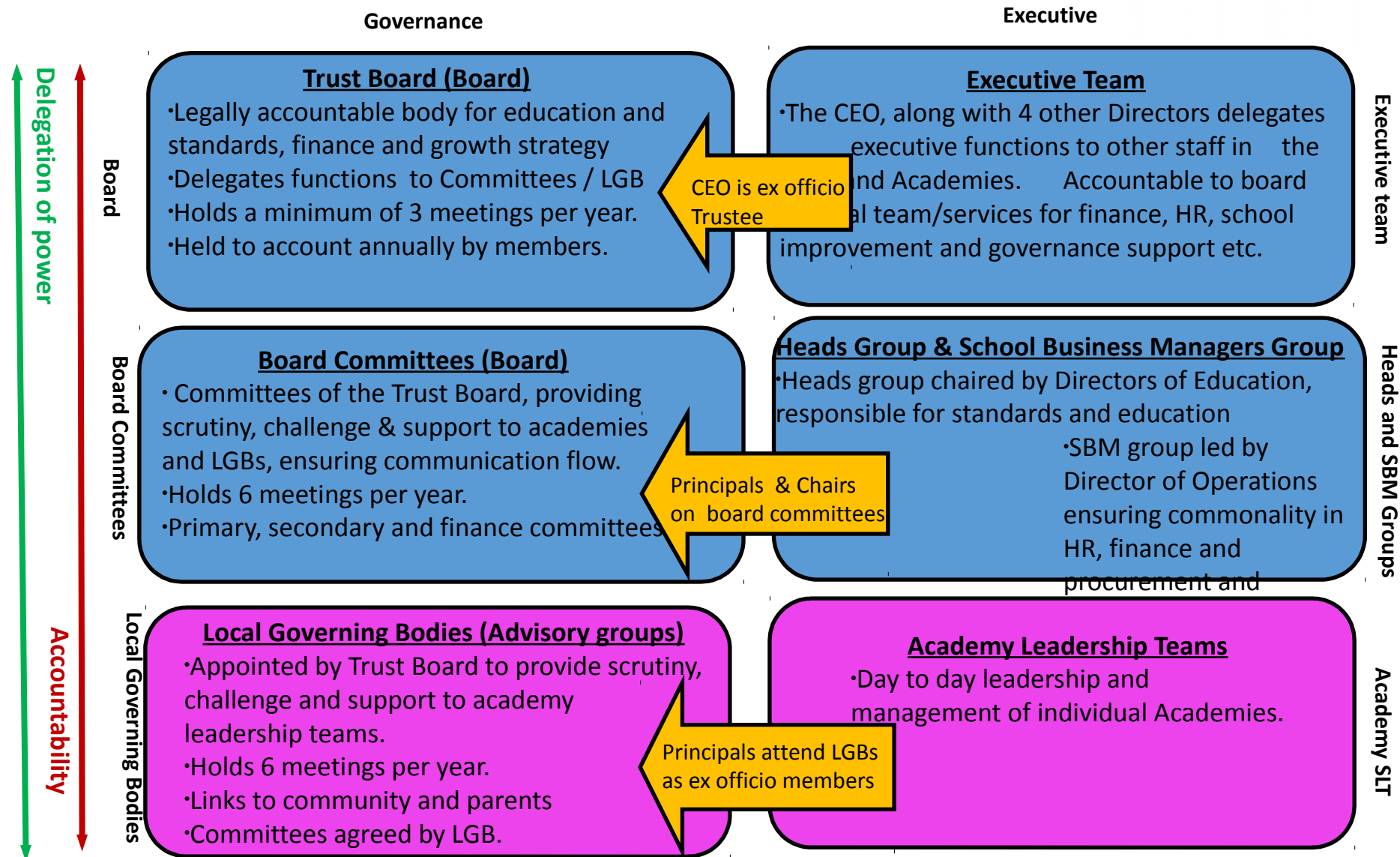
Future MAT structure

- **NEW** strategic partnership with an outstanding sixth form provider (New College Bradford) to develop a free school sixth form offer.
- **NEW** strategic partnership with a Bradford Based Teaching school alliance to build external capacity. Key partners – Baildon CE, All Saints Ilkley, Immanuel College.
- **NEW** - considering possibility of Alternative Provision free schools at Key Stage 3 + 4

BDAT Governance model

- 3 Diocesan Members: Andy Jolley, Tony Hesselwood and Jerry Lepine
- MAT Board of approximately 14 Directors appointed based on skill not representation
 - <http://www.bdat-academies.org/about-us/our-board>
- MAT Chief Executive Officer & Accounting Officer—Carol Dewhurst
- Annual elections from the Chairs of primary and secondary LGBs to Board.
- Chief Education Officer of DBE – Richard Noake (observer)
- Each school retains governing body and operates under a scheme of delegation. BDAT appoints all governors.

