

TEACH

The Educational Alliance Of Canford Heath

Consultation Questionnaire

A consultation on Academy conversion and the formation of a Multi Academy Trust was initiated on 6.11.14 with parents/carers and staff of the 4 schools within the TEACH Trust. The consultation finished on 18th December.

The consultation outcomes are summarised below,

School	No. Of Responses Received	Support	Do Not Support	Unknown
Canford Heath Infant	20	14	5	1
Canford Heath Junior	24	16	5	3
Ad Astra Infant	23	20	2	1
Haymoor Junior	12	10	1	1
TOTALS	79	60 (76%)	13 (16%)	6 (7.5%)

Staff Responses

School	No. Of Responses Received	Support	Do Not Support	Unknown
Canford Heath Infant	4	4	0	0
Canford Heath Junior	5	4	0	1
Ad Astra Infant	5	5	0	0
Haymoor Junior	10	3	3	4
TOTALS	24	16 (67%)	3 (12.5%)	5 (21%)

Common queries hi-lighted in green.

<u>Support Academy Conversion</u>	<u>Unsure</u>	<u>Do not support conversion</u>
<p>-I believe that the high quality leadership of the school will ensure that any benefits that arise from becoming an Academy will be used in the best interests of the children foremost but also for the staff and community as a whole.</p> <p>- Please ensure that pay and conditions for your staff remain the same.</p> <p>- Please work to retain your excellent team.</p> <p>- From a parent's point of view, I am fully in support of the proposed move. I have a son who is in his second year at an Academy school. He is doing brilliantly. Both CHIS & CHJS have progressed in leaps and bounds since my eldest son joined. I can only see this move as a positive step for all 4 schools involved.</p> <p>- To have more control and be more independent of the LA seems to be a great idea.</p> <p>- I have a lot of faith in those involved that this move to a MAT would be a positive thing for our children.</p> <p>- I fully support and trust the schools decision</p> <p>- I think it's a great idea to bring the community close.</p> <p>- From what I have read the new changes sound like the positives out way the negatives.</p> <p>- The document on the website was lengthy, perhaps a simplified comparable could have been offered.</p> <p>- I hope with any changes only comes a positive. CHJS is an amazing school, we wouldn't want to lose any of the positives it already has.</p> <p>- Better quality uniforms need to be sought, however the cost of needing a new uniform with different logo for some parents needs to be taken into consideration.</p> <p>- Whatever is best for the children is what is needed as they are the most important people in this whole potential process.</p> <p>- Also, if it gives staff the chance to work with, observe and share our different expertise then that can only be a positive. This type of thing worked really well in my old school.</p> <p>- Have you thought of</p>	<p>-I would support the conversion on the basis that the Trust was the Academy. Having worked in three schools which are part of different academy chains I would not support conversion if a chain was to be the sponsor, given the loss of control of finances, ethos and culture that this results in.</p> <p>I am unsure and would like to understand more on the following:</p> <p>- 1)How can we be sure that the money received direct from the government will be shared equally amongst all four schools?</p> <p>Obviously some are more costly to run than others but I would not like to see children's education suffer as a result of one of the academy schools receiving 50% of the funding whilst the remaining 3 receive 16.7%. 2)</p> <p>- If the academies deviate from the National Curriculum, how can we be sure this is the right thing to do? 3) Are you looking at the performance of other academies throughout the UK to see how these are faring since becoming academies? This would assist with providing a measure in order to ensure the right outcome is achieved for both parent / child & schools?</p> <p>-When the schools became a co-operative trust in 2013, I attended a meeting in which a member of the Co-operative came and explained why it was a good idea to become a Trust. It was offered as an alternative to an Academy and comments were very negative towards academies at that time, not just from him, but others too. We therefore wonder why, 18 months later, we are looking to move from a co-operative Trust to an academy when it was definitely not seen as a good thing at the time?</p> <p>Working with many schools that have become academies or MATs I have seen schools that have increased their business support personnel at the expense of other staff or resources. These schools seem to have less money to spend on resources such as books because of needing to direct money elsewhere. We are concerned that we do not want governors and Trustees to weigh</p>	<p>Have the staff really thought about their future? Pay? Working conditions? More pressure to achieve to keep school as the trustees wish it to be?</p> <p>- There is no need to take the school out of the arms of the democratically elected local authority. Such a move is motivated by a political ideology and is privatisation of education for the gain and profit of a few.</p> <p>- When there will be more children they will not be looked after as good as now. Also the teaching level will go down, so will the behaviour.</p> <p>- I am aware that becoming an Academy the schools would have more control but what I have gathered in the past failing schools have been put together to make Academies and this has been on news recently. CHIS is an outstanding school and I do not wish to merge it with the other 2 mentioned schools. I feel being under local authority means people running the school are more accountable than if they had their own powers.</p> <p>- Although you say no decision has been made it seems a done deal from here! Just like when TEACH came about.</p> <p>- I just don't agree!</p> <p>- What happens when all the moneys spent? What happens when it all fails? Why involve two other schools? More school uniform change!</p> <p>- Ashdown school was not the best school, but when it became an Academy it changed to become the WORST school, therefore, if Haymoor Junior becomes an Academy school then I will take my son out ASAP!</p> <p>- do not feel I have enough information to support the proposal.</p> <p>- I do not support the proposals because I do not feel I have enough information to make an informed decision. I feel more information about how the school structure.</p> <p>- will change both short term and long term and if this will lead to staffing changes/redundancies etc. How could/would this affect provision for the children?</p>

