

**PROPOSAL FOR HOLMESDALE TECHNOLOGY COLLEGE  
TO BECOME A TRUST SCHOOL**

**1. Introductory information:**

a) **School details –**

**Holmesdale Technology College**, Malling Road, Snodland, Kent, ME6 5HS. Tel. 01634 240416. e-mail: [headteacher@holmesdale.kent.sch.uk](mailto:headteacher@holmesdale.kent.sch.uk)  
Category of school: Community School.  
Website address: [www.holmesdalegateway.co.uk](http://www.holmesdalegateway.co.uk)

b) **Proposed date of implementation of proposals:** 20<sup>th</sup> December 2008

c) **Objections or comments:**

(i) These should be sent to the Governing Body by Friday 10<sup>th</sup> October 2008

(ii) Address: Clerk to Governing Body, Holmesdale Technology College, Malling Road, Snodland, Kent. ME6 5HS.  
E-mail: [louise.grasty@holmesdale.kent.sch.uk](mailto:louise.grasty@holmesdale.kent.sch.uk)

**2. The proposals: (a summary is included in the appendix)**

**Background:** Holmesdale Technology College (HTC) is a Community School. In 2001 the school achieved Technology College status which was redesignated in 2005 along with Training School status. In 2005, it became a pilot Extended School for Kent and was recognised by the DfES as a 'High Performing School'.

The Malling School (TMS) is a Foundation School which is in the process of gaining specialist status for Sport and Science. Both schools became a Federation in 2007 and have now completed an £36m PFI rebuild programme which has provided greatly enhanced facilities at both school sites.

Both schools were graded as 'Good' in the recent Ofsted inspections and the exam results of August 2008 show a rapid improvement especially at GCSE level. All these milestones have contributed to a significant increase in educational standards at the two schools and it is planned to further enhance achievement by gaining Trust status for both partner schools.

Trust schools are a new kind of school – part of the local authority system, but supported by a charitable Trust which will appoint some of the Governors. The governing body will continue to run both schools and will be responsible for their performance. Mr Hobson will remain as Federation Executive Principal with Ms Audin as Federation Principal at Holmesdale and Mr Roberts as School Principal at The Malling School.

**a) The requirement to change Holmesdale Technology College's school category from Community to Foundation in conjunction with acquiring Trust status:**

TMS is already a Foundation school and HTC will need to change category before both can become Foundation schools supported by a charitable Trust. This process will take place as part of the change to Trust status.

At present, Kent County Council (KCC) employs the staff at HTC, owns the land and buildings and has the primary responsibility for deciding the arrangements for admitting students. In both Foundation schools and Trusts, the Governors are the employers of the staff and are bound by both the School Teachers' Pay and Conditions of Service and the School Admissions Code. This is currently the situation at TMS as it is already a Foundation school.

**b) Acquiring a Trust:**

**Background:** Most schools form partnerships with outside organisations or businesses. However, these may just be for specific projects or last for a limited amount of time. When partners agree to become Trustees, they are agreeing to commit themselves to a more in-depth and stronger relationship where both the partners and the school can jointly use their expertise and ideas to raise achievement and aspirations and to create new opportunities for the students.

The main characteristics of Trust Schools may be summarised as follows:

- (a) A school becomes its own admissions authority, although it may not operate outside the national legislation framework and is subject to the local admissions procedures. It may not introduce selection.
- (b) All teaching and support staff's statutory employment and pension rights remain unaltered with the safeguard of the Transfer of Undertakings Protection of Employment (TUPE) arrangements covering their transfer to the new employer. All staff will then become employees of the Governing Body and not of the Local Authority.
- (c) The School itself also gains charitable status.
- (e) The make-up of the Governing Body changes slightly with the addition of 2 Trustees being appointed by the Trust members who will become school governors known as Foundation Governors.
- (f) A new relationship with the Local Authority (LA) begins. Instead of being under LA control, a Trust School effectively becomes a LA 'client'. The Local Authority retains its overall responsibility for standards in the School and a duty to intervene if there are problems but the school has a bigger say over when and how it interacts with Authority officers and local directives.
- (g) Funding still comes via the LA and is delegated to the governors, not the Trust, to spend for the benefit of the school. There is no extra funding for Trust schools.

***Trust schools will:-***

- decide who they will work with as Trust partners
- continue to work to the National Curriculum and be inspected by Ofsted
- still be part of the local authority Local Childrens' Services Partnerships

- fully protect the existing rights of staff and will continue to recognise teaching and professional associations and support staff unions
- enable students to engage with, and to benefit from, the additional expertise of the Trust partners
- increase and enhance the Trust partners' involvement in the local community

***Trust schools will not:-***

- be 'owned' or controlled by businesses
- have extra funding
- allow the partners to take a profit from the Trust; any profits generated must to be put towards the charitable goals of the Trust
- be able to introduce new admissions criteria
- be able to ignore the views of parents and staff as their representation on the Governing body will remain at the current levels

**3. The rationale for the Trust:**

The Trust would be known as The Malling Holmesdale Federation Trust

(a) Holmesdale already works with a number of partners – some are on-site, such as Little Uns nursery, SAMAYS Youth Club and Grange Park post-16 unit; some are from local, voluntary and community groups such as The Snodland Town Partnership, Citizens Advice Bureau and KCC Adult Education. A number of others work with the school on short-term or specific projects related to the school curriculum. All of these are valuable partners for whom the relationship is a two-way process and we intend to continue and to develop the work we do together.

