

The Dartmoor Co-operative Learning Trust (DCLT)

The Dartmoor Federation comprises five schools: Okehampton College, Boasley Cross Primary School, Bridestowe Primary School, Lydford Primary School and Exbourne Church of England Primary School

Four schools within the Dartmoor Federation:

Okehampton College
Boasley Cross Primary School
Bridestowe Primary School
Lydford Primary School



In association with:

Exbourne C of E Primary School (which is already a church trust school in its own right)

Are considering

Changing to a Foundation School Category and Acquiring a Charitable Trust:

A Rationale

PUBLIC CONSULTATION 2012

Booklet One

The reason for the consultation

The Governing Body of The Dartmoor Federation is proposing to change the legal category of four schools within it from community to foundation status; and at the same time to acquire (establish), a charitable trust, to be known as The Dartmoor Co-operative Learning Trust. This trust, which shall be a co-operative membership trust, will hold each consulting school's land and assets in trust, in this case with a strong mutual element. Exbourne C of E school (which is also part of The Dartmoor Federation) will become a Partner School as it is already a Church Foundation School.

What we would like you to do

We would like to know what you think of our plans, so we invite you to take part in our public consultation. You can do this by:

- reading the trust information leaflet and this booklet (you may also wish to read Booklet Two, which provides answers to a number of commonly asked questions)
- completing the Public Consultation Questionnaire and returning it to the appropriate school
- you may wish to attend one of the consultation meetings being held over the consultation period – see section 8.1 for details and times and venues of the various meetings.

Copies of the Booklets and the Public Consultation Questionnaire can be obtained from the schools or downloaded from any of the consulting school websites (as well as those of our partner schools): see Appendix C for details.

The contents of this booklet

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1. Executive Summary

1. Proposal

The Governing Body of the named consulting schools within The Dartmoor Federation is proposing a change of school category – from community to foundation - and simultaneously to acquire a charitable trust to be called The Dartmoor Co-operative Learning Trust. The proposed date of implementation is **1st November 2012**. The Trust will be a mutual co-operative membership trust.

1.2 What is a Trust School?

This is a type of school that, while still being part of the local authority family of schools, has the opportunity to be supported by a Charitable Trust set up to help the drive for improved standards in school in particular through engaging with the wider community. The Trust will act as the legal foundation for the consulting schools if all or some decide to become foundation schools. The Trust will not act as the legal foundation for Exbourne Church of England Primary School as their respective Church Trust already acts as their legal foundation. However, Exbourne C of E Primary school wishes to become founding partners in the proposed Co-operative Trust.

1.3 What is a Co-operative Trust School?

The Co-operative School Trust model enables schools to set themselves up as co-operatives, following co-operative values and principles. This model enables those who are directly involved in the school, parents/carers, staff and learners, to become engaged in its long-term strategic direction through membership of the Trust. It will also allow those more directly involved such as other members of learners' families - and indeed the wider local community - to become involved.

1.4 Why are we considering it?

To improve the life chances of the children of The Dartmoor Federation, by:

- building a coherent and inspiring learning journey from 4-19 across the area
- embedding the roots of the schools into the community
- increasing ownership of the schools within the community
- working in partnership with other schools and colleges in the area
- supporting the schools to further raise standards

- allowing the values and ethical principles of the Co-operative Movement, especially the ideals of self help and social responsibility, as well as active membership, to underpin the work of the schools – and the Partnership

1.5 Trust Partnerships

The Dartmoor Federation Governing Body is proposing to establish, through a Trust, a long-term partnership that aims to bring together the Co-operative Movement, and other partners. In the early stages, in addition to the Co-operative Movement, our partners would be Okehampton United Charity, Devon County Council and Exbourne C of E primary school. We expect to include further partners as the Trust develops, and we hope to work with Plymouth University and EDF in the very near future. Indeed, it may be that other schools may ask to join the Trust at a later date. We believe that collaborating with other local schools, building on the good relationships developed to date within the existing Okehampton Learning Community, will further improve the quality of education for the Federation's young people.

