

## **PPAT Joining HISP Trust**

We have compiled this list of Questions and Answers from questions we have been asked about the plans for PPAT to join with HISP Trust.

If you have comments or questions, please submit them to [gemma.fuge@portswoodpri.org.uk](mailto:gemma.fuge@portswoodpri.org.uk).

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### **Q. Why are PPAT considering this?**

A. Joining HISP brings together schools and staff with a shared commitment to providing the very best learning experience for their pupils and securing the very best outcomes for them. There is also a shared understanding of the need for continued high quality staff development and training.

There is a pressing urgency for PPAT joining with HISP, ideally by 1 June. This is because:

- Anticipated PPAT growth (additional schools joining our Trust) has not happened as anticipated and planned for.
- As a 2-school Trust, PPAT Trustees believed that the maintenance of quality educational provision was best served by joining with another Trust.
- The Regional Schools Commissioner supports this action.
- Separately, Trustees have made a number of very difficult decisions recently to secure the financial well-being of PPAT. This included the redundancy of key central Trust staff.

Joining HISP is the best way to ensure that the current success of Portswood and Tanners Brook is maintained. It secures greater leadership capacity and will deliver educational and financial benefits.

Our children will continue to benefit from the high quality provision already in place.

### **Q. What could this do to the catchment of both schools?**

A. School catchment areas will not change.

Existing admissions arrangements and criteria across all schools in HISP (after PPAT join) will remain unchanged.

For the avoidance of misunderstanding: A pupil attending Portswood or Tanners Brook Primary Schools would not have any admission preference for Thornden. This is unchanged from today.

### **Q. Autonomy in relation to school leadership?**

A. The Principals and Senior Leaders in each school are best placed to make decisions relating to pupils and the day to day running of each school. This would not change.

### **Q. How many children are taught in academies?**

A. We know that over 50% of students in state funded schools are now taught in academies.

### **Q. Can other schools join HISP Trust (a MAT)?**

A. Yes, however, at this stage consideration is only being made for PPAT to join HISP. There are no existing plans for other schools to join HISP Trust.

**Q. Can the MAT (HISP Trust) continue to work with the Local Authorities?**

A. Yes. We will maintain the option to work with Hampshire County Council and Southampton City Council and will be able to continue to access services on a contractual basis. Alternatively, the MAT could source services from other providers if this would be in the best interests of the schools and pupils.

**Q. How will governance be structured?**

A. The HISP Trust has a leadership and governance structure in place and additional people will be added on the basis of skills and need.

**Q. Who employs the staff?**

A. In an academy/MAT, the staff are employed by the academy rather than the Local Authority (LA). The staff in each school would be employed by HISP Trust. All staff at the time of the merger are legally protected and would transfer under the same terms and conditions (TUPE).

**Q. Who will own the land?**

A. MATs/academies lease the land (generally from the Local Authority) on a long-term lease (125 years), but the MAT/academies take responsibility and liability for the buildings and maintenance. A transfer of land from PPAT to the HISP Trust will be needed under this arrangement.

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**Questions answered by HISP Trust**

**Q. Which holidays will we follow if they are different in Southampton and Hampshire?**

A. Southampton Schools will follow Southampton holidays.

**Q. Currently we pay into the SCC union facilities pot, but Thornden do not pay. We would like assurance that this will continue so that our members have full union representation.**

A. HISP will continue to pay this from the schools' budget delegation.

**Q. Will we be moderated as Southampton or Hampshire?**

A. Southampton Schools will be moderated as a Southampton School.

**Q. Will the school gain control of its budget rather than having to go through a central business manager for every minor purchase?**

A. Budgets will be delegated to set budget holders within the schools as set out by the scheme of financial delegation

**Q. Have the schools' finances been stabilised enough to ensure that there will be no further impact on staffing after amalgamation?**

A. There are no plans to make any further redundancies, at this time.

**Q. What will the new MAT management structure be?**

A. There is a central team consisting of the CEO, Deputy CEO and a CFO. Additional staff are allocated into this team as and when necessary.

**Q. What percentage of the finances will be used to support MAT personnel?**

A. We are working towards GAG pooling with clear delegated budgets to schools to ensure the best outcomes for pupils - we aim to increase the flow into school budgets.

**Q. Will all three schools have separate budgets?**

A. There will be three delegated budgets that support each school to achieve the best outcomes for all pupils

**Q. What impact will it have on Tanners Brook if our business manager is to divide her time between two schools? Has this been considered?**

A. Yes, this has been considered. The school business manager already provides support across the two schools, it will just be in a different capacity.

**Q. We would like clarity about who is responsible for both day to day decisions and major operational concerns.**

A. HISP Trust has a clear scheme of delegation that sets out how and where decisions are made.

**Q. How will HISP ensure that our needs as a primary school are met, as there is nobody with primary experience on the current board of trustees?**

A. HISP has ensured it has primary experience, both on the Trust Board and within the central team.