

Proposed Conversion of Randlay Primary School and Nursery (“Randlay”) to Academy Status and Joining Thomas Telford Multi Academy Trust (“TTMAT”)

This notice provides information for all stakeholders, including parents, carers, staff, and members of the community, regarding the proposal for Randlay Primary School and Nursery to convert to academy status and join Thomas Telford Multi Academy Trust. It outlines what academies are, provides an overview of the consultation and conversion process, and explains the potential impact on our school community.

1. Consultation and Conversion Process

How long will the consultation process last?

The full consultation process commenced on Wednesday 3rd December and will last until the Wednesday 29th April 2026 at 12 noon.

How can I share my views?

The consultation process agreed by the Governing Body has been designed to gather as wide a range of views as possible. It is important to have your say, and we welcome feedback from all stakeholders.

- Email: admin@randlayprimary.co.uk
- Post: Mark envelopes ‘Private and Confidential – Academy Proposal’

What does the conversion process involve?

After carrying out its own due diligence, Randlay’s Governing Body must take the following steps:

- Submit a conversion application to the DfE
- Submit formal notice of its intentions to stakeholders, including staff and parents/carers
- Commence formal consultation process with all stakeholders
- Undertake a TUPE consultation process
- Consider the consultation findings
- Determine whether to continue with the proposed process

In addition, the trustees of TTMAT must formally approve the transfer of Randlay into TTMAT.

2. Academies and Multi Academy Trusts

What is an academy?

Academies are non-fee-paying state schools that receive funding directly from the government. They are run by an academy trust rather than by the Local Authority. Academies have more control over how they operate than Local Authority schools and this additional freedom is

intended to help the academy to innovate and continue to raise standards. Under the proposal, Randlay would operate as an academy within TTMAT.

Are academies bound by the same rules and regulations as other schools?

Yes, academies must follow the same rules on admissions, special educational needs and exclusions as other state schools and students sit the same exams. Like all schools, academies are required to offer a broad and balanced curriculum, provide an education for pupils of all abilities and educate pupils who are drawn from the local area. Academies are inspected by Ofsted.

What is a Multi Academy Trust?

When an academy trust operates more than one academy, it is known as a multi academy trust or MAT. Being part of a multi academy trust provides strong governance, shared expertise, and access to wider resources and buying power. This collaboration helps schools improve outcomes for pupils and offers enhanced professional development opportunities for staff.

3. About Thomas Telford Multi Academy Trust

Thomas Telford Multi Academy Trust (TTMAT) was established in 2017 and currently comprises four secondary schools (Madeley Academy, Sandwell Academy, Walsall Academy, and Thomas Telford University Technical College) and two primary schools (Redhill Primary Academy and Thomas Telford Primary Free School).

What are TTMAT's aims?

The key aim of TTMAT is to provide academic environments in which every student has the opportunity to achieve their personal best and where individual talents of all kinds can be maximised. Students learn in conditions that support them in becoming confident, successful learners who make strong progress. Each school provides a broad and balanced curriculum that incorporates the national curriculum while also offering opportunities for students to specialise in specific areas such as Business, Physical Education, Science, and Technology.

Who are the trustees of TTMAT?

Mr J F Bowater (Chair)

Mr B F Dickenson (Deputy Chair)

Mr P W S Brewis

Mr D M Carroll

Mr M Danvers

Dr C M Hart

Mrs K E Jones

Mrs C E Walsh

Mr C J Woods

4. Rationale for the Proposed Conversion

Randlay's Governing Body believes joining TTMAT will bring many benefits:

- Improved outcomes for children and young people: TTMAT will support the school in achieving the best possible educational results for all pupils.
- A proven record of excellence: TTMAT has a strong reputation and has consistently operated at the forefront of educational developments.
- Stronger collaboration and shared expertise: Working within the Trust will enable us to pool expertise with both primary and secondary colleagues, strengthening teaching and learning and driving continuous improvements in pupil progress.
- Evidence-based benefits of formal collaboration: Research increasingly shows that structured partnerships between schools lead to substantial gains through shared best practice.
- Aligned ethos and vision: TTMAT's values closely match those of Randlay, ensuring a strong cultural fit.
- Geographical proximity: With TTMAT schools located close to Randlay, collaboration, resource sharing, and mutual support become far easier and more effective.
- Retention of budgetary control: Randlay would continue to manage its own budget within the Trust structure.
- Enhanced professional development: Joining a MAT creates broader opportunities for staff training, development, and succession planning.
- Strengthened leadership: School leaders and teachers can combine their skills, knowledge, and planning to address challenges and develop solutions together.
- Improved strategic management: Governors and trustees can draw on each other's expertise to shape strong, informed strategic approaches.
- Shared staffing capacity: Staff can work across multiple sites, supporting recruitment needs and creating more varied career opportunities.
- Access to specialist resources: With TTMAT's support, the school can secure specialist knowledge and provision across academic, extra-curricular, and operational areas.
- Cost-effective professional development: Trust-wide training spreads costs and increases the number of staff who can benefit.
- Economies of scale: Purchasing as part of a wider Trust reduces costs and helps schools maintain and enhance resources despite budget pressures.
- Reduced administrative burden: Centralised support for policy development, procurement, and other administrative functions enables school leaders to focus more directly on school improvement.