1.6 New Powers and Responsibilities

The Governing Body of each consulting school will gain new powers and responsibilities. It will become the employer of all staff, although existing pay and condition arrangements will be unchanged as the school will remain in the maintained sector and still be subject to national and local pay and condition agreements.

The Governing Body will also become responsible for learner admissions, but will work jointly with the Local Authority to administer the provision of learner places with the requirements of the National Schools Admissions Code.

The Trust will hold the land and capital assets in Trust – mutually - for each consulting school, although the Governing Body will retain day-to-day responsibility for managing these assets in the same way that it does now.

1.7 Consultation Process

You will have the opportunity to comment on these proposals during the consultation period that runs from **noon Wednesday 13th June 2012 to noon Wednesday 11th July 2012**. We would emphasise that no decision has been made yet and we would welcome suggestions that might improve our proposals, as well as challenging them.

The Governing Body will consider the outcome of the consultation and then decide on whether to publish Statutory Proposals on changing category and acquiring a charitable trust or to remain a community school.

1.8 Consultation Process

In order to make the change, the Governing Body is legally proposing to change category of the four named community schools to become Foundation Schools, and at the same time, formally acquiring (establishing), a Trust – The Dartmoor Co-operative Learning Trust.

2. Aims and Values

2.1 Our Values

“working together to be the best we can be”

The Dartmoor Federation aims to ensure everyone connected with it is successful and that they are:

- Happy and safe within a rich learning environment
- Achieve their full potential academically, professionally and personally
- Make positive contributions to the local, national and global communities
- Develop the skills and interest to become life long learners

Every child in The Dartmoor Federation deserves to succeed. Each school will:

- Support the individual needs of all learners and staff
- Encourage learners to take pride in their school and contribute to its development
- Create a calm, quiet, orderly atmosphere conducive to learning where everyone feels safe and happy
- Have a sense of belonging to their community

- Provide a high standard of learning and teaching across a broad, balanced and relevant curriculum that reflects the national agenda, whilst maintaining focus on the needs and aspirations of individual learners
- Recognise, reward and celebrate the achievements of everyone
- Work collaboratively with local schools, organisations and agencies committed to improving the opportunities and support for young people.

In order to reach a destination, everyone needs a good route map. The Dartmoor Co-operative Learning Trust will ensure a high quality learning experience from 4-19 for young people.

The Trust will work closely with our community to raise aspirations, create opportunities and contribute fully to the life of the community.

The creation of the Trust will provide a strong and well-tested legal entity through which to collaborate with our partners for the benefit of our learners.

2.2 Our Vision for the Trust

We will:

- make the quality of teaching and learning our top priority
- operate a support structure which ensures learners can achieve their potential, both by ensuring a safe and happy environment and by knowing each learner as an individual
- seek to make every learner feel a part of the community by increasing their ownership and participation
- celebrate achievement and creativity
- engage parents in an equal partnership to support their child
- invest in our staff to increase our skills and experience
- celebrate and support innovation and research in teaching and learning by our colleagues
- work closely with our community to raise aspiration and create opportunities and contribute fully to the life of the community
- collaborate with our partners for the benefit of our learners

2.3 Co-operative Values and Principles

The Trust will play a key part in the next phase of development of education in The Dartmoor Federation.

The ethos of the participating schools aligns very well with the co-operative values and principles of the co-operative movement (see Appendix B).

Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, co-operative members believe in their ethical values of honesty, openness, social responsibility and caring for others.

Co-operatives' principles are: voluntary and open membership; democratic member-control; member economic participation; autonomy and independence; education, training and information; co-operation among co-operatives; concern for community.

These values and principles will underpin the work of the Trust and we believe will contribute to strengthening the schools and their links with the local community.

