

Constructing the Core Foundations of a Successful Multi Academy Trust

East Ardsley, Leeds

At FusionHR we work with Multi Academy Trusts, stand-alone academies and maintained schools across the UK and we understand the demands of the roles of MAT Leaders and Trustees. To support you with the transition to being a MAT leader we've developed a series of sessions focused on the hands on practical aspects of leading a MAT.

If at this exact moment in time you're thinking OMG, I've been appointed as a Chief Executive, Chief Operating Officer or Chief Finance Officer of a Multi-Academy Trust (MAT)... then this course is most definitely for you and your team! Find out from those with experience what it's like to be responsible for a rapidly growing MAT and more importantly how to take the rough with the smooth.

Programme Cost:
£1200 + VAT inc lunch and refreshments (or £175 per session)
Book a second delegate for £1000 + VAT

Structure and Values

First Steps to Establish a Multi-Academy Trust

Led by Dave Dickinson, CEO at Waterton Academy Trust

Hear directly from Dave about his experience and perspective as the CEO at Waterton Academy Trust. How the trust was established, what went well, not so well, and more importantly what he learnt along the way.

The session will cover the following aspects:

- Trust Structures / Models
- MAT Leadership models
- Systems Leadership
- Effective Central Teams
- The Role of the Regional Schools Commissioner (RSC)
- Accountability in a MAT
- Opportunity for Q&A's

12 March 2018
9am-12noon

HR and Legal

The Legal Process TUPE and Due Diligence

Led by Paul Menham Gunnercooke llp

We make the complexities of TUPE transfer simple. Knowing what terms you have the option to accept and decline will set the tone for the future of the trust. It's important you take the right track at each stage to avoid having to unpick decisions or contractual agreements you may later regret. When considering acquiring a new school it's essential to get the due diligence process right to avoid being hampered by costly liabilities you didn't predict.

This session will cover:

- TUPE
- Employee Consultation
- Due diligence
- What are "Measures"?
- Changing terms and conditions
- Trade unions and collective agreements
- Academy on-boarding
- Inherited responsibilities

12 March 2018
1pm-4pm

Governance

Effective MAT Governance

Led by John Hesketh Governance Consultant

Effective trust governance is key to a successful Multi Academy Trust. How your trust governance is structured, decision making and the working relationships between the Trustees, Governors and leadership is absolutely key to MAT development.

This session will cover:

- Trust governance structures
- Accountability at all levels of Trust governance
- Roles and Responsibilities
- Decision Making
- Examples of schemes of delegation
- Building Effective Relationships
- Managing Trustee and Governor Knowledge and Training

25 April 2018
9am-12noon

HR and Legal

Effective MAT Leadership & Managing HR

Led by Ian White & Paul Menham FusionHR & Gunnercooke llp

Strong leadership, resilience and tenacity are all key features of leadership in a Trust.

This session will explore:

- The characteristics of strong leadership
- Leadership models
- Collaborative working
- Reporting and monitoring systems (ie performance, absence management)
- Trust Policies and procedures - statutory and non-statutory
- Responsibility for trade Union consultation and collective agreements
- Handling restructures and redundancies post TUPE
- Trust Contracts of Employment and terms and conditions

25 April 2018
1pm-4pm

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Key Benefits

- You don't know what you don't know! Share experiences.
- A great networking opportunity with other leaders who are in the same position
- Find out how other Trusts operate, what's worked well and what they'd do differently on reflection.
- Benefit from hints and tips on how to get it right from the start and avoid costly mistakes.

How to Book

To discuss the programme please contact us on 01924 827869

Email training@fusionbusiness.org.uk

Ask Your Account Manager

Development

Financial Challenges of Running a MAT

Led by Lisa Peacock
Education Finance Specialist

Financial management and reporting within a MAT is one of the major elements of the role of the Trust. Ensuring appropriate systems, reporting arrangements, financial acumen and best value isn't always a smooth path. Learn the key requirements from an experienced Chief Finance Officer:

This session will cover:

- Who is accountable?
- Funding and Liaison with the EFA
- Robust Systems and procedures
- How to get value for money
- Traceability and recording accurately
- Reporting arrangements
- Procurement policies
- Financing the trust function
- Pension Management

3 May 2018
9am-12noon

Structure and Values

Trust Ethos, Values and Organisational Culture

Led by Naomi Woods
Freelance Leadership Consultant

If you already have a vision and values, or are yet to develop them, this session looks at how to bring them alive across the whole trust. The culture is how the vision and values are applied on a daily basis so understanding what shapes and drives culture is essential to embed them across the Trust.

This session will explore:

- What is culture and how is culture created? Focus on the role of the leader to set the tone for the organisation.
- What can you do to influence and develop the culture? Outcome model as a way of identifying what is needed in the future, what is happening now and what the gap/ actions are
- What is the role of your vision and values and how do they describe the culture you want to create?

3 May 2018
1pm-4pm

Governance

Statutory Responsibilities for Health & Safety & Compliance

Led by Stallard Kane Associates
Health & Safety Specialists

Managing across a portfolio of school significant increases the level of responsibility for the health safety and welfare of those you are responsible for as a MAT leader. This session will give you the knowledge and understanding of the key responsibilities and accountabilities of the Trustees, Governors, the Chief Executive and Headteachers in relation to the management of health and safety, safeguarding and employee wellbeing trust wide.

This session will cover:

- Health, Safety and Compliance
- Practical guidance to keep your schools safe
- Responsibilities for Health and Wellbeing
- Safeguarding across the trust
- Single Central Register compliance

13 June 2018
9am-12noon

Development

Developing and Expanding your MAT

Led by Dave Dickinson,
CEO at Waterton Academy Trust

Growing your Trust is all about growing your people and this module looks at how you identify the roles, people and activities that will help you to do this. Identifying successors for critical roles enables you to create a planned approach to how you develop your people now and for the future, ensuring you focus your resources in the right place to deliver your Trust vision and values.

This session will cover:

- Where are you headed/what's your vision? How are people key to delivering the vision
- What roles are critical to your success?
- Potential and performance – how to identify individuals' capability to progress and how to focus actions/ resources to grow capability
- Succession planning – how its useful and how to develop people to fit

13 June 2018
1pm-4pm