

SWOT Analysis – Join the Proposed White Hills Park Multi Academy Trust (WHP MAT).	
Strengths	Weaknesses
<ul style="list-style-type: none"> • We can be part of the re-forming • Strong leadership • Charter could be part of proposal • Not profit making • Locality • Opportunity to shape proposal • Could give capacity to school (potential) • Even stronger transition • Secondary school of choice for most pupils • Share specialist practise • Formalise arrangements – gives ‘teeth’ and structure to arrangement • Additional level of quality assurance and support for performance improvements • Peer support for senior leadership • Access to wider range of CPD – network to develop T&L and leadership • Financial savings • Leftover money from the grant. 	<ul style="list-style-type: none"> • Risk of reliance on Paul Heery • Areas in the Scheme of Delegation (RACI) cause concern – lack of control • Mismatch between written documents and verbalising of the offer (Due to restructuring within WHP these things are constantly being reviewed and there is an opportunity for all school in Trust to discuss details prior to being finalised) • Financial guesstimates • Financial 1% top slice seems “too good to be true” • Number of trustees and members is lighter than ideal • Viability / size of the trust (long term financial viability and capacity can be put in question increasing threat of takeover) • No other primaries in the trust • Lack of clarity in the offer around CPD partnership and improvements to T&L • Weaknesses at one school influencing the others – e.g. sport • Once in, “locked in” • Leadership changing (both a strength and Weakness) • Reputation to primary engagement
Opportunities	Threats
<ul style="list-style-type: none"> • Capacity for CPD. • Transition improvement for majority of pupils – continuity of records. • Sharing specialist practice, e.g. languages. • Improved support for the Head & SLT to improve teaching and learning • Access to senior OFSTED Inspector to improve teaching and learning techniques in the school. • CPD Partnership to improve teaching skills and retention of teachers. • Shaping the scheme of delegation. • Opportunity and space on [MAT] Governing Body, Board of Trustees and Members. • CPD partnership proposal and teaching and learning benefits for teachers and children. • Opportunity to shape education from 4-18 in the community. • Staff retention – moving within the MAT. • Financial savings could be used to backfill staff to attend CPD. 	<ul style="list-style-type: none"> • Leadership change to less able leaders. • 1% “top line fee” payable to Trust could go up. 3% to 5% more normal. • Capacity of MAT leadership to help RH. • Capacity of RH SLT and governors. Lot’s of work involved in converting. • Takeover by larger MAT due to WHP MAT not being sustainable if it remains small. • Published information suggests that 8 to 12 schools required in a MAT to make it sustainable. • The proposed MAT is small. • Where are the other school coming from? Other local primaries have already said no so how can the MAT grow. • RH would be the only primary in the MAT. • Is there capacity in the MAT SLT to grow the MAT. • Level of surplus. May be required to pool our surplus to help other schools in MAT. • If secondary schools are generally “worse off” financially & primaries are generally “better off”, is this a threat to RH. • Governors handing over control of the school to the MAT. Current offer would delegate responsibility to RH (although this is not currently shown in the scheme of delegation we have seen), but the MAT could change and in the future could be directive, so no control with the school governing body. • Staff Morale. Potential threat to retention of staff • Staff T&Cs could be changed in future if MAT trustees change of if MAT is taken over. • Ethos and management style more likely to change in a MAT than in an LA maintained school. • School assets, buildings, etc., handed over to the MAT. • Potential for school to be moved to different location. • Parents may decide to move children to other schools if we join MAT. • If other schools in the MAT are failing, threat to RH resource and finance wise.