Our Trust partners would add another type of relationship where we could all work jointly to support and plan long-term developments that would aim to raise the aspirations and the achievements of our students. By formalising relationships with partners relating to the specialist school status of Technology, we can develop and build on the work already begun.

The partners with whom we are working in developing these proposals will, we believe, bring significant strengths and benefits to the school and to the community that it serves.

(b) Federation Governors have considered that the best balance which reflects the Federation Vision Plan (see Holmesdale website address above) and the Every Child Matters agenda will be one representative from: Tonbridge and Malling Borough Council; a further education college; 2 local companies which reflect the specialisms of each school – sport for TMS and technology for HTC.

(c) The Trust would then have a strong base to be able to help to raise standards by:-

- further developing students' skills and abilities in more creative and diverse ways to prepare them to be citizens for the 21<sup>st</sup> century with excellent ICT skills

- widening educational aspirations so students become 'lifelong learners'
- enhancing transferable skills to best equip students to contribute to a rapidly changing further education or employment 'marketplace.'
- developing the present cutting-edge ICT usage from within an education context to the wider business world
- continuing to develop a more relevant curriculum, more in line with future workplace needs – creating pathways to work
- enhancing health and well-being of all members of the schools' communities through the provision of access to activities and events which promote a healthy lifestyle
- increasing community involvement and influence on the strategic direction of the schools
- utilising the expertise and experience of partners to support and strengthen the future development of the schools' specialisms
- continuing and enhancing the collaborative work with other primary and secondary schools in the area

(c) **Trust partners:**

- **Mid-Kent College** – One of Kent's largest colleges of higher and further education, they provide an extensive range of academic, vocational learning and training services at each of their 4 centres. They have good links with employers, the Local Authority and industrial, commercial and educational organisations. They can contribute to curriculum planning and progression - especially relating to vocational provision - to help to assist the transition from school to further education.
- **Tonbridge and Malling Borough Council** – The local council is one of the largest local employers and its remit covers most areas of community life. Continuing the important link between the LA and the schools, we will be able to develop a more in-depth partnership in new areas such as 'healthy living' which is a key part of TMS's specialism. 'Meeting the needs of young people' is one of the key objectives of the council and at the heart of both schools' drive to raise aspirations and educational standards.
- **Buckmore Park Kart Circuit and Learning Zone** – Established in 1963, the international outdoor kart circuit at Buckmore Park has a conference centre and the biggest fleet of hire-karts in the country. It also runs a series of initiatives and projects linked to training for all aspects of the motorsports industry. The wide range of links to transferable work related skills and opportunities can offer benefits for staff and students at TMS and HTC.  
 'Playing for Success' is a partnership initiative between the Department for Children, Schools and Families, KCC and 4 premier sporting venues within Kent, of which one is Buckmore Park. The study support centre has a range of teachers, mentors and ICT support providing a wide range of activities aimed at improving young people's key skills. Their involvement in this key area of learning would be of

great benefit to the schools in assisting with increasing motivation and promoting positive attitudes towards education.

- **David Lloyd Leisure** – Sport studies is a very popular part of the curriculum at both schools up to 'A' level and is one of the specialisms for TMS. The leisure centre at Kings Hill is one of a leading racquets, health and fitness club group in the UK with a large team of health and fitness specialist staff. We hope that an initial planned partnership with the centre at Kings Hill will develop and will enhance and complement the educational opportunities at both schools and within the community.

(d) Trustees will be appointed by the 4 partner organisations represented on The Malling Holmesdale Federation Trust Board. Of those Trustees, 2 will become school governors known as Foundation Governors.

(e) The constitution of the Governing Body will be made up in accordance with given principles and will include 2 Foundation Governors.

(f) Charitable objects: As a non-profit making body, the Trust will use its resources to support and promote its charitable aims. These are to promote education at Holmesdale Technology College and community cohesion by:-

- providing a flexible and challenging curriculum with an emphasis on Personalised Learning
- encouraging students to be self-confident and responsible members of their community
- developing the extended school agenda
- closely linking with parents and the community, valuing their views

(g) The Trust will meet the requirements on Trusts set out in The School Organisation (Requirements As To Foundations) (England) Regulations 2007/1287

#### **4. Consultation:**

(i) The following will have been sent details of the proposals prior to the start of the consultation period (15<sup>th</sup> September 2008):

- All staff – teaching and non-teaching of both schools in the Malling Holmesdale Federation
- Relevant trade unions and professional associations
- All current parents and students
- Parents of all feeder Primary schools
- Governors
- LSC
- Local MP
- Chair of the Town Council
- All other relevant and interested stakeholders including on-site users; PFI representatives (at Kent Education Partnerships and KCC); Grange Park Special School; Little Uns nursery; SAMAYS Youth Centre; KCC Adult Education etc.

