



Alexander Hosea Primary School

'Roots to grow, wings to fly'

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Headteacher: Mrs D Williams



Friday 19th September 2025

Dear Parents and Carers,

We are writing to inform you that, after careful consideration, the governing board are seeking to start the consultation process with a view to convert to an academy and join The Leaf Trust. With this in mind, there will be a formal consultation, in which we invite you to share your views and ask any questions you may have.

The consultation will be open between 6th October and 14th November 2025.

Information about how to respond to the consultation will be sent to all families on 6th October.

We understand that this will give rise to questions; to help you answer these questions we are inviting you to a presentation on **Monday 6th October at 9:15am** in the Hall. Ross Newman (CEO, Leaf Trust) will share information about the trust and some governors will also be there, to answer any questions you may have.

We will send out the information to all parents after the meeting for anyone who isn't able to attend. Following the meeting we will also generate further FAQ information.

Please find some responses to FAQs that parents from other schools joining The Leaf Trust have been asked, that you might find helpful:

What is an academy and how is it different from a maintained school?

An academy trust is a group of schools working together as one legal entity. All trusts have a single legal and moral purpose, which is to advance education for public benefit. They are subject to charity and company law and accountable to the Department of Education.

A maintained school, as Alexander Hosea is now, is overseen or 'maintained' by the Local Authority. As a maintained school we are using the services provided by the Local Authority.

Why now & why Leaf?

Local Authority services are declining. Already, the school has had to outsource its health & safety, GDPR, catering, Sims support and HR services, which has an impact on our time and can mean increased costs. We have also seen a reduction in the amount of School Improvement support and training that is available to us.

As more and more schools join academy trusts, the school to school support is also changing. Traditionally we have been working in a small hub of schools for curriculum development; moderation; school to school support and challenge and learning networks. This year several of these schools have decided to join the trust of their choice, so the hub has been disbanded, leaving us more isolated. By joining The Leaf Trust, we will have a broader network of support and challenge to help us to continually develop our practices. As a school we are passionate about collaborative working and we have much to offer as well as gain from working in partnership with other schools within a trust.

By taking this decision now, we have a choice about which trust we join. As trusts grow there may not be space for us in the one we want to join.

The governing board have undertaken significant work to evaluate local trusts and Local Authority offer. We believe that The Leaf Trust is most closely aligned with our vision and values; it is expert in primary education (with solely primary schools in the trust) and offers the strongest school improvement package of those reviewed. They are a trust who seek to empower their schools to grow and be successful and this felt the best fit for Alexander Hosea.

What will we get from being in the Leaf Trust?

The Leaf Trust offers high-quality school improvement first and foremost. We have already benefited from some of this because of the package of informal partnership working, which some of our colleagues have been able to engage with over the past 18 months. As part of their offer, there are enhanced opportunities for children to take part in events with other schools and for staff to engage in professional development. We would be joining a family of like-minded schools (including Mangotsfield Teacher School and English Hub) that are working together to deliver the best possible education offer. We would also benefit from the expertise of their central services which will support the smooth running of the back-office function.

In terms of day-to-day experience, the schools will remain the same – we will keep our name, our values, our staff, our uniform, our logo and remain the unique and special schools that we are. The conversion to an academy will enhance our offer.

Of course, as a successful school we have things to offer too and there will be the chance for us to work with others sharing best practice to enhance their schools too. We're proud of what we do at Alexander Hosea and believe that sharing that with others is beneficial for both our children, parents and staff as well as those in other schools.

Will we have more money?

No, it is not likely that we will have more money! But, we will have better value for money, as we will be receiving a much stronger school improvement offer and there is the opportunity to pool and share resources.

Which schools are already in The Leaf Trust? Are they local to us?

The majority of schools in the trust are in South Gloucestershire, with a few joining from neighbouring authorities. Here are names of the schools that are currently in the trust <https://leaftrust.co.uk/leaf-schools/>. There is also another local school, which will be joining in the coming months.

What will it mean for the staff at the school?

For staff, terms and conditions remain the same. No member of staff will be made to move to another school, unless of course they want to for promotion or normal relocation.

For further information about The Leaf Trust, please look at their website <https://leaftrust.co.uk/>

We look forward to the opportunities ahead and the next chapter of our wonderful school's journey.

Best regards,

Mrs Deb Williams

Headteacher