



ESTEEM SOUTH ACADEMY CONSULTATION ON SIGNIFICANT CHANGE PROPOSAL

Document Author – Vicki Broad – Executive Business Manager

Created: January 2026



Introduction

Esteem South Academy is part of Esteem Multi-Academy Trust (EMAT). It provides education to pupils from reception to year 11 who are either permanently excluded from school or at risk of being excluded. It is situated in the South of Derbyshire in Newhall. It is commissioned to take 35 pupils to roll from Day 6 onwards of their permanent exclusion (PEX). The Local Authority has a duty to provide education at Day 6 of a PEX. Derbyshire County Council commission Esteem South Academy to provide these places in the south of the county. The academy therefore caters for vulnerable pupils who have no school place due to exclusion.

Esteem South Academy is seeking views on a significant change proposal that will see the academy increase in pupil numbers following the repurposing of its current space. This change aims to better meet the needs of pupils and stakeholders by expanding the provision for 5-16-year-olds in line with local authority demand for Alternative Provision (AP). With this expansion, the academy will be able to offer more direct commissioning from local schools and neighbouring local authorities for funded dual registered places as a preventative measure to permanent exclusion.

Purpose of the Consultation

We are consulting with key stakeholders to gather feedback on the proposed changes before submitting a formal application to the Department for Education (DfE). Your views are essential in ensuring the proposal is fully informed and considers the needs of pupils, staff, parents, and the wider community.

Proposed Changes

- **Increase in total pupil capacity:** The academy will increase pupil places by a further 35 places from 25 to 60. This will include an increase in 10 places for PEX children from 25 to 35 places. There will be an increase in the provision of dual registered preventative pupil places. 25 places will be available.
- **Provision of dual registered places to support mainstream schools.**
- **Repurposing of existing space:** Adaptations will be made to facilities to ensure a high-quality learning environment both inside the centre, alongside the development of the outside area to create a suitable playground and several outside learning areas for primary pupils.
- **Enhancement of curriculum and support services:** Expansion of the academic provision to better serve pupil's needs.
- **Provision for more bespoke packages:** including one to one tuition off site and part time centre timetables to meet pupil need.
- **Additional staffing and resources:** Recruitment of additional teaching and support staff to maintain a high level of educational provision.

Rationale for the Change

- **Growing demand for AP places** from local authorities and schools requiring specialist intervention for pupil's who benefit from small-group, targeted education. To further address this and broaden our impact, the academy will be actively pursuing direct commissioning opportunities with local schools and neighbouring local authorities, extending our reach beyond Derbyshire County Council.
- **Improved pupil outcomes** through a broader curriculum and bespoke pathway timetabling.

- **Alignment with local and national strategies** to strengthen Alternative Provision and support vulnerable learners.
- **Exclusion rates** are above average in Derbyshire and this provision will be a preventative measure.

Potential Impacts and Mitigations

Educational Impact

- Increased curriculum options.
- More flexible learning spaces tailored to pupils' needs.
- Increased sensory spaces for primary pupils to learn effectively in.
- A wider range of outcomes for KS4 pupils due to a broader GCSE offer.

Staffing and Workforce

- Additional recruitment to ensure adequate staffing levels.
- Continued professional development to support the expansion.

Operational and Logistical Considerations

- Adaptations to the academy environment to accommodate additional pupils.
- An additional leadership position to support with the increased capacity in pupils and staff.
- Revised safeguarding and behaviour management protocols to reflect the larger cohort.

Transport and Accessibility

- Engagement with the Local Authority regarding any necessary transport adjustments.
- Clear travel and access arrangements for pupils and families.
- Revised use of car parking space within the existing car park to accommodate additional staff.

Stakeholder Engagement

We invite views from:

- Current pupils
- Parents and carers of pupils attending Esteem South Academy
- Staff
- Governors
- Esteem Trustees
- Local authorities
- Commissioning partners
- Neighbouring schools and community groups
- Community safety team
- NHS
- CAMHS

- Integrated Care board (ICB)
- Police
- DfE
- Local councillors
- MP
- Unions
- Derbyshire Transport Team
- Local Authority Admissions Team
- Local Authority Inclusion Team
- Local residents surrounding the academy
- Schools surrounding the academy
- Local business's surrounding the academy
- Parents of children in the area of the academy

Approval required from the Department for Education

When an Academy Trust proposes changes to a school's characteristics, as outlined above, the Department for Education requires specific criteria to be met, including a formal consultation process. This process must be completed before any changes can be implemented, in accordance with the Academies Act 2010. The publication of this document marks the beginning of the consultation process led by the Esteem Multi Academy Trust, ensuring that all stakeholders can share their views on the proposal. The guidelines for the process are set out in Making significant changes to an Open Academy.

[Making significant changes to an academy](#)

How to Share Your Views

You can provide feedback in the following ways:

- **Complete our online survey** [Esteem South Academy Significant Change Consultation – Fill in form](#)

The Consultation

This marks the beginning of the consultation process, offering stakeholders an opportunity to share their views on the proposal.

The consultation process will follow these steps:

1. Launch of Consultation

a. This full consultation will be live on Friday 9th January 2026 from 12pm and a notice of consultation will be published on the Esteem Multi-Academy Trust website. <https://www.esteemmat.co.uk/> and the website of Esteem South Academy Trust. [Esteem South Academy - Home](#)

2. Consultation Period

a. The consultation period will run for 3 weeks, closing 12pm Friday 30th January 2026.

b. During this time, stakeholders are invited to review the proposal and submit their feedback.

3. Review Feedback

a. At the end of the consultation period, the Trust will review and consider all submitted comments.

4. Submission to the Regional Schools Commissioner

a. Once all feedback has been considered, the Trust will submit the proposal, along with the consultation responses, to the Regional Schools Commissioner as part of the significant change process.

4

Next Steps

- Consultation opens: 9th January 2026
- Consultation closes: 30th January 2026
- Review of responses: 2nd February 2026
- Submission of application to DfE: 16th February 2026
- Implementation of approved changes: 24th July 2026

We appreciate your time and engagement in this important consultation process. Your feedback will help shape the future of Esteem South Academy and ensure we continue to provide high-quality education and support for our pupils

Esteem South Academy Significant
Change Consultation to Increase
Pupil Numbers

