Tudor Grange Academies Trust

Proposal to Transfer

Sharmans Cross Junior School

to Tudor Grange Academies Trust



The Proposal

We would like Sharmans Cross Junior School to join Tudor Grange Academies Trust.

This fantastic partnership has the potential to develop wider opportunities for pupils and staff.

We believe we are the right partner because we have a strong track record of supporting all our schools to sustain their performance or to improve where they have needed to.

Working more closely with the school since the summer of 2025 has helped us to establish that there is natural alignment in ethos and values with Sharmans Cross Junior School.

We were delighted to support the school by providing an interim headteacher, Helen Dunnico, whilst the Governors appointed the permanent Principal, Lucy Williams. More recently, we have deployed Dawn Woolven, our Trust Primary SEND lead, to support the school during the autumn term. Our Director for Primary Standards, Sarah Deakin, has been working closely with Mrs Williams and we have enjoyed shared working on school evaluation, reading, writing, mathematics and teaching and learning professional development.

Claire Maclean, CEO
Tudor Grange Academies Trust

Background

TGAT operates 7 primary, 5 secondary academies, and one all-through academy across the West and East Midlands. The combined academies have a funded roll of over 8,500 pupils, and the Trust employs over 900 staff.

Vision

What do we want in our schools?

We are clear about the expectations across all our schools. We prioritise ensuring:

1. **Advocacy and key relationships for every child.** We want to see strong relationships. We are determined that every child attending our schools will have at least a key adult (or key adults) who cares for them and whom they trust.
2. **All children experience success.** We know our children will go on to lead happy, fulfilling lives if they feel motivated and successful, have good character and high self-esteem. Our curriculum and enrichment activities are planned effectively and thoughtfully so every child can develop those positive traits. It is important to us that every child experiences the feelings of success. Expert teaching and strong leadership will ensure that all our children can access the curriculum and broader opportunities to support their development.
3. **All children secure competence in reading, writing and numeracy.** Confidence in life skills supports self-esteem and opens up opportunities for our children.
   Excellent teaching across our schools ensures many of our children achieve exceptional standards in reading, writing and numeracy.

Our Values and the Proposed Timeline

How do we work?

We are clear about the values that drive the way we work:

- Maintain moral clarity
- Work with diligence
- Respond with ingenuity, learning more from our failures than we do from our successes

Leaders throughout the Trust champion these values at all times.

One identity, different stories

Our values drive the culture of the schools within the Trust and shape our shared identity.

However all schools in the Trust have very different origin stories and this, like every family, is reflected through their individual characters.

Proposed Timeline

The shared view of the Trustees of Sharmans Cross Junior School and of TGAT is that we should aim for the transfer of Sharmans Cross Junior School into TGAT to take place on 1st April 2027.

With this in mind we propose the following timeline of events:

Proposed timing	Milestone
11 November 2026, 6.30 pm	Public consultation meeting for all stakeholders at Sharmans Cross Junior School
13 November pm and 25 November am	Mrs Maclean will be based at Sharmans Cross to meet parents who request individual meetings
Early December 2026	Secure Academy Order
January 2027	Staff TUPE consultation
January to March 2027	Complete legal requirements and sign the funding agreement
1 April 2027	Proposed transfer
Easter 2027	Capital works
1 September 2027	New signage and uniform

FREQUENTLY ASKED QUESTIONS

Uniform and Curriculum

Will the children have to wear the same uniform as the other Tudor Grange Academies? Will the name of the school change?

We prefer that schools do adopt the uniform of the Trust, as we are proud of our uniform and this gesture symbolises the fact that the school is a part of a greater whole. This is particularly important to us where schools have children who go on to attend a Tudor Grange Secondary school. However, we are also mindful that some communities have expressed a preference to maintain at least some elements of their uniform.

We are conscious that such a change may lead to costs for families that would not occur if the uniform did not change. We would therefore provide the branded items for September 2027:


Blazer


Grey V-neck jumper


Clip-on tie


Academy sports top*

Stakeholders are invited to give feedback on this proposal as part of the consultation.

The Curriculum

Our focus is great teaching; we work hard to support our teachers to be great. Children learn best when teachers design experiences with their needs in mind. We know that teachers need to be able to make decisions about the experiences they provide for the children in their care. We also know that children, teachers, leaders and Governors feel more confident about learning when assessment and feedback is meaningful.

We have a shared TGAT curriculum model. Children in all Tudor Grange Academies sit shared assessments at key points in the year, and we use the information from assessments to help us to share best practice, celebrate achievement in all our schools and make improvements where they are needed. All teachers from across the Trust have been working together to design the curriculum and write assessments. Academies coming in to the Trust help us to refine and improve the curriculum.

Teachers in the Trust meet three times a year to undertake training, moderation activities and share their learning. We have found that working together and sharing resources cuts workload considerably. Teachers enjoy working with their colleagues and we give them time and space to do this, we believe this is one of the reasons that we retain most of our teachers and we are able to recruit some of the best practitioners.