<p>incorporating Magna Academy for the future? A lot of children will progress to this Academy in time. This may help with the transition period, when progressing from Junior School.</p> <ul style="list-style-type: none"> - If this will strengthen the position of all the schools, enabling them to negotiate better packages for amenities/facilities and services then great. Also better structure for all the teaching staff. - I think that the school and the staff within it are best placed to be able to use the budgets efficiently. I think that the school would benefit with the funds being spent to great use. - It is a positive step forward and one I'm excited to be part of. I look forward to seeing all four schools flourish. - By being a MAT all the schools and the community will benefit from open and consistent communication between the Trustees and parents/teachers. Greater autonomy will also allow for the speedy implementation of future decisions/changes which will help the schools offer a consistently high standard of education. - I would like to keep individual heads for each school for the long term. - Greatly beneficial for all schools involved. - I'm sure you will do whatever is right for the children. - I have experienced a change to an Academy for one of my other children and it seems to me to be a positive change as it allows the school more control over budgets, therefore allowing the money to get where it's most needed. - My concerns based on past experience a) please do not change the uniform (parents have a struggle to buy it now each year, don't change in unnecessarily) b) please keep school times as they are now, parents arrange working contracts around school times and in my past experience schools open / close times were muddled up, different times each day. -As a parent governor at Haymoor Junior School I believe that I have to vote on whether it is in the best interest of the school to become an Academy as part of the Multi Academy Trust. However, currently I feel I do not have sufficient information on how the school will benefit 	<p>up the pros and cons carefully before proceeding to MAT status. I am not really bothered either way as my child only has one year left and I have no more children going through the system.</p> <p>Abstention. I am opposed to academisation as a point of theory, but accept that in present circumstances there may be no alternative in practise.</p> <p>I still don't feel like I am informed enough to make this decision. Most people I am sure want to know how, if at all, it will change things for them personally and day to day school life. E.g. redundancies?</p> <p>Undecided - I cannot support the proposals. Firstly, until I am convinced that staff will not be disadvantaged long term. Secondly, until I am reassured that there will be significant extra funding for the benefit of the pupils which I understand was the goal driving this conversion. I cannot make a decision as I could not access on website. Overall would say yes if beneficial to children and safeguards in place re running of finances. However, I am concerned if pension benefits will eroded for staff.</p> <p>I would need to be certain that this would benefit the pupils learning rather than creating top heavy managerial/staffing structures.</p> <p>Advantages – School has more control over distribution of money and decision making.</p> <p>Disadvantages – Teachers and other staff at 'grass-roots' level having less say on day to day running of school.</p> <p>The four schools being run by an outside executive who has never visited schools and does not know the schools and staff.</p> <p>Money being used for resources which are not essential.</p> <p>Admission policies and curriculum over time may be changed.</p> <p>There is not sufficient information available as to the perceived benefits to the education of the children at the 4 schools at this time. The meeting I attended at HJS with Mr Andrew (Head Of Governors) gave a background but NO FIRM details of funding and a business case, or school management structure for the new academy. In principle an Academy Trust would build on the work TEACH has been undertaking but</p>	<ul style="list-style-type: none"> - I do not know enough to make this important decision. I do not support the decision to become a multi academy trust. Having worked in several academies now, I feel that becoming an academy will have no benefit for my child. It will lead to more pressure for teachers, which will in turn have a negative impact on my child's education. The people that run academies do not care about each individual child and they certainly don't care about the staff they employ. This 'Academy' idea is stupid, a waste of money and resources and will be thrown out at the next general election. I cannot tell you how strongly I feel about this. -Not overly keen, as I am happy with the way the school is run at present. I am very concerned about the disruption this would cause in my daughter's last year at Ad Astra. What systems do you or would you have in place? And in my opinion, disruption in this case would be unavoidable.
