

Frequently Asked Questions

Why is Kings International College converting to an Academy?

The Local Authority (LA) role has changed considerably in recent years and the services and support schools previously accessed are no longer available. Funding cuts mean teaching and learning support from the LA for schools has been steadily diminishing. The Governors believe they had to consider different options to secure the best possible support for Kings to futureproof prospective students' education.

The Governors want to continue to make further progress towards becoming an outstanding school for the local community and are keen for the leadership team to have the right support moving forward to achieve this aim. They believe that working collaboratively, in formal partnership with other colleagues in different settings who have a similar ethos and values, will help to achieve this aim.

Benefits include:

- Partner-wide training and development
- Strong central services and finance
- Clear SEN strategy
- Wider and more varied learning opportunities
- Staff recruitment and retention
- Maintaining individualism of the school and its vision and values.

Why is Bourne Education Trust the right Trust for us to join?

In conjunction with the Department for Education (DfE), the Governors and senior leaders believe membership of Bourne Education Trust (BET) will help us to achieve our medium and long term aims. Its ethos and values are very much in accord with ours and we believe working with BET will be in the best interests of the pupils, the staff and the whole Kings community.

As part of BET, Kings International College will retain our own distinctiveness and ethos, allowing us to design teaching and learning, curriculum and wider activities which best meet the needs of our pupils. Through the BET Executive Group, Kings International College leaders will be part of the decision-making process in the Trust. The school will keep its Local Governing Committee which will retain responsibility for the strategic direction of Kings International College.

The Governors have great confidence in the vision and professionalism of the Trust leadership (to which we will be contributing) and endorse their sustainable plans for the very best outcomes for our pupils. Membership of the Trust brings support from outstanding school leaders with a track record of successful school improvement and raising standards.

How will control over the assets of Kings International College be transferred to the Bourne Education Trust?

If we move to become an academy and join BET, ownership of the assets do transfer to the Trustees of BET as that is the legal entity. However, the land and assets are held in trust on behalf of the Secretary of State and no-one will be able to make any material changes to the use or future ownership of the land without their permission.

What will we see 'on the ground' that will be the main changes in becoming an academy?

Mrs Luhman and the Senior Leadership Team along with the Governing Committee will continue to manage the way Kings International College is run on a day-to-day basis. The key changes will be in leadership support, which is currently provided by Surrey County Council (SCC), and in the strengthening of the links with other BET schools and the benefits of working in partnership. There will be an impact in school financial management and control, with new accounting systems and processes. The School will also adopt BET's HR policies and procedures.

What changes are proposed to the term and holiday dates and when would these take effect?

Kings International College currently operates in line with Surrey County Council's term dates, which run for 195 days (39 weeks).

We propose adopting a term date structure which includes a two-week October half term, balancing out the normally very long Autumn Term. The academic year would be structured into 6 relatively even blocks of around 6 to 7 weeks with good recovery time between each one.

Part of the proposal is to restructure staff training to see weekly twilight (after school) training and reducing the number of INSET days. This would remove the interruption to learning during term time and ensure greater continuity for the children.

We are proposing that the College aligns with BET's term dates from 1st September 2025. The term dates for 2024-25 will remain unchanged as currently published on the College website.

What is the benefit of changing the term and holiday dates?

Adjusting term dates is one of the academy freedoms that many schools in Bourne Education Trust have employed because of the advantages it offers pupils, parents and staff:

Benefits to pupils	Benefits to parents	Benefits to staff
Reduces the impact on students' learning because they are tired at the end of terms	Reduction in child's sickness absence	Reduction in sickness absence because of the extended break in the long autumn term



KINGS

INTERNATIONAL COLLEGE

Igniting and fulfilling aspirations

Uninterrupted learning by replacing INSET days with twilight training	Fixed calendar of school days by replacing INSET days with twilight training	Training provided regularly throughout the year
Opportunity to book holidays in off peak times, thereby reducing pupils' absence in term time for family holidays	Opportunity to book holidays in off peak times	Opportunity to book holidays in off peak times
		Aligning with other mainstream BET schools will allow for more collaborative training and development
37-week year could be an incentive to recruit and retain high quality staff	37-week year could be an incentive to recruit and retain high quality staff	37-week contact with students would be an incentive to staff

Bourne Education Trust schools report improved staff and pupil attendance, morale and wellbeing, fostering better learning outcomes as a result of adopting the shorter, better-balanced autumn term.

