



Academy Conversion and Proposal for Grange Farm Primary School to join Excel Learning Trust (ELT)

Consultation Document

Purpose of This Document

This document is intended to provide local stakeholders with clear information about:

- What is being proposed
- Why the proposal is being considered
- What becoming part of a Multi-Academy Trust (MAT) means
- What joining Excel Learning Trust could involve for Grange Farm Primary School
- How stakeholders can take part in the consultation and have their views heard

What Is Being Proposed?

The governing body of Grange Farm Primary School is consulting on a proposal for the school to join Excel Learning Trust, a Multi-Academy Trust. This means:

- Grange Farm Primary School would become an academy within Excel Learning Trust
- The Trust would become responsible for the school's governance and strategic direction
- The school would continue to operate as a state-funded school, free to attend

What is an academy?

- An academy is a state-funded school, run by an academy trust. They are accountable to the Department for Education instead of the local authority. Academies are charitable companies limited by guarantee. They are still subject to inspections by Ofsted and have to follow the same rules on admissions, SEN and exclusions as all other state schools.

What is a Multi Academy Trust (MAT)?

- A MAT is a legal entity (the charitable company) that operates a number of academy schools. The schools within the MAT share a governance structure, resources, and a common vision.



What is the legal process involved?

- The school must apply to the Department for Education (DfE) for an Academy Order. A period of due diligence follows, culminating in the signing of a Funding Agreement with the Secretary of State and the Transfer of Undertakings (Protection of Employment) regulations, or TUPE process, for staff.

Why is the school considering this change now?

- The school is looking to join a strong trust who can provide support in a range of areas, including teaching and learning, attendance and behaviour, finance, HR and estates. We have invited a number of trusts to meet with us and we believe that ELT is closely aligned to our own aims and values, and that they have the expertise to provide the support we need in order to enable Grange Farm to thrive.
- The governing body believes it is responsible to explore arrangements that best support pupils, staff, and the wider community over the long term.
- Further information about Excel Learning Trust can be found on their website: www.elt.org.uk

How will this affect the curriculum?

- Academies are still required to teach a broad and balanced curriculum, but they do not have to follow the National Curriculum. Information about ELT's primary curriculum can be found here: <https://excellearningtrust.org.uk/primary-curriculum/>

What happens to the school's staff?

- All staff will transfer to the employment of the MAT under TUPE regulations. This means their existing terms and conditions (e.g., salary, sick pay, length of service, pension, etc.) are legally protected upon transfer.

Will the school's name, uniform, or school day change?

- The school's name and uniform will remain the same. The school day/term dates may change to align with other trust schools, but any significant changes would be subject to consultation. Schools within ELT retain their own uniqueness and distinctiveness, and this would be the same for Grange Farm Primary School.



Will there be changes to the admissions policy?

- The MAT will become the Admissions Authority. They must still adhere to the national School Admissions Code. Any planned changes to the admissions policy must be consulted on publicly.

How will parents still be involved in the school?

- The MAT Board of Trustees is the ultimate accountable body. Locally, the school will have an Academy Committee, which includes parent representatives, ensuring local voices and needs are heard. The school will also retain its parents' group Friends of Grange Farm.

How will the school be funded as an academy?

- Instead of receiving funding via the Local Authority, the school will receive its budget directly from the DfE. The MAT executive team oversees the finances across its schools, and budgets are set in conjunction with Headteachers.

Who will be responsible for the school?

- The ultimate responsibility lies with the MAT's Board of Trustees. They hold the legal and financial accountability for all schools in the Trust. Day-to-day management will remain with the Headteacher.

Will the Local Governing Body still exist?

- Yes, as a committee of the Trust Board. The role of the committee will become more focused and advisory, and it will play a vital role in monitoring the school's progress and priorities, championing community distinctiveness and stakeholder voice, and acting as ambassadors for the school and the Trust.



Timeline and Next Steps

What is the anticipated timeframe for conversion?

- The target date for conversion is as soon as possible. How long this takes will depend on the complexity of the transfer and DfE/legal timescales.

How can I express my views/ask further questions?

- We are holding a series of consultation meetings for parents/carers, staff, and the wider community, as follows:
 - **Tuesday 9th June 2026 at 3:30pm**
Staff consultation meeting with Governors
 - **Thursday 11th June 2026 at 3:15pm**
Community engagement event hosted by Excel Learning Trust
 - **Tuesday 23rd June 3:30pm**
Staff consultation meeting with Trust leadership
- You can email the school with any queries, comments or feedback at admin.manager@grangefarm.leeds.sch.uk, or contact the Trust at central.services@elt.org.uk
- FAQs will be updated and communicated as and when required throughout the consultation period
- The consultation period will run from Friday 22nd May to Friday 3rd July 2026