- Security within a changing system: Joining a MAT allows the school to shape its future proactively within the evolving educational landscape.
- Preservation of school identity: TTMAT's structure supports the uniqueness of Randlay while adding capacity, support, and accountability.
- Balanced support and challenge: TTMAT offers the right blend of guidance, rigour, and professional challenge to help the school move towards its goal of delivering outstanding education for all children.

5. Resources

Are there any changes to the funding arrangements for the school?

Academies are funded using the same core funding formula as maintained schools, so the overall level of funding is broadly similar. The main difference is that academies receive their funding directly from the Department for Education rather than through the Local Authority. Academies also have responsibility for purchasing many services that maintained schools receive automatically from the Local Authority, which gives them greater flexibility over how their budget is used. The MAT is ultimately responsible for financial oversight, audit, and compliance.

With greater control over the full budget and fewer automatic deductions for Local Authority services, the school and the MAT have more freedom to procure services from a range of providers and to achieve cost efficiencies across the trust. TTMAT operates a cost-effective central services charge which meets the cost of essential services provided to all schools within TTMAT, including educational advisory services, finance, payroll, legal and HR support.

Who will own the land and buildings?

The right to occupy the land and buildings would transfer from the Local Authority to TTMAT as part of the conversion process.

What happens to all the staff?

All members of staff will be able to remain in post and their current terms and conditions, and continuous services are protected under TUPE regulations. TUPE regulations protect employees' rights when the organisation they work for transfers to a new owner. We are committed to excellence and professional development for staff, and we would certainly encourage the retention and ongoing development of all school staff.

6. Governance and Leadership Arrangements

How will Randlay be run if it becomes an Academy? Will the current Governing Body continue?

Randlay would continue to have a Local Governing Board (“LGB”) made up of people with the skills and experience needed for effective governance, including representatives of the local community and parents. All current governors would be invited to remain on the LGB.

How will governance work within the Trust?

The composition and responsibilities of the LGB would be set out in TTMAT’s Scheme of Delegation.

The LGB would focus on monitoring the school’s performance, safeguarding, behaviour, curriculum, and engagement with the local community, while day-to-day operational matters would remain the responsibility of the Headteacher.

The Trust Board would hold overall strategic responsibility for all schools within the Trust. The Trust would become the direct employer of staff and would be accountable for standards, safeguarding, and the financial management of Randlay.

7. Educational Provision

Will there be change to the curriculum?

No. This is not a requirement of joining TTMAT.

Will the SEND provision change?

No. Randlay’s SEND Policy would remain as it is currently. Randlay would continue to provide the same outstanding provision and offer for all pupils with special educational needs and indeed the funding for this element would continue to be provided by the Local Authority. The staff within our SEND team would not change and therefore the daily experience for our SEND pupils would be no different.

8. Organisational Matters

Will the school need to change its name?

We believe that Randlay should enjoy a shared sense of identity if it were to join TTMAT as well as retaining the essence of what makes us unique. Therefore, a minor name change to include the word ‘Academy’ will be considered to reflect Trust membership while retaining the school’s identity.

Will there be a new uniform?

Randlay is proud of its individual identity and uniforms. The Trust respects this and wants to support continuity and does not express a need to change it. There may be a change to the school logo to reflect an updated school name, but we would not be expected to change our uniform to match other schools in the Trust. We would not expect any existing uniform already owned by parents to be replaced.

Any change to uniform would be a school decision and a consultation with parents/carers would be conducted separately to the conversion.

Will the admission arrangements for the school remain the same?

Yes. Joining TTMAT would not require any changes to the current admission criteria or catchment area. Randlay would continue to be inclusive and serve the local community, admitting local children as it does now. Although TTMAT would become the admissions authority, the Local Authority would continue to co-ordinate the admissions process for entry into Reception.

What will the relationship be between Randlay and the Local Authority?

Randlay would continue to be part of the council-wide provision for the children of Telford, and we would preserve the partnership with the Local Authority and other schools.