It is to be noted that Surrey County Council are about to embark on a consultation to consider a two week October half term break which, if agreed, would take effect from the academic year 2026-27.

Will the identity of Kings International College be maintained on joining Bourne Education Trust?

Yes, all the schools within BET are unique and no one size fits all. King's identity is strong and well-established and BET will want this to continue.

Who is responsible for Kings International College's performance?

There is a scheme of delegation agreed for all schools within BET but the Trust will expect the governing body to be responsible for:

- Ensuring the quality of educational provision.
- Challenging and monitoring the performance of the school.
- Review the school's annual budget.
- Ensure resources are allocated in line with the school's development plan and curriculum.
- Review and monitor health and safety and ensure compliance and accessibility.
- Reviewing the staffing structure and appointing staff.

The Trust are aware of the school's development priorities and commit to working alongside the school leaders and staff to raise standards. An Education Director and others from within BET are already working with Mrs Luhman and the school team.

Will the Bourne Education Trust benefit financially from Kings becoming an academy and member of the Trust?

BET and all its partnership schools are 'not for profit' organisations. All partnership schools pay a contribution to the Trust for shared services. Should any surplus arise it must be invested to further enhance educational outcomes.

Will the school receive more or less funding?

Academies receive their funding direct from the Education and Skills Funding Agency (ESFA) rather than the LA, but the funding calculation is the same. Currently, the LA retains some money to run services on behalf of its schools. The ESFA does not, but the school will instead make a contribution to BET for central services, some of which would have been carried out by Surrey County Council (SCC) (e.g. processing VAT returns), or purchased from SCC (e.g. financial or educational consultancy). BET's provision to their schools is outlined in a Central Services Directory on an annual basis.

What is the Bourne Education Trust leadership structure?

The Trust is led by Alex Russell, Chief Executive Officer, along with the Trust board. There is a small group of Core Leaders which include both academic leaders and operational leaders including Joint Chief Operating Officers, the Chief Education Officer and Education Directors. More information about BET is available [here](#).

What is the governance structure of the Bourne Education Trust?

The Trust is run by a strategic board which is supported by the Core Group and Executive Group consisting of all Headteachers and operational leaders. Each school continues to be run on a local level by its own Local Governing Committee.

What happens to the land that the school sits on, does this become part of the Trust?

The land does transfer from the Governing Body to the Bourne Education Trust as there is only one legal entity. However, no significant changes can be made without approval of the Secretary of the State and consultation with all stakeholders.

What will happen to the support the School currently receives, for example, in supporting pupils with Special Educational Needs or Disabilities (SEND)?

There are some services which SCC must continue to provide to all schools within Surrey as part of the funding they continue to receive from the DfE. These include, for example, SEND services, some services relating to emergencies, and support for Children in Care and children known to SCC Children's Services.

Most services currently provided by SCC can be bought back on a Service Level Agreement (SLA) when the school becomes an academy. The school will continue with some of its contracts.

Some services currently bought from Surrey (such as legal and HR services) are provided through BET so they will no longer be bought from SCC.

Will the school still be subject to Ofsted inspection as an academy?

Yes.

Will the current admissions policy change?

Places at Kings International College will continue to be offered by the Surrey County Council Admissions Team. Any future changes to the admissions policy would need to be consulted upon.

Will parents still be involved in supporting the school? How will they be able to do this?

Kings International College values the support of parents at all levels. Involvement in the Local Governing Committee by the parent body will continue to provide the core governance skills of strategic planning, financial management, premises and facilities management, and links to local communities and businesses.

We will continue to welcome wide ranging individual offers of time and resources to help the school.

Will Kings International College change the curriculum? Can academies teach what they want?

There are no plans to change the King's curriculum and we will continue to offer a curriculum that is:

- **Ambitious**, so that every child is challenged.
- **Coherent** and well planned, so that new learning builds on prior learning.
- **Adapted**, designed and developed, so that it meets the needs of all our learners.
- **Broad and balanced**, so that all pupils experience all subjects for the time needed to develop mastery of a subject.
- **Engaging**, so that pupils develop a passion for learning and a desire to attend school.

Lessons will continue to be 100 minutes in length with two breaks across the day.

Our Options and Curriculum Pathways will remain the same with an options pathway in year 8 and the full options process in year 9.