



# Warrington Primary Academy Trust

Joining Us – What a School Needs to Know

## Joining WPAT – What a School Needs to Know

Thank you for your interest in Warrington Primary Academy Trust. This brochure has been designed for schools interested in exploring if we are the Multi-Academy Trust to join. In this document we refer to ourselves by our acronym – WPAT.

WPAT is a Multi-Academy Trust created by primary educational professionals from three schools in 2016. We are a growing community and at the moment consist of seven member schools. Our guiding principle is to deliver a first-class education through partnership, innovation, school improvement and accountability.

We welcome interest in joining WPAT from other primary education providers. We take great care to understand the identity of a new school and how it would enhance our community.

To maintain high standards in how we educate and develop primary aged children, all our primary schools adopt three core values. These values guide the way we think, act and behave every day. They are 'Children First', 'Resilience' and 'Pioneering'. With high expectations for every child, everything we do as an organisation is in the interest of children first and foremost. We are unrelenting in our pursuit of excellence, whether it is for educational outcomes or for the business function of WPAT. We are passionate about learning practices that will improve our children's lives and their outcomes



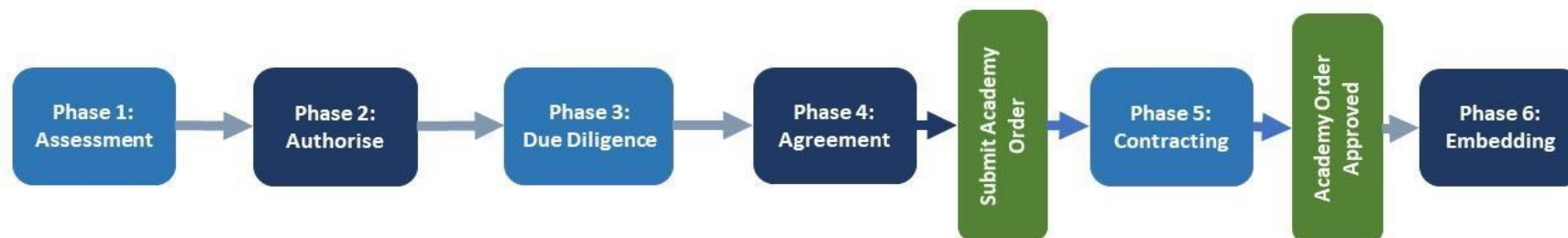
WPAT is led by a highly experienced Board of Directors and involves member schools in leadership through a scheme of delegation and a series of innovative, forward-thinking communication protocols to ensure the interests of our children are placed at the heart of decision making.

Joining a Multi-Academy Trust is a significant step for any school, so which Multi-Academy Trust a school joins, how they do it and when it happens requires careful consideration. To help a school's leadership understand how to join WPAT, we have prepared this short brochure to explain the phases we go through to ensure the WPAT community is right for a school.

### **The key qualities WPAT looks for in a potential new member school are that...**

- **The school can show evidence of continual improvement**
- **The school's ethos clearly places the interests of their child first**
- **The school leadership is motivated to achieve more for their children**

<p><b>Phase 1: Assessment of Value</b></p> <p>We recommend that the school’s leadership ensure they can articulate why their school will benefit from joining a Multi-Academy Trust and why they want to explore joining WPAT. To progress interest further, the school completes WPAT’s enquiry form and an initial, no-obligation meeting of senior representatives is arranged.</p>	<p><b>Phase 4: Agreement</b></p> <p>This phase moves from discussion to preparing formal agreements. The broader leadership groups meet, a written understanding is established, and this allows the submission of an Academy Order to approve the school joining WPAT. At this point, the Regional Schools Commissioner and Secretary of State will decide upon authorisation of the Order.</p>
<p><b>Phase 2: Authorise</b></p> <p>The school and WPAT identify the key people to coordinate contact and a meeting is arranged to share key plans by both parties and agree a timeline for any further work together. As good practice a Non-Disclosure Agreement is signed to protect both parties as they share information and data. We will share our communication pack, giving the school templates to use when communicating internally and externally about joining a Multi-Academy Trust.</p>	<p><b>Phase 5: Contracting</b></p> <p>This phase allows senior staff from WPAT and the school to map in detail how the functions and processes in the school will align with the Multi-Academy Trust. Any contractual and legal obligations are transferred from the school to WPAT and a formal date for joining the Multi-Academy Trust is set.</p>
<p><b>Phase 3: Due Diligence</b></p> <p>At this point, a memorandum of understanding is prepared and agreed between the school and WPAT, stating how the process of joining the Multi-Academy Trust is to be progressed and the commitments required. WPAT can then work with the school to understand in detail the school’s culture and community by gathering information on how the school is led, its teaching and learning approach and also business management.</p>	<p><b>Phase 6: Embedding</b></p> <p>An action plan is created between the school and WPAT to build trust and enable personnel to share processes, culture and values over time. The action plan will last at least 1 year and will also involve an independent school inspection in term 1, to ensure WPAT offer the best support to the school.</p>



## What next?

**If you are interested in learning more about WPAT please request and then complete our short enquiry form available at <https://wpat.warrington.sch.uk/joining-wpat>. We will then be in contact to arrange an exploratory conversation.**

Joining a Multi-Academy Trust is a detailed process of communication, assessments and agreements for both the school and WPAT. For a primary school, there will be the expectation of multiple internal and external stakeholders to manage.

Typically, the whole process from enquiry to membership of a Multi-Academy Trust takes around 9 to 12 months and requires engagement from a range of representatives within the school and externally, e.g. Local authority, Regional Schools Commission and Secretary of State (to give final approval).

**To help with the process of communication WPAT have produced a guide to communicating to internal and external stakeholders. We share this with schools who are interested in exploring how to join our Multi-Academy Trust.**

More information on WPAT, our member schools, current plans and our structure can be found online at <https://wpat.warrington.sch.uk/>

Thank you for considering WPAT and we look forward to your enquiry.

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