3. What will the Partnership do?

1. What will be the Partnership's particular priorities?

To provide a pathway of the highest quality to ensure that every young person in The Dartmoor Federation succeeds: by

- developing the progression and continuity of learning 4-19 to create an integrated 'Learning Journey' across The Dartmoor Federation.
- developing strategic direction and cohesion between the schools in the area
- raising learner aspirations and achievements by extending learning opportunities through engagement with the community

2. What difference would it make to be a Co-operative School? What benefits would it bring?

We are drawn to the co-operative model, because the values are closely aligned to our own. Namely:

- **Self help:** Encourage all within the organisation to help each other by working together to gain mutual benefits. Help people to help themselves
- **Self-responsibility:** Take responsibility for and answer to, our actions
- **Democracy:** Give our stakeholders a say in the way we run our school
- **Equality:** Equal rights and benefits according to their contribution

- **Equity:** Be fair and unbiased
- **Solidarity:** Support each other and those in other co-operatives and the ethical values of **honesty, openness, social responsibility** and **caring for others.**

3. How would we benefit from Trust Partners?

Our partnerships have been secured to ensure that our values will be embedded for the long term and written into the fabric of our schools.

We are committed to the

- academic
- artistic and creative
- social, emotional, spiritual and cultural
- physical development

of every young person in The Dartmoor Federation.

The Dartmoor Federation future rests with its young people. We therefore have a duty to ensure all the children and young people in our community receive the highest possible quality of education. We all (adults and children) achieve more when we have a strong sense of belonging to, and are valued by, our community. Our community partnerships reflect that.

3.1 What will each Partner bring to the trust?

The Co-operative Movement - has extensive experience in supporting educational establishments to develop and embed a co-operative 'values driven ethos' across the school and across the curriculum. It will also help bring a global dimension to school and community perceptions, through national and international links with other co-operative educational institutions and organisations. Initially, it will be represented by The Co-operative College.

Being a Co-Operative Trust School will also allow us to become a member of the Schools Co-operative Society (SCS). SCS is the fastest growing network of schools across England and is itself a co-operative of co-operative schools. Being part of a national co-operative schools organisation will be of great assistance as we try to navigate our schools through the rapidly changing educational landscape facing all mainstream schools. We will also be able to participate in a strong international network of co-operative schools and colleges. The South West is proving to be one of the fastest growing areas for co-operative schools, initially in Cornwall and now in Devon. It is likely that SCS will develop a very strong South West region, as well as a distinct Devon sub region.

Okehampton United Charity

Okehampton United Charity was originally constituted in 1873 and with its associated charity Okehampton Education Foundation, has a purpose to support the community and education of young people in the local area of Okehampton. Okehampton United Charity supports the concept of the proposed co-operative Trust and would welcome the opportunity to participate as a Trust Partner. The trustees of the charity could bring a wealth of experience and knowledge of the community to the Trust. In recent years the charity has provided significant financial support to Okehampton College and is committed to supporting Okehampton College in its vision for the future.

Devon County Council

The Local Authority is fully supportive of the schools within The Dartmoor Federation seeking trust status and will continue to provide technical and specialist support. The Local Authority has enjoyed excellent relationships with the schools over a number of years and has worked very closely with the schools on a number of initiatives which has already supported the progress and development across the federation. The Local Authority will seek to continue to provide this support as a Trust Partner in the proposed Dartmoor Co-operative Learning Trust.

