



**Discovery Schools**  
Academy Trust



**Millgate**  
School

**Keyham  
Lodge  
School**



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Joining forces to provide  
an exciting future for  
SEND Education

## Transforming lives and inspiring futures

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Keyham Lodge and Millgate School are at the forefront of SEND education in Leicester and we have a long-held ambition to extend this reach to the benefit of more children and young people.

Our schools are amazing and work relentlessly in 'Transforming lives and inspiring futures' to ensure excellent learning experiences and outcomes.

To support us in fulfilling this ambition and further strengthen our SEND provision and reach, the Governing Body is seeking to create a formal partnership with Discovery Schools, an established and successful academy trust. This would see the creation of a new SEND cluster within the Trust headed up by Chris Bruce, our Executive Leader.

We believe that education goes beyond the core curriculum and out of the confines of the classroom



## The proposal in more detail

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We believe that the whole is greater than the sum of its parts, through uniting our schools' success alongside this proven multi academy trust model of governance we will create and secure a transformational and unique SEND offer for the benefit of local children and young people.

A partnership with Discovery Schools would give us a unique opportunity to develop a SEND Cluster of schools that would create a resilient system and greater financial sustainability. A partnership that has the capacity to improve outcomes for children, reduce the burden on adult services, creating a positive lifelong impact.

The additional benefits of this partnership include...

***Allowing us to continue to be outstanding in all we do and be in control of the vision for our staff children and the wider community for years to come.***

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***Being able to make the most of and expand our joy of learning and living for many more.***

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***Becoming a centre of excellence for SEND teaching and learning, disseminating good practice and professional learning to a range of practitioners and students.***

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***Staff benefitting from cross-learning and have access to greater development opportunities.***

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***Merging outstanding business practice and increasing efficiencies and opportunities through embedding the very best systems, structures, policies and protocols.***

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***Recruitment and leadership succession planning will be more far-reaching through this new Trust.***

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***The ability to influence local communities brokering opportunities for young people for employment, training or continuous education, creating opportunities for students to achieve their true potential on leaving school.***

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***Leading in partnership alongside an established and successful Trust, we will provide access for more families to SEND expertise, advice and guidance.***

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***Greater partnership with our Local Authorities creating a financially sustainable model that is effective, efficient, equitable and pertinent to need.***

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We believe a partnership between Keyham Lodge, Millgate Schools' Federation and Discovery Schools offers our schools, staff, children and families greater benefits than are currently possible as standalone schools or as part of the existing relationships.

## Seeking your views

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Meaningful consultation with staff, parents and the wider school community is crucially important to us. We will be holding a series of events to meet and discuss the proposal in greater detail.

Consultation will commence on **Thursday 28 November 2019** and run for three working weeks before the Christmas break. We will continue in the new year for another three weeks completing on **January 23rd January 2020**.

If you have any immediate queries or comments please contact us in the following ways:



Millgate  
School

[Click here if you are Staff](#) • [Click here if you are a Parent or Carer](#)



Keyham  
Lodge  
School

[Click here if you are Staff](#) • [Click here if you are a Parent or Carer](#)



A partnership that  
has the capacity to  
improve outcomes  
for children

## Background

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Keyham Lodge and Millgate Schools' Federation was founded by two successful City special schools. The schools combined educate over two hundred boys and girls of both primary and secondary school age. We welcome students from a range of ethnic, cultural and religious backgrounds, and this contributes to the unique community atmosphere.

All our students have an education health care plan (EHCP). We understand that our students have individual talents. We believe that education goes beyond the core curriculum and out of the confines of the classroom. Consequently, we have adapted our curriculum offer to ensure students are prepared for the next stage of their life, whether that be within education or in the workplace. It is our purpose to ensure that every child grows and flourishes. We have very high expectations of our students and work closely with them to plan and identify any specific needs and support they may require both academically and in relation to their EHCP outcomes.

Our leadership is outward looking driving the federation onwards so that both schools always meet the needs of the young people of Leicester, Leicestershire and Rutland and the ever-changing demands in their local communities.

