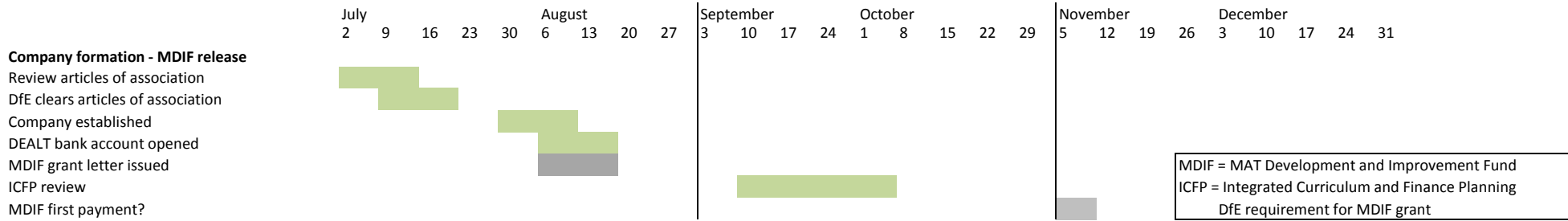


DEALT FORMATION AND ACADEMY CONVERSION

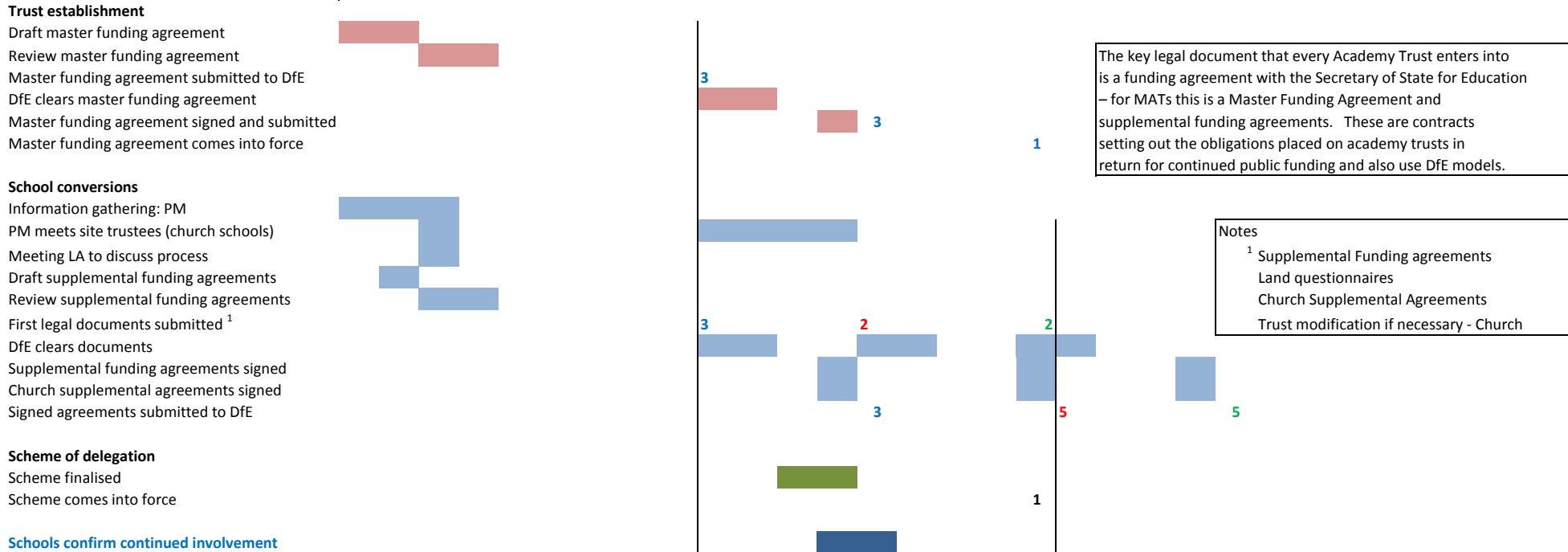
TIMELINE JULY 2018 TO JANUARY 2019

Correct at 3 July 2018

This timeline would allow DEALT to commence operation and for schools to convert from 1 November 2018. This timing is not finalised. Schools will not convert until all arrangements are in place for them to do so.



Establishment of DEALT requires registration of a charitable limited company at Companies House. This is the company with the 5 members and initial trustees identified in the FAQ document in May. The Articles of Association for the Company use DfE model documents agreed with the Charity Commission. DfE has offered a grant to support the establishment of DEALT – in particular to cover initial central costs. In order to secure this grant the company needs to be established. We are aiming for the company to be in place by early August 2018. Establishment of the Company does not constitute a commitment. The Company can remain empty or be wound up if schools decide not to proceed. The commitment occurs when each LGB makes a decision to proceed and funding agreements are signed.



July 2 9 16 23 30 August 6 13 20 27 September 3 10 17 24 October 1 8 15 22 29 November 5 12 19 26 December 3 10 17 24 31

Budget review

PM, CEO, trustees review budgets
Steering group review



The interim CEO, finance Trustees and the project manager will review the budget for DEALT and schools within DEALT, taking account of the DfE grant, for review by steering committee and governors during September.

Staff transfer

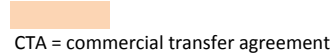
TUPE consultation
TUPE due diligence
LG pensions actions



Staff employed in the 7 schools have their terms and conditions protected by TUPE Regulations on their transfer to DEALT. Pensions also transfer

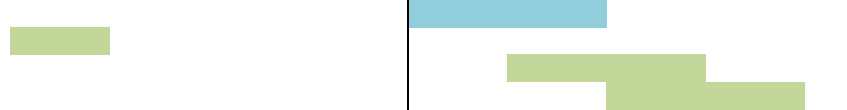
Business transfer

Schools list contracts
Lawyers negotiate CTA with KCC
Lawyers negotiate leases with KCC
CTAs and leases agreed and signed



Formal arrangements are put in place for the Academy Trust to be able to use land occupied by the schools. All land owned by the local authority is leased to the Academy Trust for a period of 125 years. All land held in Trust for Church of England schools is made available using a church supplemental land agreement. A new lease will be required for the playing field at Sholden which is rented from a private landowner. The terms of leases and land agreements are negotiated by lawyers acting for the schools, site trustees and DEALT with lawyers acting for KCC. A Commercial Transfer Agreement is put in place between the LA, the current governors and DEALT covering the transfer of staff, pension responsibilities, assets, liabilities and contracts. The terms of these agreements are negotiated by lawyers acting for DEALT with lawyers acting for KCC. These processes will be undertaken across the Autumn term – and be in place as required to allow each school to convert.

Recruit CFO
Decision on finance system
Decision on insurance
Identify and appoint accountants



A Chief Financial Officer will support schools in managing budgets, replacing support that some schools pay for, and manage DEALT budgets centrally. The CFO will also lead on establishing new contract arrangements and securing economies of scale. Auditors are required to audit the Trust's accounts, supporting transparency.

Open individual school bank accounts
Bank account details to ESFA



DEALT and each school will require new bank accounts. These will be opened during September and October.

DEALT COMMENCES

Schools convert



Legend

Dates in blue are DfE deadlines for action on 1 November conversions
Dates in red are DfE deadlines for action on 1 December conversions
Dates in green are DfE deadlines for action on 1 January conversions