- (ii) Consultation meetings are planned for 16<sup>th</sup> & 17<sup>th</sup> September for union representatives and staff of both Federation schools followed by 3 open public meetings at both schools (16<sup>th</sup> Sept. – 4.30 & 5.30pm. 17<sup>th</sup> Sept. – 9.00am at Holmesdale only)
- (iii) A formal notice in the Kent Messenger newspaper will give details of the open public meetings, website and contact details to enable proposals and background information to be read before the consultation period officially begins
- (iv) HTC will consult as widely as possible throughout the process and intends to make its proposals and any other documentation as clear and accessible as possible. All documents will be available on the Holmesdale website (see address above) and, on request, as a paper copy available from the contact details at the beginning of this document
- (v) A summary of the results of the consultation process will be available on the Holmesdale website (see address above) or from the school's Reception office and at Snodland and Larkfield Libraries from Wednesday 15<sup>th</sup> October and an official notice of the result will be posted on both schools' gates.

## APPENDIX - SUMMARY OF THE PROPOSAL

### ***'What will be the main objectives for the schools and our Trust partners?'*...**

- to increase community involvement and influence on the direction of the schools
- to use the expertise and experience of partners to support and strengthen the future development of the schools' specialisms (Technology, Sport, Science)
- to help to prepare students to become independent lifelong learners with the skills and abilities to become effective 21<sup>st</sup> century citizens

### ***'How can we achieve these goals?'*...**

We intend to do this by working together to:

- widen the range of educational experiences available to students
- increase staff development opportunities
- raise educational, vocational and employment aspirations and opportunities within the schools and wider community

### ***'Who have we asked to be our partners and what are their strengths?'*...**

- Tonbridge and Malling Borough Council – healthy living, community links
- Mid-Kent College – the transition from school to further education
- Buckmore Park Learning Zone/'Playing for Success' centre – improving key skills and work related learning
- David Lloyd Leisure – enhancing the sport specialism

### ***'What would change?'*...**

- ✓ Holmesdale is currently a Community School and would have to change category to become a Foundation school like The Malling School. This

would happen as part of the process of becoming a Trust school and would mean that both schools' staff are then employed by the Governing Body and not the Local Authority

- ✓ We would gain 2 extra Trust, or 'Foundation Governors' on the Governing Body. The schools would not be 'owned' or controlled by businesses or allowed to take a profit from the Trust. Any profits would go towards the charitable goals of the Trust
- ✓ The Governing Body would set its own admission arrangements but would still be bound by the School Admissions Code like all other schools

***'What would stay the same?'*...**

- ✓ The existing rights of staff, their pay and conditions will be fully protected and teaching and professional associations and support staff unions will continue to be recognised
- ✓ Both schools will continue to work to the National Curriculum & be inspected by Ofsted
- ✓ The schools will still be part of the Local Childrens' Services Partnerships and will not have extra funding
- ✓ Views of parents and staff will not be able to be ignored as their representation on the Governing body will remain at the current levels

***The Consultation process:***

We very much want to know what you think about our proposals. Now you've read a brief summary of what is planned, we invite you to let us know what you think by **FRIDAY 10<sup>th</sup> OCTOBER 2008:** You can do this by:

- Reading the full proposal document and other background information on the Federation website: [www.mhfederation.co.uk](http://www.mhfederation.co.uk)
- Reading a paper copy of the proposal and other documents at the Snodland library or at either school Reception office
- Completing our questionnaire – either (a) post the completed copy on the opposite page and return to the Clerk of Governors, Holmesdale Technology College, Malling Road, Snodland, ME6 5HS or (b) complete the survey online at the Federation address above or (c) write to the Clerk of Governors
- Contacting Holmesdale Technology College on 01634 240416 – ask for 'Trust school information'
- Coming along to a public meeting where you can ask questions:  
Tuesday 16<sup>th</sup> September: 4.30pm or 5.30pm at both schools  
Wednesday 17<sup>th</sup> September : 9.00am at Holmesdale only

You do not have to be a parent of a child at either of the schools to give us your views – we want to hear from anyone who has an interest in the future of the schools and the local community. The Governors will consider all comments and will decide whether to go ahead or amend the proposals to reflect any suggestions and concerns. The result of their considerations will be published on the website from 15<sup>th</sup> October and a paper copy will be available to read at both schools and Snodland and Larkfield Libraries. Parents of

students at both schools will receive a copy which will be given to students to take home.