



LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN

Excellence Exploration Encouragement

Regional Board 1
Browns C of E Primary School
Morton C of E Primary School
St Gilbert of Sempringham C of E Primary School
Edenham C of E Primary School

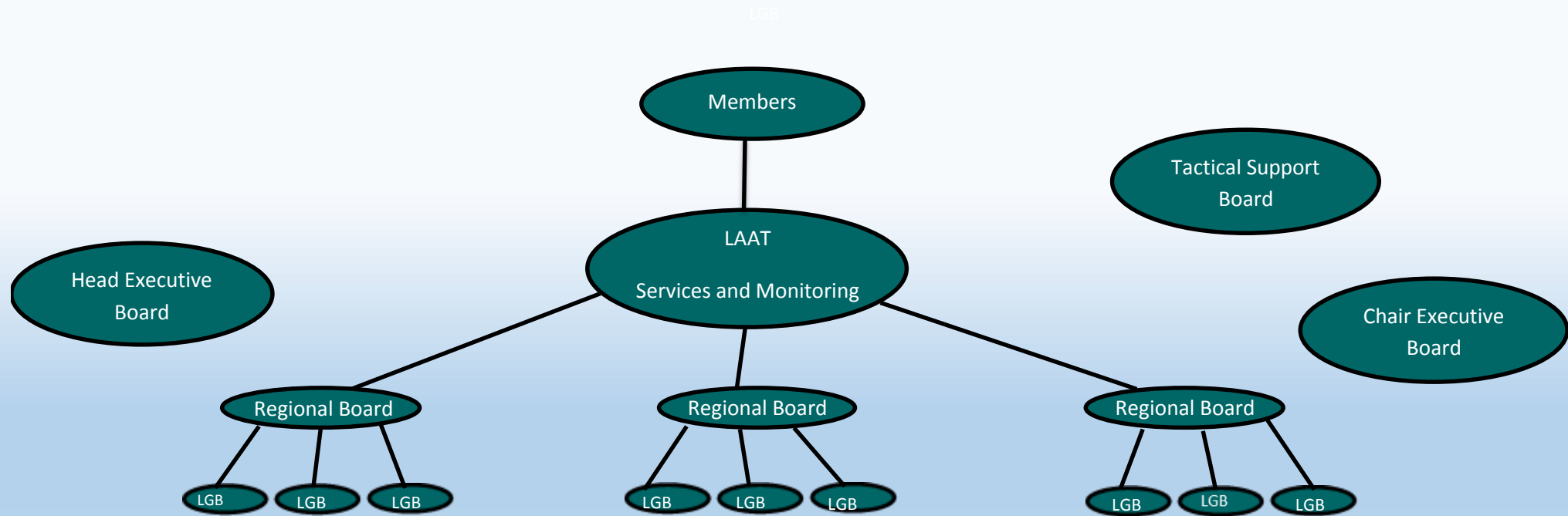
25th April 2016

Steve Stafford, LAAT DCEO
Laura Capindale, LAAT HR Manager

What is a MAT?

- Multi Academy Trust
- Your MAT is called the LAAT
- Lincoln Anglican Academy Trust
- It already has five other members –
 - Ulceby St Nicholas C of E Primary School
 - The Magdalen C of E / Methodist Primary School
 - Canon Peter Hall C of E Primary School
 - Weston St Mary C of E Primary School
 - William Lovell C of E Academy
- It has members – they choose the Directors
- Directors – chosen for their expertise and skills
- The Directors have an overview of the running of the schools in the MAT

LAAT



Lincoln Anglican Academy Trust

- Safeguard Christian Distinctiveness of schools
- Use collective strength to aim for excellence for all of our children
- Develop high quality CPD – cradle to grave approach
- Tackle the recruitment and retention issue
- Encourage collaboration
- Use the strengths of schools to determine the Strategic direction of the Trust
- Retain the uniqueness of all of our schools

What does this mean for you?

- TUPE - Transfer of Undertakings and Protection of Employment
- Contracts transferred to MAT - Sickness, holidays, maternity all stay the same
- Current employee benefits: Cycle to Work, Childcare Vouchers, Discount Card, Health and Wellbeing package
- Pensions remain the same – TPS / LGPS
- Measures – Core Policies i.e Grievance, Disciplinary, Pay & Appraisal, Absence Management, Finance
- Unions – ASCL, ATL, GMB, NAHT, NASUWT, NUT, UNISON, UNITE, Voice
- School identity stays – Uniform, Curriculum, Assessment, Performance Management

Advantages of LAAT

- More fulfilled staff through the sharing of good practice and training
- A wealth of education and financial expertise that will impact on greater achievement and the money to fund it
- Opportunities to shape the organisation at an exciting point in its growth
- Safety in a family of schools all striving for educational excellence
- Better procurement and resources for the children as they can be shared between schools
- Flexibility for staff for those who want it
- Extra resources if things go wrong
- You can still pick and choose LA / external services

