



TEAM Multi-Academy Trust

Estate Management Plan

Life, Love and Learning to the Full

This plan was adopted by the TEAM Multi-Academy Trust Board of Trustees

Date:

Signed on behalf of the Board of Trustees:

Signed: Chief Executive Officer – Ian Thomas

Review date: Autumn 2027

September 2024



Our Vision

At TEAM Multi-Academy Trust, we work together to build the foundations of life in all its fullness where we understand what it means to be loved and to love others within our schools and our local, national and global community.

- At TEAM, children are at the heart of everything we do.
- We will do our utmost to foster a love of learning and make learning fun and memorable through our approach to a creative and vibrant curriculum.
- We recognise that each child is unique and celebrate the success of all.
- We will promote tolerance and mutual respect as part of a global community.
- We will encourage our children to learn to think for themselves, challenge and question and have confidence to shape their world.
- We want them to thrive and lead happy lives. Our children will have a voice.



Providing the children of North Devon with a World Class Education



Children at the centre of all decision making



Building Learning Power (*Wisdom & Excellence*)

Building Futures (*Aspiration & Hope*)

Building Community (*Serving others*)

Building Self-Esteem & Positive Mental Wellbeing (*Compassion & Enjoyment*)



Purpose & Direction, Curriculum & Assessment, Teaching & Learning, Developing the Organisation, Facing Outwards, Finance



Long Term Strategic Aims

- Rapidly become established as a dynamic Trust which is capable of building on its success, extending its influence and making county wide and regional contributions in improving outcomes for young people.
- To be recognised as having an outstanding globally thematic knowledge and skills-based curriculum that is balanced, broad and prepares the pupils for life in the 21st century.
- For all of our TEAM schools to become centres of excellence for teaching and learning
- To be a Trust that is fuelled by a moral purpose to improve the life chances of all children
- To ensure growth through partnering with other good and outstanding schools who wish to join the Trust.
- To ensure the Multi-Academy Trust continues to be financially sustainable.
- A Trust that invests in and builds capacity through the development of its staff.



Estate Vision

Overview

The purpose of this Estates Vision is to provide a clear statement of the objectives and methods to be employed by TEAM Multi-Academy Trust to ensure its buildings support the trust's strategic objectives whilst preserving asset value.

The Trust aims to ensure that, so far as it is reasonably practicable, the estate is fit for the purpose intended, complies with current legislation and is maintained to provide a safe, secure and welcoming environment suitable for educating today's children. Maintenance budgets are used for reactive and cyclical maintenance of existing building structure and fabric and electrical services, statutory inspections, equipment, and grounds maintenance.

This plan defines the framework on which all building maintenance, new capital works projects and management operations should be based to ensure a consistent approach in the planning, management and reporting of building maintenance.

In addition to supporting the trust's strategic and visionary aims, the trust is also committed to a process of risk management including identification and management of key risks, protecting and making best use of assets, to ensure that the trust is capable of delivering its educational objectives.

In the context of the estate's strategy, risk management involves minimising the risk of unforeseen major defects or failures, which may adversely affect the operation of the trust, or cause harm to pupils, staff or visitors. Correspondingly, an effective maintenance strategy mitigates the potential for claims against the trust associated with negligence and statutory non-compliance matters.



Estate Strategy

Purpose

The Estate Strategy sets out the short, medium and long term actions to be undertaken by the Trust to assist with the achievement of the Trust's aims and vision. Full details of the plan implementation together with costings can be found in the Asset Management Plan – Appendix 1.

Every possible opportunity will be fully explored when renewing assets or making investments in the estate to ensure cost, energy and environmental impact is minimised whilst ensuring the trust has the facilities available to deliver a world class education for all pupils.

Estate Management Personnel

CEO – Ian Thomas

Business Manager - Briony Parsons

Premises Manager – Simon Wallis

Premises Assistant – Rosa Neville

Each academy within the Trust employ cleaning staff with the exception of Horwood and Newton Tracey Academy who contract this service to Norse South West Ltd.



Estate history 2012-2024

July 2012:

Pilton Bluecoat VA Primary academised to form Pilton Bluecoat Academy.

April 2015:

Brayford Primary & Umberleigh Primary converted to academies and joined Pilton Bluecoat Academy - TEAM Multi Academy Trust founded.

July 2017:

High Bickington VC Primary and Witheridge VC Primary converted to academies and joined TEAM Multi-Academy Trust.

September 2017:

High Bickington Academy – new site opened as a Foundation Stage Unit.

July 2020:

Umberleigh Academy – freehold title to parcel of land purchased 3rd July for £12,000 to construct car park and play area for the school. 10-year lease created over the land to Umberleigh Village Hall and Friends of Umberleigh Academy to enable community use of the play area.

July 2022:

Beaford Community Primary and Nursery School converted to an academy and joined TEAM Multi-Academy Trust.

November 2024:

Horwood and Newton Tracey Primary School and Pilton Infants' School converted to academies and joined TEAM Multi-Academy Trust.