We do not dictate how teachers should teach, but we are clear about what the research and evidence indicates is effective practice, and we make sure our teachers have access to ongoing training and development through platforms such as Steplab.

FREQUENTLY ASKED QUESTIONS

Staffing and School Funding

What happens to our current staffing? Are their pensions safe?

We follow Teachers' Statutory Pay and Conditions and we have a legal obligation to ensure that all employees who wish to be are able to be members of the Teachers Pension Scheme (TPA) or their Local Government Pension Scheme (LGPS) as appropriate. The leadership team and Governors have reviewed staffing structures this year and we will work with them to understand any next steps. All staff will maintain their current terms and conditions and for most it will be a simple case of their employment being transferred to the new employer: Tudor Grange Academies Trust, or one of our contractors.

How Does Tudor Grange Academies Trust Manage School Funding?

For the parents, carers and wider community of Sharmans Cross Junior School, joining Tudor Grange Academies Trust means becoming part of a family of schools that is committed to ensuring every pound of public funding is used effectively to support children's education. The Trust's Finance Strategy focuses on long-term financial sustainability, careful stewardship of resources and transparent decision-making, ensuring that funding is directed towards improving educational outcomes, maintaining high-quality learning environments and securing the long-term success of all schools within the Trust.

As a member of the Trust, Sharmans Cross Junior School will continue to retain its local identity and leadership while benefiting from the expertise, support and purchasing power of a larger organisation. The Trust operates a transparent pupil levy model which funds key central services including finance, HR, governance, compliance, procurement, estates and school improvement support, allowing schools to benefit from specialist expertise and economies of scale. Based on the current academic year's funding, the schools within the Trust contribution will be equivalent to approximately 5.2% of General Annual Grant (GAG) income, which is around 1.3% below the average contribution reported for larger academy trusts educating more than 7,500 pupils. This demonstrates the Trust's commitment to delivering high-quality support services efficiently and at a cost below the sector average.

Importantly, the Trust continually measures the value delivered through its central services to ensure that schools receive a strong return on their contribution. For the 2025/26 academic year, analysis indicates that on average, for every £1 contributed through the pupil levy, schools receive approximately £1.68 of value through direct services, specialist support, procurement savings and operational efficiencies. This approach reflects the Trust's commitment to value for money, collaboration and responsible use of public funds, ensuring that resources can be focused on what matters most: providing the best possible education and opportunities for pupils at Sharmans Cross Junior School.

FREQUENTLY ASKED QUESTIONS

Governance and Trust Growth

What happens to the current Governing Body?

When a new school joins the Trust a local governing body, or LGB, is formed which focuses exclusively on that school.

You can find more information in our Articles of Association, available as a download from the Trust website.

Does the Board of Directors of the Trust make all the appointments in our Academy once we have joined the Trust?

The Board of Trustees nominates the Chair of the LGB, and decides, on an ongoing basis, what powers to delegate to the LGB.

The Trustees have devolved responsibility for day to day management of each Academy to the relevant Principal and Leadership Group. Each Principal is responsible for the appointment of staff, though appointment panels for teaching posts usually include a Local Governor. The Board is responsible for the appointment of the Principal where this is required, though the panel would include Local Governor representation. We would maintain Mrs Williams as the Headteacher when the school transfers to the Trust.

How does the Board of Trustees monitor the performance of the schools?

All Academies produce a School Improvement Plan (SIP) adhering to the guidance we produce. This document is then used to help to inform targets which enable us to shape milestones which we monitor throughout the year. All Academies submit data termly and participate in calendared Trust quality assurance activities; all monitoring information is shared with the Board. The Trust has a strong group of central staff who can be deployed out to Academies to ensure that we have the capacity to support Academies who find themselves facing challenging circumstances.

Does the Trust recognise Trade Unions?

We do recognise Trade Unions. We encourage staff to explore membership of recognised Trade Unions as we see them as a strong source of advice, guidance, support, and opportunities for CPD.

How big does the Trust intend to grow?

We are not able to answer this question with any precision at present, but as a Trust we are not driven by an ambition to grow. We are clear that we do not have aspirations to become a national chain; we wish to work with schools that are geographically close enough for our staff to be able to travel comfortably between schools.

Will this mean my child will have admission rights to Tudor Grange Academy?

The admissions process and the admissions policy of Tudor Grange Academy Solihull will not be affected by the transfer. Children at Sharmans Cross will be able to select their preferred secondary school and apply for a place exactly as they do now.

We do see strong benefits for children who attend a Tudor Grange Primary Academy and then go on to attend a Tudor Grange Secondary Academy and so we will continue to keep this under review.

Will the school day timings change? Will breakfast club/after school club change? Will there still be a year 6 residential?

All operational decisions like these are a matter for the school, the Principal and Local Governing Body make these decisions. We do not anticipate any operational changes as a result of the transfer.

Parents and carers are invited to complete the consultation form below to share their views on the proposal for Sharmans Cross Junior School to join Tudor Grange Academies Trust:

Sharmans Cross Junior School Parent Consultation – Fill in form

Printed copies of the form are available from Reception at Sharmans Cross Junior School.