Governance

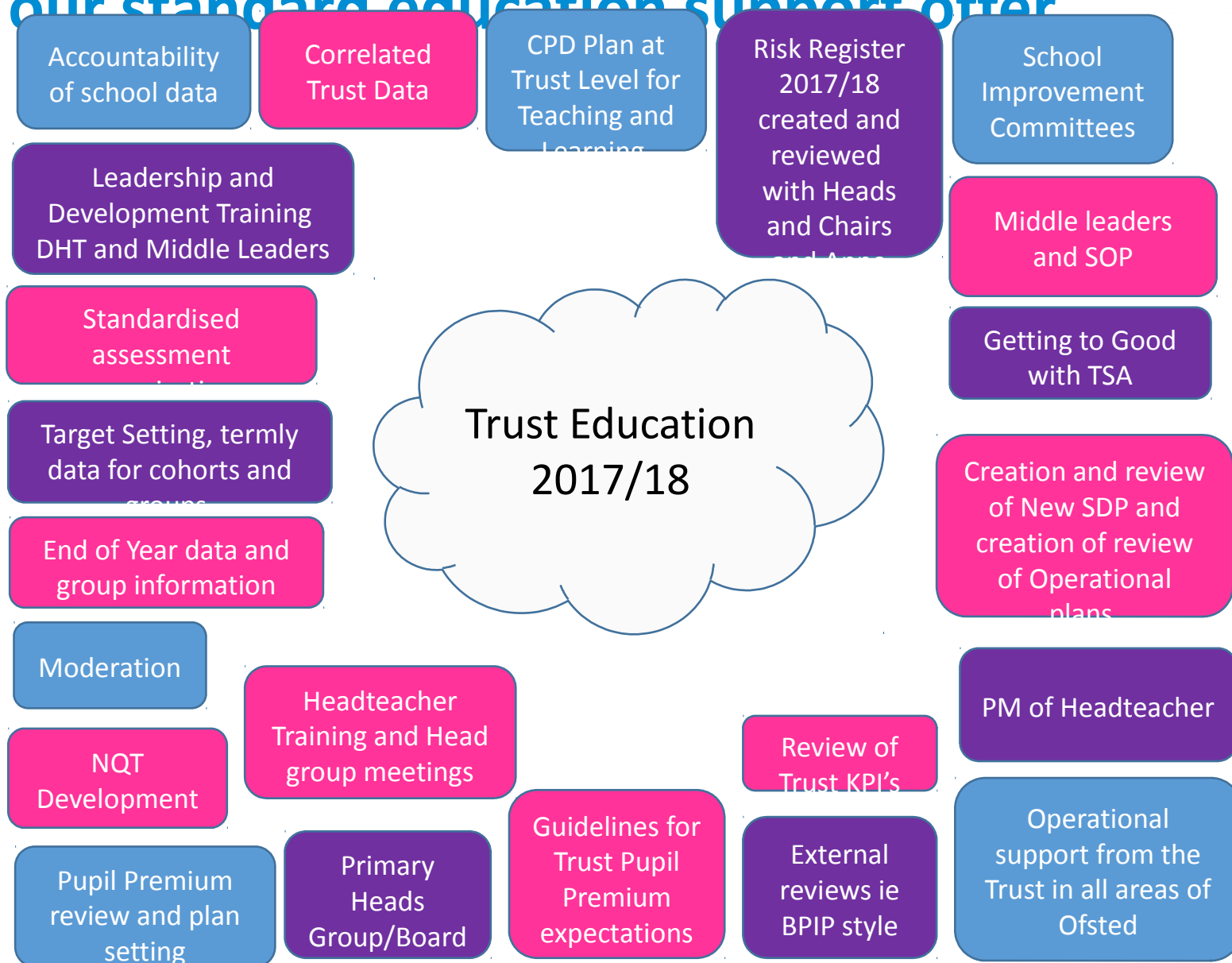


What does it cost and what do you get?

BDAT retains a core % of **GAG/DSG funding** (not PP and pupil specific) **of 4.5% from all schools.** This covers services including:

- Finance support including all consolidation of statutory accounting
- Internal & External audit
- Financial systems and licencing
- Budget management software
- Risk management software
- Primary assessment and data management tool
- Safeguarding audit and quality assurance
- Health & Safety Audit
- Education quality assurance
- Procurement
- Head, Chair and Business Manager network meetings and CPD
- Policy development and compliance management
- Governance support services and clerking
- Professional business advice and onsite support
- Recruitment support
- Academy conversion support including project management and TUPE
- HR
- Payroll and pension administration
- Insurance
-

And our standard education support offer



Running throughout the year....

Priority
Documents pre
summer

Data gathering
+
Standardised
assessment
organisation

End of Year data and
group information

PM of Headteacher

Documents
prepared over
summer

Review of SDP

Pupil Premium
review

SSE

Priority
documents from
September

Creation of New SDP
and creation of
Operational plans

Operational support
from the Trust

Pupil Premium plan

Risk Register 2016/17

Target Setting

Monitor and Review
calendar for 17/18

CPD Plan

Middle leaders and
SOP

What about schools in SM or RI?

- In addition for schools in special measures or requiring improvement, BDAT also ask for schools to allocate an additional 2% of their money for school improvement.
- This money goes back to the school on the completion of a annual plan developed with the Trust Director of Education which demonstrates how the funds will be used to improvement standards, teaching and learning.
- We believe that 2% is a small ask for schools to prioritise to support school improvement and it ensures school leaders give careful thought to intervention and improvement priorities.

Further documents

Please also see our website for lots more information:

- www.bdat-academies.org

Thank you

Carol Dewhurst
CEO

carol.dewhurst@bdac-academies.org

Peter Thompson
Director of Operations

peter.thompson@bdac-academies.org

