

Ravenswood School

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Headteacher
Mr Mark Senior (BA Edu. NPQH, NPQEL)

20th January 2025

Re : Achieve Multi – Academy Trust

Dear Families,

Multi-Academy Trust Consultation – Achieve Multi-Academy Trust



You will be aware that in all local authorities (BANES, North Somerset, South Gloucestershire) there are a range of school settings - some schools remain as local authority schools but many have now moved to join Multi-Academy Trusts.

There are many benefits to work in partnership as a MAT - shared expertise, collaboration on curriculum projects/assessment and support for pupils and their families. The potential for staff professional development and training and shared resources to benefit workload and wellbeing are also beneficial for us all.

As a group of schools, we all agree on the importance of SEND education and the need to work together with colleagues who understand the needs of our communities and to work collectively to ensure positive change for all of our pupils.

We have therefore been working as a group of Special Schools to provisionally form ACHIEVE Multi-Academy Trust. As a group of Headteachers, we have been working jointly for over 2 years and have established positive working relationships and are now keen to progress this formally.

Our Trust/Governing Boards have been carefully reviewing options to become/join an academy and have decided to consult with parents, carers and stakeholders on whether their school should become a Multi-Academy Trust. A full staff consultation will also be undertaken.

Three Ways School is currently a Single Academy Trust in Bath which converted from Local Authority to academy in 2013. The other four schools are currently Local Authority Special Schools.



Our Schools :



www.threeways.co.uk

www.baytreeschool.co.uk

www.ravenswoodschool.org.uk

www.warmleyparkschool.org.uk

www.westhavenschool.org.uk

Green Ways School in Bath - Three Ways School have been accepted by the Department for Education to open a new Special School in Bath (on the old Culverhay School site) which will be called Green Ways (opening date tbc)

One of the biggest benefits we see of working in partnership as a MAT is that we are all Special Schools supporting pupils with PMLD/SLD/MLD/ASC/SLCN which brings great opportunities to work together.

As Three Ways School is already an academy, the proposal would be to convert the current Single Academy to a Multi-Academy Trust. This would mean Three Ways School Trust would be renamed ACHIEVE Multi-Academy Trust (Three Ways School stays as the same name it is only the Trust that changes its name). All Local Authority Schools would then join ACHIEVE to establish our MAT together. Staff at all the Local Authority schools would therefore move via a Transfer of Undertakings Protection of Employment (TUPE) process to be employed by ACHIEVE MAT rather than their current Local Authority employers.

We are undertaking a full due-diligence process which means all schools will review financial implications, payroll systems, contracts and shared central services.

We will be commencing a community and Parent/Carer consultation from Monday 20th January 2025 for a period of 4 weeks. This will seek to gather questions/support from our communities. The initial consultation will be online but as plans develop, we will be holding on site information sessions. A full consultation process with our staff teams will commence at the appropriate stage of the process. This will include representation from Unions. It is extremely important to us as a group of schools that our staff feel fully supported throughout this process.

In order for our MAT application to be considered, we have to present our plans to the South West Regions Team Advisory Board. The Advisory Board will review our plan in February 2025 and we will update all teams again at this point.



We hope that the Frequently Asked Questions provided will help to provide context around our plans but please approach Headteachers if you have further questions at this stage and we will ensure these are answered and updated on the webpage.

The Trust Board are currently seeking the views of:

- Pupils, Parents and Carers
- The Local Authority
- Local Schools
- The Local Community
- Other interested parties

A separate staff consultation will also be undertaken with union involvement.

The consultation process will start on Monday 20th January 2025 and run for 4 weeks. Questions and comments regarding the consultation can be submitted as follows:

e-mail: consultation@threeways.co.uk

Letters: marked 'Private and Confidential – MAT Consultation' and handed (or posted) to: School Office, Three Ways School, 180 Frome Road, Bath BA2 5RF.

Once all stakeholder comments and representations have been collated and considered, the Trust Board will decide whether or not to pursue Single Academy to Multi-Academy conversion.

As a group of Headteachers we are really excited by the potential of this project and forming a MAT together. We are extremely fortunate to work with such a talented and professional group of staff and are keen to establish ACHIEVE to give us further opportunities to work together in the best interests of our school communities.

Jo Stoaling - Headteacher - Three Ways School / Project Lead Green Ways School

Mark Senior - Headteacher - Ravenswood School

Jamie Peacock - Headteacher - Westhaven School

Ed Bowen-Roberts - Headteacher - Baytree School

Beth Jones - Headteacher – Warmley Park School

