



“We all flourish from a wealth of learning experiences that positively impact on our academic, physical and emotional success”

Bluebell Federation: Parent & Staff FAQ

This document combines frequently asked questions for parents and staff regarding our school's conversion to academy status.

Parent FAQs

What is an academy?

An academy is a state-funded school independent of local authority control, funded directly by the Department for Education.

Why is the school converting to an academy?

Conversion provides greater autonomy over budgets, curriculum, and access to additional resources.

Will the school name or uniform change?

In most cases, the name and uniform remain the same, though 'Academy' may be added to the name.

Will the school day or term dates change?

Academies can set their own dates, but we plan to keep the current schedule initially.

Will the curriculum change?

Academies have flexibility, but we will continue to follow the National Curriculum for core subjects.

Will parents be consulted?

Yes, we will consult with parents, staff, and the community before conversion.

Who oversees academies?

Academies are monitored by the Department for Education, Ofsted, and audited annually.



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Staff FAQs

Will my job be secure after conversion?

Yes. All staff will transfer under TUPE regulations, which protect your existing terms and conditions.

Will my pay or benefits change?

No immediate changes. Your current salary and benefits remain the same under TUPE.

Will my contract change?

Your contract will transfer to the academy trust, but the terms and conditions will remain protected.

Will working hours or holidays change?

We do not anticipate changes to working hours or holiday entitlement at this stage.

What about pensions?

Teachers will remain in the Teachers' Pension Scheme, and support staff will stay in the Local Government Pension Scheme.

Will there be opportunities for professional development?

Yes. Academies often provide enhanced training and development opportunities through their trust networks.

Who will manage the school after conversion?

The school will be overseen by an academy trust and its board of trustees, rather than the local authority.

Will there be changes to curriculum or teaching methods?

Academies have flexibility, but we aim to maintain our current approach while exploring improvements.

How will staff be consulted?

Staff will be fully consulted during the conversion process and kept informed of all developments.

What support is available during the transition?

HR and leadership teams will provide guidance and answer questions throughout the process.