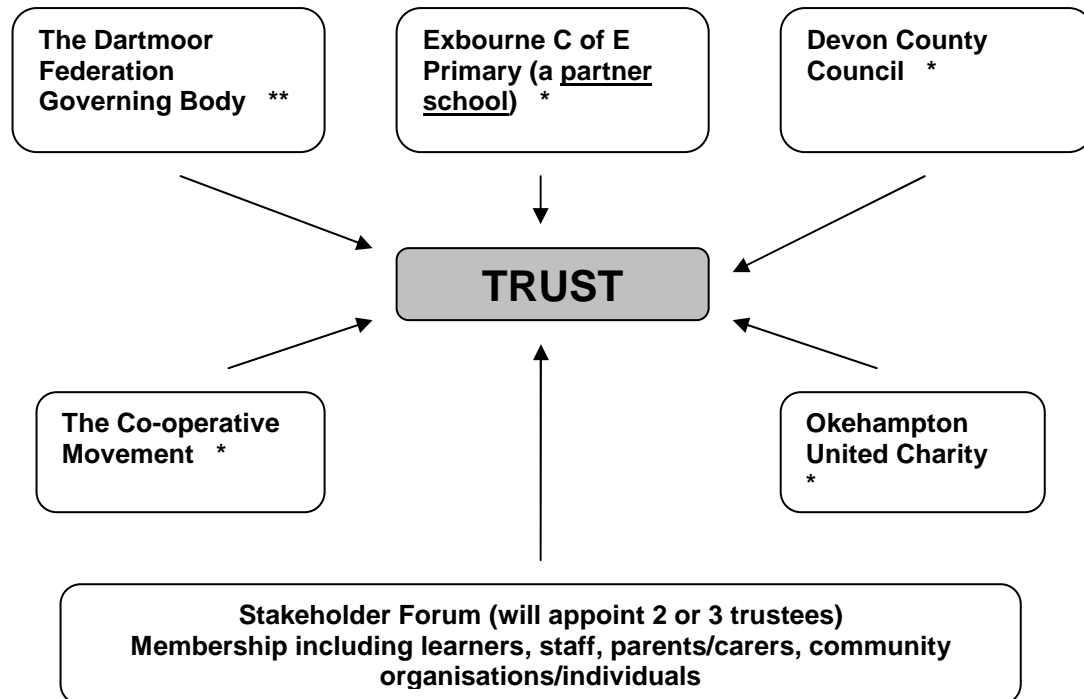
Potential future Trust Partners

It is anticipated that the Trust will expand in the future with potentially further partners joining it as well as other local schools.

University of Plymouth

EDF (a large national employer)

The Governing Body of the Dartmoor Federation will also itself be represented on the Trust with five trustees, one of whom will be the Chair of Governors with at least one Head Teacher from one of the federated schools for which the Trust acts as the legal foundation. The other three trustees will be appointed from the governing body.



* Will appoint one Trustee

** The five trustees will be the chair of Governors, at least one Headteacher from a federated school for which the Trust acts as the legal foundation and three other representatives from the governing body.

4. How will the Partnership work?

- 4.1** The Trust will be a charitable, not for profit trust, meeting the legal and other requirements as set out by the Department for Education (DfE). It will carry out its duties in relation to the school as set out by the DfE, and by holding the land and assets on trust.
- 4.2** The trust will be legally established and regulated (as with all charities) by the Charities Commission and registered as a company limited by guarantee with Companies House.
- 4.3** Trustees will not be able to derive an income from the Trust, but the Trust may become an employer as it develops its objectives in providing services and/or commissioning services. Any income generated by the Trust must only be used to support its charitable aims. The Trust will not seek to alter the individual

characteristics of the school and it will not seek to change the character (religious or otherwise) of the school.

- 4.4** The Trust will meet a minimum of two times per year (co-ordinated with school governance as required).
- 4.5** The Trust will work with other people and organisations, as appropriate, in order to carry out its work. As the Trust develops its work in the future, it may be appropriate to consider additional partners. There will be a process involving existing Trustees to ensure that any future partner will comply fully with the vision, values and aims of the Trust.
- 4.6** The Trust will be made up of the school, partners and members as shown in the diagram.
- 4.7** The Trust will have an ethos of co-operation and democracy consistent with co-operative values. It will seek to empower learners and their community. The Trust will help young people prepare for these challenges and their future as global citizens.

5. Foundation Category

- 5.1** To set up the Trust, consulting schools are required to change their current category to become Foundation Schools. In acquiring Foundation category, the Governing Body and not the Trust, will assume new responsibilities, including responsibility for the employment of staff and admission of learners to the school. The Governing Body will retain day-to-day responsibility for managing the assets, as is the case in the present situation.
- 5.2** The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007 provide full rights, powers, duties and liabilities to transfer existing staff from the Local Authority to the Governing Body.
- 5.3** Existing and new teaching staff will continue to work under the terms of the 'School Teachers' Pay and Conditions Document' (STPCD). The Governing Body will set out the terms and conditions for new support staff, which will be no less favourable than those applying to existing staff. All staff will, therefore, always enjoy as a minimum the same terms and conditions of employment as in any maintained state school.

