



## Best Practice in Education

# Academy Conversions

Veale Wasbrough Vizards' academies team is one of the largest teams of specialist educational lawyers in the country.

Our widely acknowledged expertise in academies, coupled with our outstanding commitment to the wider education and charities sector enable us to deliver a high quality and cost effective service to schools wishing to convert to academy status.

### Are you converting to an Academy?

You will need to be supported by experienced lawyers who have good working relationships with key personnel at the Department for Education ("DfE") and who can guide you through the issues which can arise on academy conversion projects.

Our team's experience of conversions nationwide, includes:

- conversions under the Academies Act 2010
- conversions under the previous Government
- independent school conversions to academies
- federations of academies
- the conversion of the first school in the country to be delivered on BSF programme (an academy)

This means you can be confident that we will steer you through to conversion efficiently and effectively.

### Fixed fees

We are able to offer you the certainty of fixed fees for our assistance on your conversion.

We will:

- give you clear, prompt, expert and pragmatic legal advice
- give you value for money by offering fixed fees and transparency in relation to our charges
- work closely with your internal team and other consultants to ensure deadlines are met and
- add value by giving you access to our sector expertise via updates, seminars and training.

### The legal aspects of conversion

The legal matters which we can assist you with ahead of conversion include:

- the consultation process
- staff transfers - advising you on your obligations under the TUPE Regulations to inform and consult employees and their representatives on the transfer
- the establishment of the Academy Trust
  - taking you through all aspects of the establishment of the company limited by guarantee
  - advising you on the duties and responsibilities of directors and charity trustees; and
  - the implications of exempt charitable status
- the funding agreement - reporting to the Governors on the key terms of this agreement
- land arrangements - preparation of the report on title and liasing with the DfE, the local authority and the school's foundation (if relevant) on the transfer of land. This might include the grant of a leasehold interest or a transfer of the freehold pursuant to a transfer direction
- asset transfers - advising on the transfer of assets, third party contracts and pensions from the local authority to the new academy.

We also provide legal advice to open academies. For further details please see overleaf.

### Head of Education

Barney Northover  
Partner  
0117 314 5395  
[bnorthover@vww.co.uk](mailto:bnorthover@vww.co.uk)



### Free consultation

We offer a free consultation for schools which are considering conversion to an academy. Please contact Chloe Brunton or Martha Burnige.



### Academy Conversions

Chloe Brunton  
Associate  
0117 314 5301  
[cbrunton@vww.co.uk](mailto:cbrunton@vww.co.uk)

### Academy Conversions

Martha Burnige  
Associate  
020 7665 0835  
[mburnige@vww.co.uk](mailto:mburnige@vww.co.uk)





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## Other services we can offer

As the largest team of specialist education lawyers in the country, we can provide a comprehensive range of legal services for academies nationally including:-

- advice on child protection and safeguarding
- advice on pupil discipline, admissions, SEN and disability
- clerking services for admissions and exclusions appeals
- specialist training on exclusions panels, child protection, safer recruitment and employment law updates
- handling complex complaints and critical incidents
- defending judicial review applications
- preparation for inspection including:
  - template policies and procedures and updating service
  - policy audits and
  - safeguarding audit
- strategic advice for governors including federations and mergers
- trading companies and third party lettings
- employment documentation and update services.
- strategic employment advice on restructuring
- advice on procuring or in-sourcing services

We also provide sector specific advice in the following areas:

- employment law and HR
- commercial and contracts
- charity and governance
- property and construction
- banking and finance.

## Academies Law Scheme

For a fixed fee sum, this retainer service gives you direct access to our specialist education lawyers for immediate support and assistance with your day to day queries.

Other benefits of the scheme include:-

- a legal health check on your policies and procedures; and
- discounted rates on our bespoke training events.

For further details, please contact Chloe Brunton on 0117 314 5301 or cbrunton@vww.co.uk.

## Company secretarial services

We offer a range of company secretarial services that are run by a team of corporate law experts. We have a variety of different service levels (all available on a fixed fee basis) depending on the level of support you require.

## Additional academy team

### Commercial and Contracts

Sue Nokes  
Partner  
0117 314 5612  
snokes@vww.co.uk



### Employment

Naseem Nabi  
Associate  
0117 314 5630  
nnabi@vww.co.uk

### Property

Tristan Foot  
Associate  
0117 314 5628  
tfoot@vww.co.uk



### Pupil Issues

Tracey Eldridge-Hinners  
Associate  
020 7665 0802  
teldridge-hinners@vww.co.uk