



MEMORANDUM OF UNDERSTANDING

PRIMARY ACADEMY TRUST

PURPOSE

REAch2 (Raising Educational Achievement for Children) is an Academy Trust developed by Hillyfield Primary Academy. Its core mission is to create a family of primary academies that have strong reputations for delivering outstanding education for all pupils. Through working increasingly across a wide geographical area with schools in a variety of contexts, REAch2 will seek to be an influential voice in the primary sector.

MISSION

The mission and vision of REAch2 is set out in its mission and vision statement. In fulfilling this mission, REAch2 has established a network of academies who share a common vision and purpose. This Memorandum acknowledges the shared vision and the commitments that REAch2 and all the REAch2 Academy Trusts and their respective REAch2 Academies (the "Trust"), by signing this Memorandum, make to each other. The relationship between REAch2 and the Trust is intended to be mutually beneficial and reflects their wish to work together and to collaborate. Whilst there is no intention to create legally binding obligations in this Memorandum, it reflects the expectations that the parties have of each other.

SHARED COMMITMENTS

Ethos and Vision

1. The shared vision and values of REAch2 and the Trust provides the foundation for the relationship between them and with all the REAch2 Academies. REAch2 will preserve and protect this vision, ensuring that this vision underpins any arrangements that REAch2 enters into with the Academies, including those that REAch2 has a direct role in the governance and management of and those with whom it is working in collaboration.
2. REAch2 fully supports the independence and integrity of the Trust and the uniqueness of each of the REAch2 Academies. REAch2 operates a principle of earned autonomy and together with a focus purely on primary schools, this is what makes REAch2 unique.
3. Recognising the value of collaboration and the advantage of a public association, REAch2 will provide a voice on national issues affecting the Trust and the REAch2 Academies, helping to communicate the Trust's needs and concerns to those with the responsibility for the funding and regulation of publicly funded schools.
4. REAch2 and the Trust share a particular commitment to the mutual support of all the schools within the REAch2 network to benefit the communities served by the schools and they agree that their work together will be in the spirit of solidarity. The relationship is one of equal partners sharing a common goal, drawing on each other's strengths in order to overcome any weaknesses and respond robustly to any challenges.
5. REAch2 and the Trust acknowledge that they and the REAch2 Academies are accountable to the Secretary of State for Education and to the communities that they serve. Both parties commit to being open and transparent in their dealings, to respect one another and to act in the utmost good faith at all times.

6. The Trust recognises that the public image of itself and the REAch2 Academies is strongly linked to REAch2 and agrees to honour and protect the good will associated with the use of the REAch2 name. The Trust will put in place any measures required by REAch2 to protect its good name.

Leadership

1. In pursuit of its mission, REAch2 will lead by example and will provide support and guidance on the qualities of leadership, drawing on its own experience and providing a platform and focus for the sharing of knowledge and best practice.
2. REAch2 will seek to ensure that high quality, committed, skilled individuals are put forward as directors and governors and will conscientiously monitor the contribution made by such appointees and will remove individuals in the event of misconduct and/or a failure to support and deliver the high ideals of REAch2 and the Trust.
3. REAch2 will monitor standards and achievement ensuring the Trust and the REAch2 Academies are sufficiently challenged to drive continuous and sustained improvement.
4. If intervention is necessary, then any action to be taken by REAch2 will be proportionate. Open and respectful dialogue will be maintained at all times and REAch2 will fully support the Trust in the development and implementation of any action plan in respect of any REAch2 Academy.
5. One of the key objectives of the collaboration is to provide additional leadership capacity within the REAch2 network of schools. REAch2 and the Trust agree that, by sharing experience and skills, the capacity of those responsible for leadership within the schools to drive and secure long term improvements is enhanced. The Trust agrees to support the work of REAch2 and provide leadership and other resources as and when reasonably required. Where resources are offered and shared with other schools in the REAch2 network this will be on the basis that any charges levied will reflect the costs incurred without charging any element of profit and the parties will be open and transparent in their dealings with other schools.

Partnership and Support

1. In the pursuit of excellence and high quality education, REAch2, either itself or through its delivery arm REAch2 Waltham Forest Academy Trust, will provide support to the Trust and the REAch2 Academies in a variety of ways ranging from administrative support to staff mentoring and professional development and governor training. REAch2 has also negotiated preferential rates with third party suppliers, which can be accessed by the Trust and the REAch2 Academies.
2. The Secretary of State, in regulating the activities of schools and academies, requires that parties who make arrangements which are collaborative in nature do not derive any profit from their involvement with schools and academies and both parties agrees to abide by this principle in all their dealings with each other and with the schools.
3. The Trust and in turn the REAch2 Academies will adopt and comply with all policies of REAch2 in so far as those are consistent with the vision shared by them.
4. The directors of the Trust shall have regard to any advice and guidance issued by REAch2, particularly in relation to practice based and teaching policies and financial risk management. The Trust will adopt and implement policies of strategic importance to REAch2, reinforcing the shared vision and common approach. These will include policies dealing with issues such as financial probity, recruitment, equality and diversity, complaints and health and safety. The Trust will ensure that it complies with all legal requirements and obligations and will follow

any guidance or advice issued from time to time by the Secretary of State and the Charity Commission.

5. It is acknowledged that the directors of the Trust and the governors of the Academies have a duty to act independently and not as agents of those who may have appointed them and will act with integrity, objectivity and honesty in the best interests of the Trust and the REAch2 Academies. They shall be open and transparent about decisions and be prepared to justify those decisions, including those which might on the face of it seem in conflict with those of REAch2, subject to any duty to keep confidential those matters which are considered confidential. The Trust will ensure that all directors and governors are regularly reminded of the REAch2's and the Trust's conflicts policy which addresses general conflicts of interest as well as the unique relationship with REAch2 and between the REAch2 Academies.

OUTCOMES

1. The strength of the partnership between REAch2 and the Trust and the REAch2 Academies and more widely the REAch2 network of schools lies in the fact that all look outwards as well as inwards and the interaction with others provides challenge and opportunity as well as promotes best practice. Whilst it may be clear that the primary objective of this Memorandum is to provide mutual support, nothing in this Memorandum will prohibit either REAch2 or the Trust collaborating with other local and national networks.
2. The parties agree that the sharing of resources and know-how and the collaborative working envisaged by this Memorandum is designed with the following objectives in mind, to support each other and the schools in the network to:
 - achieve consistently high standards of teaching and learning
 - provide local leadership capacity and support
 - develop cost effective curriculum design and collaboration which optimises opportunities for pupils and students and provides added value progress for them
 - provide support building upon individual learning and/or areas of strength between schools to improve key aspects of performance
 - achieve best value in service delivery especially where partnership working can add value.
3. REAch2 and the Trust commit to the ongoing monitoring and evaluation of the outcomes of collaboration ensuring that REAch2 and the Trust are sufficiently challenged to drive continuous and sustained improvement. We will celebrate our successes and learn from our failures together.

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Signed by or on behalf of REAch2

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Signed by or on behalf of REAch2 The Palmer Academy Trust

Dated: December 2014