



11 February 2011

To all staff

Dear Colleague

The change from Foundation to Academy Status for Challney High School for Boys and Community College

At its meeting on 9 June 2010 the governing body, following extensive discussion, unanimously passed a resolution to make a formal application to the Secretary of State for approval for Challney High School for Boys and Community College to acquire academy status. On 17 August the Secretary of State made an Academy Order to enable our school to be converted to an academy under the provisions of the Academy Act 2010. Due to uncertainties about site issues following the end of the BSF programme, we had to put the conversion process on hold but are pleased that we are now in a position to proceed with a view to becoming an academy from 1 April 2011.

The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE 2006) will apply to the proposed conversion to Academy status. As you may know, under regulation 13 of TUPE 2006, schools must provide certain information to appropriate representatives of employees affected by the proposed transfer and consult with those representatives.

In addition to discussions with local union representatives, with whom we will shortly be meeting, we will also be consulting directly with staff.

Why become an academy?

Academy status is intended to promote innovation and educational entrepreneurship by giving school leaders greater freedom to decide how best to meet the needs of their pupils, parents and wider communities. A vital part of the Government's vision is to create a more diverse school system offering excellence and choice, where each school has a strong ethos and sense of mission and acts as a centre of excellence for specialist provision. We believe academy status will help us to achieve this vision in such a way as to benefit the local area.

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As a school, we are confident that we have the experience and expertise to use the additional freedoms as an academy to continue to raise standards in the area through closer partnership with the local community and services for young people. Academy status will also enable us to share experiences with other schools across the country and internationally and learn from each other as we develop strategies and processes for improvement. We see these greater freedoms as a logical progression from becoming a foundation school in September 2009.

Our governing body is committed to exercising the increased autonomy associated with academies within the framework of fair funding and fair admissions. Our relationship and collaborative working with our partner primary schools and other partnerships will continue to operate as they do currently.

Tell us what you think

On 14 June 2010 we sent letters to staff, parents and other stakeholders informing them of the Governing Body's decision. This information is a continuation of our consultation process, as outlined overleaf.

The next step will be a meeting of the governing body on Wednesday 16 March 2011 to consider any responses to this letter. The consultation process ends on Monday 14 March 2011 at 10.00 am and all responses must be received by then.

We welcome any comments you might wish to make in writing or by email using the address at the top of the front page of this letter. If you would like to find out more about what it means to become an academy, a staff meeting has been arranged and will be held on Thursday 3 March 2011 at 3.30 pm. The Chair of Governors and other school representatives will be in attendance at this meeting.

This information is also published on the school website.

Information about academies

More information about academies can be found on the academies section of the Department for Education website. The address is: www.education.gov.uk/academies

Yours sincerely



David Wilkinson



Dame Yasmin Bevan DBE

Chair of Governors

Headteacher and Executive Principal