Discovery Schools Trust believe that every child and adult in their school community should have Limitless Learning opportunities. "We all have the ability to succeed and our schools work hard to ensure that our children can Discover their Potential".

Discovery Schools Academy Trust (DSAT) was formed as a Multi-Academy Trust (MAT) in 2012, when Kibworth CE Primary School and Parkland Primary School joined in a learning partnership. Over the years, it has grown successfully to thirteen schools across Leicester City, Leicestershire and Rutland all sharing the same ethos and beliefs.

The Trust believes that every school is unique and has its own personality, achieving excellence through cultivating best practice.

In addition to being an established multi-academy trust, DSAT has a successful Teaching School Alliance providing ongoing teacher professional development and training the next generation of teachers through its School Centred Initial Teacher Training centre.



***"The exciting prospect of creating a new academy trust with Discovery will secure and enhance our schools recognised success, ultimately enhancing our students' futures, both widening employment pathways and enriching our existing curriculum offer."***

**Christopher Bruce** • Executive Head Teacher • Keyham Lodge

***"We will ensure that all schools will remain great in their contribution to the local community and to all those they serve."***

**Pauline Bates** • Chair of Governor's • KLMS Federation

***"Joining together brings a wealth of exciting opportunities for all schools to share good practice, and learn from each other. Schools will retain all the characteristics and values that have made them successful but by working in partnership we can achieve a great deal more than remaining as we were"***

**Paul Stone** • Trust Leader • Discovery Schools Academy Trust



## Some of your questions answered

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### **What is an academy?**

An academy is an independent educational charity that is funded by the Department for Education as a State School.

### **Why would Keyham Lodge or Millgate convert to become an academy?**

As an independent education charity we will have increased flexibility; setting up charitable commercial opportunities, working with local companies in genuine partnership, designing curriculum provision, timetables and terms, expanding to create a wider provision offer that meets the needs of our hardest to reach students, developing our residential offer, bidding for free schools to support more families and students, commissioning services for our LA, Trusts, TSA etc...

We have achieved a massive amount through federating our two schools, this impact will expand even further, sharing expertise and ensuring greater economies of scale savings that they would not be able to do otherwise.

### **Why Discovery Schools Academy Trust?**

DSAT vision and values aligns strongly with that of Keyham Lodge and Millgate. We strongly believe that all children deserve to achieve regardless of their starting point and background. We have also worked in partnership since 2012 through school activities and developing initiatives such as secondments. Discovery are changing existing articles and schemes of delegation to ensure the new SEND cluster is built around the success of Keyham Lodge and Millgate who will act as lead schools, developing the right culture and practices from the outset. Identity and autonomy will be secured and the conversion will ensure we can continue what we do best in a very challenging climate with our local authorities hugely diminished capacity to support initiatives for our students, families and their local community.

### **What will happen to our student admissions processes? Will we end up prioritising our own future trust children?**

It will continue in the same manner and expectation. EHCP's, commissioning of places and both admissions with all statutory parts (e.g transport) will not change. The expectation is that our schools, based within the Leicester City Local Authority will continue to follow the present admission processes. An agreement is being drafted to ensure that this continues and there is no favouritism or priority to students from other Local Authorities or from within the Trust.

### **Will our school policies and day to day processes change as my friend at Hamilton Primary said that everything changed after conversion to an academy?**

No this is for the school leadership to decide, schemes of delegation are being created to reflect this, some Trusts do impose changes, within Discovery the school's Headteacher will lead their school.

### **What will happen to my pension?**

All will transfer to the Trust and continue as normal for support staff, teachers and leaders. The Trust fully maintain all pension and pay conditions linked to national agreements.

### **What about the 'Tusker' scheme supporting council staff leasing cars?**

Upon conversion, all cars held by employees on the Tusker lease scheme will need to be returned as this is an LCC salary sacrifice scheme and not DSAT. There are no early out financial penalties to pay as all staff currently on the scheme will have had cars for more than 6 months.

### **Is pay in line with National Pay Scales?**

All Teachers pay and conditions will remain along that in place for support staff. No staff will be worse off through the academy conversion, it is about creating future growth and opportunities.