Short term plan < 12 months

- Maintain all buildings in a condition which is consistent with Trust objectives and the trust's service delivery needs.
- Ensure buildings, services and grounds comply with legislation and are kept in a safe condition thereby mitigating the trust against potential claims in respect of negligence and statutory non-compliance matters.
- Ensure the planning, procurement and delivery of maintenance and capital works projects achieves value for money in line with the Trust's Finance Policy and the Academy Handbook.
- When undertaking maintenance, replacing or renewing faulty items consideration to be given to reducing carbon emissions and improving energy efficiencies wherever possible across the trust.

Medium term plan 1 – 3 years

- Review condition surveys for each site annually to prioritise and plan works according to need and schedule timetable of works forward 12 – 18 months.
- Review individual academy needs annually based on pupil numbers and building net capacity. Report to be presented spring term to Premises Committee.
- Investigate developing a nursery at Pilton Infants' to ensure quality early years provision available to the local community ensuring every child the best opportunity possible at the start of their education journey.
- Investigate all potential opportunities to further develop the school site at Little Bickington Lane, High Bickington to help mitigate the impact of the split site.



- Ensure estate management team aware of potential trust growth and able to accommodate extra responsibility of duty as required.
- Ensure all capital works projects create suitable environments which enhances the staff and pupil experience whilst maximising energy efficiencies in the Trust's strive towards reducing its carbon footprint.
- Develop and implement a Trust Climate Action Plan.
- Review energy prices in the wider market on a minimum 3 yearly basis to ensure value for money.

Long term plan > 3 years

- Renew condition surveys every 5-7 years using external professional body.
- Seek long term financial investment via CIF funding for capital projects as appropriate.
- Consideration to be given to reducing energy consumption and moving towards being a carbon neutral trust at every opportunity.



Trust Assets – Land and buildings

Land and buildings for the 3 church schools, Pilton Bluecoat, High Bickington and Witheridge, remains owned by the Diocesan of Exeter with the school having the right to occupy.

Playing fields at 6 schools, Pilton Bluecoat, Brayford, High Bickington and Witheridge, are owned by Devon County Council with long lease agreements in place with the Trust.

A further parcel of land is owned by the Diocesan of Exeter at High Bickington pending further development of the site at Little Bickington Lane. Once developed the current site in the village centre will be relinquished to Devon County Council under agreement.

Academy	Asset	Tenure	Terms	Expiry
Beaford	Main school building & land	Leasehold - DCC	125 years	
	Playing fields	Leasehold - DCC	125 years	
Brayford	Main school building & land	Tenancy at Will - DCC		
	Modular classroom	Owned		
	Playing fields	Leasehold - DCC	125 years	2140
	Forest school	Leasehold - DCC	125 years	2140
High Bickington	Main school building & land	Church owned		
	Modular classroom	Church owned		
	Playground	Pyncombe Trust		
	Church Hall	Leasehold	5 years	2024
	FSU building	Church owned		
	Playing field	Leasehold - DCC		
Horwood & Newton Tracey	Main school building & land	Leasehold - DCC	125 years	



Pilton Bluecoat	Main school building & land	Church owned		
	Playing field	Leasehold - DCC		
Pilton Infants'	Main school building & land	Leasehold - DCC	125 years	
	Playing field	Leasehold - DCC	125 years	
Umberleigh	Main school building & land	Leasehold - DCC	125 years	2140
	Modular classroom	Owned		
	Nursery classroom	Owned		
	Playing field	Leasehold - private	5 years	2015
	Park & Play land	Freehold	10 year lease to Village Hall / FUS	2031
Witheridge	Main school building & land	Church owned		
	Modular classroom	Church owned		
	FSU building	Church owned		
	Playing field	Leasehold - DCC	Licence to Playing Field committee	



Trust Assets – Plant and Machinery

Academy	Asset	Details
MAT	Car	Ford Fiesta – FL56 EEA
	Car	Seat Ibiza – SH06 GYT
	Car – MPV 9 seater	Peugeot – WF65 WDO
	Car – MPV 7 seater	Ford – EN08 YKO
	Minibus	Ford – BP59 AHV
	Minibus	Ford – BL09 PYT
	Minibus	Ford – YP61 DUU
	Minibus	Ford – YS14 AXT
	Van	Peugeot – FX16 VWC
	Van	Citroen – LF64 UTS
Beaford	Boiler	Expansion vessel
Pilton Bluecoat	Boiler	Expansion vessel
Witheridge	Biomass boiler	Expansion vessel



Supporting policies and procedures

- Asset Management Plan (appendix 1)
- Emergency Management Plan
- Finance policy

The Board of Trustees

The Board of Trustees at TEAM Multi Academy Trust are responsible and committed to the Estate Management Plan which will be reviewed by the full Board of Trustees every three years to ensure the Trust remains fully compliant with its statutory obligations whilst meeting the Trust's Strategic Aims.