



Consultation about whether Hermitage Primary School should become an academy as part of Vanguard Learning Trust (VLT)

The Governing Body of Hermitage Primary School (HPS) is consulting about whether the school should become an academy as part of the Vanguard Learning Trust (which includes Ruislip High, Ryefield Primary, and Vyners schools).

The consultation runs until **Monday 29th March 2021** – please have your say.

If the proposal is taken forward it is anticipated that Hermitage Primary would become an academy on 1 September 2021.

The rationale for the proposal

HPS has been an Associate Member of Vanguard Learning Trust (VLT) since spring 2020. While the focus of our collaboration with VLT has been affected by the pandemic, Covid-19 has also demonstrated some of the value of being part of a multi-academy trust as we have benefited from VLT's approaches and expertise. Our time as an Associate Member has demonstrated that we share values, culture and expectations with VLT.

VLT is a local multi academy trust. It is at an early stage of its development, which gives HPS the opportunity to help shape VLT's approach to primary-phase education while also benefiting from a broader range of expertise. Governors are attracted to being part of a local trust and to being part of a growing group of collaborating schools.

Joining VLT is part of our strategic approach to securing an 'Outstanding' judgement at our next Ofsted inspection. Ruislip High and Vyners are both judged as 'Outstanding' and have systems, practices and staff expertise that we can benefit from.

What would happen if Hermitage Primary School does convert?

If HPS does convert and join VLT, HPS would:

- Keep the name 'Hermitage Primary School';
- Keep the same school uniform;
- Keep the same school day, and the school year would continue to be set within the context of other local schools;
- Keep the same admissions policy and Published Admission Number for entry into Reception;
- Keep the same staff;
- Benefit from consistency of educational principles and approach for our pupils from aged 3-18; and
- Benefit from increased opportunities for our pupils through collaboration with the other VLT schools; and
- Benefit from increased opportunities for staff to liaise and collaborate with colleagues across VLT on curriculum development (including specialist subjects), leadership development, and business support services.

Vanguard Learning Trust

VLT was formed when Ryefield Primary joined the trust that was originally established by Vyners. Ruislip High joined in September 2018. Over the coming years, VLT wishes to grow to 6-8 local schools, providing greater opportunities for staff development and collaboration which in turn improves the curriculum for and teaching of pupils. Hermitage Primary School is currently consulting about joining VLT in September 2021.

The Board of Trustees of VLT is responsible for all the schools within the Trust. Local Governing Bodies provide local governance, and support and challenge to the Headteacher and leadership team, and include parents and staff.

What is an academy?

An academy is an independent state school, funded directly from central government. When a Council maintained school becomes an academy they gain some additional freedoms and responsibilities (such as regarding employment terms and conditions).

There is a more detailed Question and Answer document that includes additional information about the differences between a community school and an academy. This is available on the school website (www.hermitageprimary.org.uk) or from the school office (01895 234 871). Further information about academies is also available on the DfE website (www.education.gov.uk/academies).

How can I have my say?

You can have your say by completing the online questionnaire that is accessible [here](#) or via the school website (www.hermitageprimary.org.uk) or by writing to the Headteacher at the school postal address (Belmont Road, Uxbridge, Middlesex, UB8 1RB).

Online consultation meetings have been arranged for staff and parents.

The consultation closes on Monday 29th March 2021. Please share your views before then.

What happens next?

The Governing Body will consider all responses to the consultation before they make a decision about whether to become an academy and join VLT.

If the proposal proceeds, it is anticipated that HPS would become an academy and join VLT on 1st September 2021. If the proposal does not proceed, HPS would remain a community school within LB Hillingdon.