The schools will continue to teach the National Curriculum and will be inspected by Ofsted at appropriate times.

The Governing Body will continue, as is the case at present, to have day-to-day control of the school's land and assets (although the Trust will hold them mutually 'on trust' for each school for which it acts as the legal foundation.)

We will work in collaboration with the Local Authority in ensuring strict adherence to the Schools' Admissions Code, whilst reserving the legal right to review admission arrangements if deemed appropriate.

6. What does this mean for parents/carers and learners?

Admissions

- 6.1** The schools will remain part of the Local Authority's family of schools. We will continue to have a fair admissions policy and not introduce selection by ability. Parents will apply for places at any federation school, as part of the Local Authority process. Schools will continue to work in partnership with the Local Authority to ensure that learner places are allocated fairly in line with the published admissions criteria that conform to the School Admissions Code.

Composition of Governing Bodies

- 6.2** The current situation of appointing Community, Local Authority, Parent and Staff Governors will be maintained. However, the Governing Body will now have a minority of governors (probably the legal minimum of two), appointed by the Trust.

Membership of the Trust

- 6.3** All parents, carers and learners currently attending a school within the proposed Trust may become full members of the Trust (as may all learners, staff and members of a range of defined supporting community organisations), as well as individual members of the local community. We are planning to establish a Stakeholder Forum with elected members including parents/carers, staff, learners and community representatives both individually and from organisations. Its purpose will be to hold the Trust to account, to help shape policies and to elect a minority of trustees (either two or three).

- 6.4 Our schools' ethos, including objectives relating to behaviour and performance and the schools' aims and values will be strengthened by working within the framework of co-operative values. It is envisaged that the new trust arrangements will contribute significantly to a further improvement in schools' performance and a better educational experience and outcome for every young person and their family.

7 What does this mean for employees?

- 7.1 The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007 provide for all rights, powers, duties and liabilities to transfer existing staff from the Local Authority to The Dartmoor Federation Governing Body. Employees will be employed by the schools' Governing Body, instead of the Local Authority and we will continue to recognise the same unions. The existing rights of teachers will be fully protected if schools acquire a Trust. We will still be bound by the School Teachers' Pay and Conditions Document.
- 7.2 The Governing Body will set terms and conditions for its own support staff. However, terms and conditions will be safeguarded as per the prescribed regulations for existing staff and they will maintain the same employment rights as Local Authority employees. Employees will continue to be represented on the Governing Body, as elected by their colleagues, as well as there being representatives from parents, the community and the Local Authority as is the case now, plus the additional foundation governors nominated by the Trust.

8. The Consultation Process

- 8.1 Please let us know what you think about the proposal by doing one or more of the following:
- complete and return the Public Consultation Questionnaire
 - send in your comments to the appropriate school
 - if you are a parent/carer, member of staff or a member of the public, come to the appropriate meeting to discuss the proposal.

Consultation meetings will all be held at schools which propose to have the trust as their foundation and additionally, there will be a public meeting for anyone in the **community at Okehampton College on 25th June 2012 at 6.00pm**. There will be a meeting for all **staff from the Federation at Okehampton College at 4.00pm**. Details of other meetings, including parent/carer meetings, can be found in the covering letter.

- 8.2** You can comment at any time from **noon on 13th June 2012 to noon on 11th July 2012.**
- 8.3** After the consultation is closed, all comments will be considered and a report for each school will be prepared for the Governing Body. These reports will be made available on school websites. (See Appendix C for a list of websites). Individual responses will not be published on the website, but will be presented to the Governing Body and will be available for inspection by the public on request. The Governing Body will then hold a meeting to review the report and all the comments before reaching an informed decision.
- 8.4** The Governing Body may decide to:
- Issue Statutory Notices about a change to Foundation Category and the adoption of a Trust.
 - Modify the proposal in the light of suggestions made during consultation and, if the changes are significant, re-consult on the changes.
 - Decide to remain as community schools without change.
- 8.5** If the Governing Body decides to proceed and issue a Statutory Notice, there will be another chance to comment on any proposals which might be made before a final decision is taken by The Dartmoor Federation Governing Body.
- 8.6** The proposed implementation date is **1st November 2012.**
- 8.7** Copies of all the consultation documents can be obtained from all school websites (see Appendix C) or from schools.
- 8.8** If you have any queries about anything you have read here and would like further clarification, please refer to Appendix C for details of contact information.

