



Flourish FEDERATION

Believe, Achieve, Belong



22nd September 2023

Dear Parents and carers,

The consultation process with regard to All Saints CEVA Primary School and Nursery, Stibbard converting to an academy and joining DNEAT along with North Elmham school has come to a close. We had responses from parents, members of staff, local Parochial Church Councils, the Diocesan Board of Education and the local authority.

Governors met yesterday evening to review the responses and after doing so came to the decision that Stibbard school and nursery should join DNEAT at the same time as North Elmham school.

What this means for your children is that they will continue to be taught by the same teachers they have now and our leadership team will be able to continue with the school improvement and development plans that have been put in place and with the additional support of DNEAT we can accelerate the rate of improvement in both of our schools.

Throughout the discussions with DNEAT they have stated that Headteachers have autonomy to run their schools so we believe the ethos of both schools will remain which is very important to all of us. There will be no forced changes by DNEAT to things like uniform, timing of the school day, the school's admissions policy etc. DNEAT is ran by the Diocese of Norwich and their website states "DNEAT provides a safe haven for schools that want to preserve their Christian heritage, ethos and values and maintain their distinctive character"

At all times governors have had to consider the immediate and long-term stability and sustainability of Stibbard school. Not joining DNEAT would have meant the dissolution of Flourish Federation and the consequent disruption to the management and improvement plans to both Stibbard and North Elmham schools. As a small independent primary school, All Saints would struggle to match the calibre of leadership it has now as part of Flourish Federation, and as such the governors are not prepared to let it suffer this disadvantage.

What happens next? The governors have to make a formal application to the Department of Education to convert Stibbard school into an academy by the 25th September. The application then gets reviewed by an Advisory Board in October; the main function of the board is to make sure that the Trust (DNEAT) has sufficient capacity for Flourish Federation to join. It will then take 3 to 4 months for all of the legalities to be sorted out. Then, provided there are no issues, in the Spring Term 2024 both schools will become academies. At this point the names will change to reflect the new status.

Robert Plant
Chair of Governors