



**Rt Hon Michael Gove MP**  
Secretary of State

Sanctuary Buildings Great Smith Street Westminster London SW1P 3BT  
tel: 0370 0002288 ministers@education.gsi.gov.uk

Libby Blake  
Director of Children's Services  
Haringey London Borough  
The Children's Service  
48 Station Road  
Wood Green  
London  
N22 7TY



17 January 2013

To: Libby Blake, Director of Children's Services

Following the recent application of the governing body of Heartlands High School to become an Academy, I am delighted to confirm that I am agreeable to the conversion of this school to an Academy.

I enclose a copy of an Academy Order, which will enable the school to convert to an academy. For conversion to take place, I will need to agree, with the Academy Trust that will run the Academy, a Funding Agreement and the Articles of Association of the Academy Trust. The Funding Agreement will record the date on which the school will convert into an Academy.

Formal TUPE consultations with staff, unions, and the employer should start as soon as possible. For schools where the governing body is the employer of staff, the governors will lead on the TUPE process but they may require your support to do so. In all cases, you should ensure that any personnel files which you hold for the schools are fully up-to-date and that you have an accurate record of the staff employed at the schools and the terms and conditions of their employment.

It will be necessary for the land and buildings occupied by the school to be transferred to the Academy Trust so that they are available for use by the Academy from the conversion date. The exact arrangements for achieving this will depend on whether the school is a community, foundation or trust school, or a voluntary school and whether the land used by the school is public land, private land or a combination of the two.

In cases where you own the land and buildings currently occupied by the schools, I am asking you to agree to lease these to the Academy Trust through a 125-year lease similar to that used



**Rt Hon Michael Gove MP**  
Secretary of State

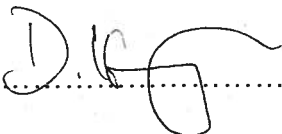
Sanctuary Buildings Great Smith Street Westminster London SW1P 3BT  
tel: 0370 0002288 ministers@education.gsi.gov.uk

**To: The Chair of Governors of Heartlands High School  
Haringey London Borough**

**ACADEMY ORDER**

1. This is an Academy Order made further to section 4 of the Academies Act 2010.
2. I hereby order that on the conversion date Heartlands High School shall be converted into an Academy.
3. The conversion date shall be the date that the school opens as a Academy further to and as provided for in Academy arrangements made further to section 1 of the Academies Act 2010.
4. On the conversion date Haringey London Borough shall cease to maintain Heartlands High School.
5. The independent school standards (as defined in section 157(2) of the Education Act 2002) are to be treated as met in relation to the Academy on the conversion date.

Signed on behalf of the Secretary of State for Education by:

Signed:.......... Date: 17 January 2013

**Dominic Herrington**  
**Director - Academies Delivery Group**