9. Appendices

Appendix A: List of Consultees

As part of the consultation process, each school is consulting with the following:

- Learners currently at the school
- Their parents/carers
- Staff currently employed at the schools, both teaching and support staff
- All schools currently sending children to the College
- The Local Authority and neighbouring Local Authorities
- The Town Council/Parish Council - if relevant, local MPs and serving local Councillors
- The local Teacher Associations and Trade Unions representing our support staff
- Other neighbouring schools which may be affected by the proposals
- Local Community Groups including nurseries, child care providers, sports and leisure providers
- Local and neighbouring Colleges and Higher Education Institutes
- Children and Adolescents' Mental Health Service (CAMHS)
- The Primary Care Trust (PCT) and local GP surgeries

A complete list will be published on school websites. If you feel that there are other stakeholders who should be consulted, please contact us.

Appendix B: Co-operative Values and Principles

The Values and Principles embraced by today's worldwide Co-operative Movement have evolved from the ideas of the early co-operators of the 18th and 19th centuries. They are embodied in the statement of Co-operative Identity published by the International Co-operative Alliance.

<http://www.ica.coop/al-ica>

1st Principle: Voluntary and Open Membership	Co-operatives are voluntary organisations; open to all persons able to use their services and willing to accept responsibilities of membership, without gender, social, racial, political, or religious discrimination.
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<p>2nd Principle: Democratic Member Control</p>	<p>Co-operatives are democratic organisations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary co-operatives members have equal voting rights (one member, one vote), and co-operatives at other levels are also organised in a democratic manner.</p>
<p>3rd Principle: Member Economic Participation</p>	<p>Members contribute equitably to, and democratically control, the capital of their co-operative. At least part of that capital is usually the common property of the co-operative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any of the following purposes: Developing their co-operative, possibly by setting up reserves, part of which at least would be indivisible; benefiting members in proportion to their transactions with the co-operative; and supporting other activities approved by the membership.</p>
<p>4th Principle: Autonomy and Independence</p>	<p>Co-operatives are autonomous, self-help organisation controlled by their members. If they enter into agreements with other organisations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their co-operative autonomy.</p>
<p>5th Principle: Education, Training and Information</p>	<p>Co-operatives provide education and training for their members, elected representatives, managers and employees so they can contribute effectively and strengthen the Co-operative Movement by working together through local, national, region and international structures.</p>
<p>6th Principle: Co-operation among Co- operatives</p>	<p>Co-operatives serve their members most effectively and strengthen the Co-operative Movement by working together through local, national and international structures.</p>

7th Principle: Concern for Community	Co-operatives work for the sustainable development of their communities through policies approved by their members.
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Appendix C: Email and Website contact details:

Okehampton Community College	trust@okehamptoncollege.devon.sch.uk
Boasley Cross Primary School:	admin@boasleycross.devon.sch.uk
Bridestowe Primary School:	admin@bridestowe-primary.devon.sch.uk
Lydford Primary School:	admin@lydford-primary.devon.sch.uk
Exbourne C of E Primary School:	admin@exbourne-primary.devon.sch.uk

Website details:

Okehampton Community College	www.okehamptoncollege.devon.sch.uk
Boasley Cross Primary School:	www.boasleycross.devon.sch.uk
Bridestowe Primary School:	www.bridestowe-primary.devon.sch.uk
Lydford Primary School:	www.lydford-primary.co.uk
Exbourne C of E Primary School:	www.exbourne-primary.devon.sch.uk