



John Rankin Schools

Becoming an Academy and joining
Maiden Erlegh Trust

Stakeholder Consultation
23 June -11 July 2025

Introduction

- The Governing Body has been considering what is in the best interests of the Infant and Nursery School community, given that the Junior School will become an academy.
- They strongly believe it is important that both schools move forwards together, with the support of a strong local Trust.
- ***What is a MAT?***
 - A MAT is a group of two or more schools working in partnership as a single legal entity and employer.
 - They are publicly funded educational charities, with their funding received directly by the Department for Education.
 - They are governed by a Board of Trustees who are ultimately accountable for all schools within a MAT.
 - They are subject to stringent accountability for both educational and financial performance.

Why change?

- The Junior School will be joining a Trust under a Directive Academy Order. Most likely this will be Maiden Erlegh Trust.
- We want to retain the essence of what makes John Rankin Schools the special, connected, community it is. To achieve this, we believe the Federation needs to move forward as one community.
- It is the best option to drive rapid improvement of both the Junior School and the Infant and Nursery School.
- Our staff will benefit from wider, and more accessible, support alongside an enhanced professional development offer.
- As a result, our pupils will benefit from a high-quality education.

How will becoming an academy and joining Maiden Erlegh Trust benefit our children?

- Improved learning environment for our pupils through accelerated and relevant school improvement.
- Increased accountability and challenge to ensure that our pupils achieve and thrive.
- Direct support from school improvement experts to implement best practice.
- The opportunity to share and learn from colleagues in other Trust schools through an enhanced professional development offer, aiding recruitment and retention of staff.
- Support from experts in financial and operational leadership that will create capacity within our teachers and leaders to focus on educational priorities.

What would becoming an academy mean for our School?

What would change?

- The Trust would be responsible for ensuring a high-quality education for our children.
- The Trust would be responsible for our land and buildings, with access to a larger central capital fund to accelerate improvements.
- Wider support to implement a broad and balanced curriculum that will nourish our children's thirst for learning and develop the whole child, so they are well prepared for their next phase of education.
- Closer accountability and relationships with our community.

What wouldn't change?

- Our local identity.
- Our child-centred approach.

What will this mean for staff?

- Staff will transfer across to the Trust but will retain, as a minimum, their existing terms and conditions, and service, under the protection of TUPE legislation.
- Allows us to improve on the current offer for all staff, e.g. more opportunities for professional and career development; stronger support for people to perform at their best.
- Enables us to improve engagement and retention of existing staff and be able to recruit the best.

How will parents/carers and staff be involved?

- Consultation will run from **23 June – 11 July 2025** including:
 - Information meeting for staff – **3.45pm 30 June** at school
 - Information meeting for parents – **5pm-6pm 30 June** at school
 - Online meeting for those unable to attend **5pm-6pm 9 July**
 - Brief online survey to obtain feedback to our proposal
 - Regularly updated information and answers to questions on our website
- If we decide to join Maiden Erlegh Trust after consultation there will continue to be regular communications to update on progress and next steps.

What are the next steps?

Date	Activity
23 June	Stakeholder consultation commences
30 June 3.45pm	Information meeting for staff Meeting with Jon Peck – CEO Maiden Erlegh Trust and Andy Johnson – Director of Education
30 June 5pm-6pm	Information meeting for parents Open to all parents/carers to learn more about Maiden Erlegh Trust and ask any questions you have
9 July 5pm-6pm	Online information meeting for those unable to attend
11 July 5pm	Close stakeholder consultations
21 July	Governing Body review consultation feedback and make final decision

INDICATIVE TIMETABLE IF WE DECIDE TO PROCEED

End July	Proposal to convert and join Maiden Erlegh Trust to be reviewed by the DfE
August	DfE issue Academy Order
September	TUPE consultation with staff
August-October	Legal work to support transfer of land, buildings, staff and contracts to the Trust
November	School formally joins Maiden Erlegh Trust

Who are Maiden Erlegh Trust?

- Maiden Erlegh Trust are a medium-sized Trust with 9 schools, educating 4,250 children and young people.
- They run Primary, Secondary, Special and Alternative Provision schools.
- They serve the communities of Reading, Wokingham, Bracknell Forest, and South Oxfordshire.
- Their values are Aim High, Be Inclusive, Work Together.
- They have a strong track record of delivering high quality education and are system leaders in teacher development and school improvement.

For more information visit their website: www.maidenerleghtrust.org