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<p>financially as an Academy and until I have this information it would be reckless of me to vote for conversion. I also have a number of concerns over how the structure of the Governing Body will look as part of the Multi Academy Trust. We have also had little information on how the revised roles and responsibilities of the Governors would look and the roles and responsibilities of the directors of the Trust. I wish to say that I am fully supportive of the idea of becoming an Academy and I believe that becoming an Academy will provide a good source of additional funding for all the schools, and provide a supportive model for the schools to continue to improve for the benefit of both the pupils and staff involved.</p> <p>-I trust that the decisions reached by our Head and Governors will support the best possible outcomes for our school.</p> <p>-I have faith in the leadership of my school to take our school in the direction needed to ensure the best quality education of the children that attend it. For the trust to have ownership over its own finances, being able to decide where money is used with regards to services across the schools can only be a good thing. Creating a curriculum that best suits the needs of our children has to be given the time that it deserves. Time needs to be allotted in order for discussion, research and formulation not just another thing that's expected to be done on top of everything else. Will the infants and junior schools work with each other to create a curriculum which is in line, and work together within the Academy?</p> <p>-In the current climate staying as we are is not an option. Being masters of our own destiny has to be better than being forced. Choosing the Academy route seems to be the best option. - Working together for all the children on the Heath is a great opportunity.</p> <p>-It is best to enter this process when you have support and funding centrally and not when you are being 'forced' to. I would hope that the increased</p>	<p>what financial benefits would there be?</p> <p>The Academy process should ONLY take place if there WILL be an improvement in the education of our children and the improved resources to do this. Increasing senior management positions to the detriment of the education of the children is not acceptable.</p> <p>As stated in the consultation document "change in education is rapid" and the current and further governments want Academies, but until a credible business case is presented and governors are able to debate it properly. We must not rush to an April 1st 2015 decision (April Fools Day!) Just because the process to become an Academy was started with the Dfe in April. Why do we have to conclude the process within a year? I understand other schools have needed 18 months to 2 years to put in place the necessary structures, financial, personnel and Senior Leadership Teams etc, can we not look at start as of September 2015 at the start of the new academic year? This allows time to fully scrutinise any business case and find the best solutions possible for the TEACH group.</p> <p>-Why is there a need to complete by April? Is it being driven by the Dfe who want to hit targets for schools changing to Academies before the general election? Will the governors have enough time, details to make a decision on the way forwards on the 7th January 2015? What will the financial position be, what will business case state and when will it be available to Governors? Will ANY information within the parent consultation be used or looked at as part of the process. I BELIEVE NOT. For details to be looked at and considered it takes time, from the 18/12/14 until 7/1/15 Christmas is in the way!" With so little time from the end of consultation to a decision needing to be made, where is the detailed financial business case? Until this is available no decisions by governors can be made. Your FAQ's state it is to be available in December is this the case? This whole process seems to be being rushed, this decision cannot be undone if we get it wrong now!! Time is needed to make a fully</p>	
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<p>autonomy is used to establish an agreed minimum standard and all 4 schools need to be brought up to the highest level and not fall to the lowest standards. Strong leadership will be essential.</p> <p>-I have some concerns from hearing stories of secondary schools that have changed to Academies, but feel overall it will not have a detriment to my child's learning and that is the main thing.</p> <p>-Does this mean that children at one school in the trust will be guaranteed a place at another school in the Trust i.e. will children at Ad Astra automatically get a place at Haymoor? I think this would be helpful to the smooth continuation of the children's' education, as the children will benefit from the common practices shared by the schools in the Trust.</p> <p>-Ad Astra has been a fantastic school for my children and I have every trust in them and if they believe this is a good idea then I will back that decision.</p> <p>-Would be a good idea to do the same staff training days. It doesn't affect me now as much as my eldest has left school and at college. But I am sure it would be so much easier for parents with siblings at different schools as its hard when parents are working. Also it might be possible for Ad Astra to hold their Nativity's at Magna as they have a fantastic hall.</p> <p>-We feel this would be greatly beneficial and whole heartedly support the proposal.</p> <p>-I am happy with everything.</p>	<p>detailed decision. 7th January is too soon!</p> <p>What cost savings will there be? What services will need to be purchased, started and at what cost? Will schools further collaborate, if so what? Will teachers move/swap between schools? What plan is there to improve teaching and therefore attainment?</p> <p>What will the structure of the Trust Board look like? As the 2 Canford Heath Schools have one governing body will they represent each school individually or as a combined body? Your document states 3 governing bodies will sit on the Trust Board, can you confirm the proportion of representation?</p> <p>Will the schools each maintain their own identity when within the Trust with their own uniforms and culture?</p> <p>A MAT could be the way forward but currently there is too much detail and information needed before a final decision is made.</p>	
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Common recurring queries raised in the parent/carer and staff consultation have been hi-lighted in green above.

