

**Partnership Memorandum of Understanding between
Duchy of Lancaster, The Norman and Weeting Schools, all Academy members
of the Diocese of Ely Multi-Academy Trust (DEMAT)**

The Partnership:

An Executive Head Teacher will steer the partnership across the three schools.

The purpose of this document is to record the agreed aims and objectives towards which the Partners will work together to create the Partnership.

1. The aim of the partnership is to secure strong strategic leadership across the three schools in the locality, which will
 - Maintain the ethos and distinctiveness of each school whilst ensuring continuity of quality educational experience for children in the locality
 - Ensure all schools continue its focus on teaching and learning, thus raising standards for all children
 - Encourage the development of different and innovative ways of working with local partners
 - Forge relationships between staff which will benefit the children of all schools
 - Provide opportunities to share and develop staff expertise across all schools
 - Enhance relationships with parents, carers and the communities
 - Improve financial efficiency and the long term sustainability of all schools

2. **Governance**
 - The three schools will maintain separate governing bodies who will meet together half termly but will keep budget and minutes separately

(Blended GB). Working Parties will be established to make recommendations to the Blended GB and who will have representation from each school.

3. Implementation of Partnership

- Each school will pay due attention to the contractual rights of its affected employees
- The Head of School in each partner school will be regarded as the leader in charge in the absence of the Executive Head Teacher.
- Any complaints and concerns about the impact of the partnership will be directed to the Executive Head Teacher, who will raise the issues with each Governing Body, as appropriate.
- Any complaints or grievances against the Executive Head Teacher will be managed by the Chairs of Governors who will refer as necessary to the DEMAT Board.

4. Monitoring and Review of the Partnership

- It is the responsibility of the Blended GB to review the impact of the partnership in each partner school in terms of staff roles and responsibilities and impact of children's learning.

5. Finances

- The schools will share the cost of the Executive Head Teacher based on a proportion of NOR (numbers on roll). The salary will be paid by Weeting School and contributions from Duchy and Norman schools will be paid monthly and in a timely fashion.
- The Blended GB will explore other ways to get best value for money in terms of shared support roles, bulk buying and joint contracts. The Working Party for Finance will make proposals to the Blended GB in regard to how the costs are shared.

6. Dissolution of Partnership

- The partnership will be deemed to be dissolved if, upon the recommendation of DEMAT in conjunction with the Blended GBs, following a termly or formal review, the aims and purpose of the partnership are not being met.

Any alterations to this memorandum should be agreed by all Governing Bodies.

Signed on behalf of Duchy of Lancaster CE School by:

Paul Worthington (Chair of Governors) on

Signed on behalf of The Norman CE School by:

Ann Pope (Chair of Governors) on

Signed on behalf of Weeting CE School by:

Michael A. Bayard (Chair of Governors) on