Responses are below,

-There are no plans to change staff pay and conditions.

-Uniform changing. There are no plans to change the schools uniforms.

-The Trust Board met with the Chief Executive of Magna Academy, Steve Kenning, and the Headteacher, Richard Tutt and discussed the 4 schools becoming part of the Aspirations Academy Trust. However, it was felt that the current philosophy at Magna did not match with those of the 4 TEACH schools. In addition AAT would

have taken a large % of the primary schools funding (4%) and it was felt the schools could better use this funding.

-School session times. There are no plans to change the school session times.

- There were some concerns raised about people not feeling well informed. However, the normal consultation process was undertaken, with appropriate information circulated. In addition information would have been given to governors via normal governor meetings. One school did hold a parent meeting to try to respond to the number of concerns raised through its consultation. However, concerns were not universal to each school and most responses were positive.

-Structure of the new Trust Board? Roles and responsibilities of the governors under a MAT? This query was responded to by Mr Youlden, Chair of the Trust Board, at the governing body meeting on the 7.1.15. However, Chairs of Governors had met and discussed this in advance, and most had had the chance to share the structure proposals at governor meetings.

-A query was raised about conversion providing an opportunity for the TEACH admissions process to be strengthened. The schools are already consulting on this as part of their admission process from September 2016.

-Joint training days. These are being established and there is already improved liaison on this matter.

-Will money be shared equally between the 4 schools? Initially the funding will be distributed much as it is now but, in the long term, funding decisions will be led by the Trust Board in a way which best meets the needs of the children across the 4 schools.

-Curriculum concerns. Whilst being an academy does mean schools not having to follow the National curriculum, each school will still have to meet National assessment standards. Therefore it is unlikely there will be much deviation from the national expectations of the curriculum.

-Why change from being a co-operative Trust? This was explained in the consultation. However, the main reason is that no additional funding comes to the school as a co-operative, and without additional funding there is no capacity to drive forward the Trust.

-Why conclude the process in a year? This is the time frame given to us by the DFE and one which we have agreed with our solicitors. It is a reasonable one but delaying the conversion date and giving more time to the process will be discussed at the Trust Board in January.

-The financial position. Governors were circulated the outline school budget positions, post conversion and non conversion, before Christmas. Some governors felt there was a need for the budget to be highly detailed and specific but this was not possible. However, the budget information circulated did allow governors to see that none of the 4 schools would be worse off as a result of conversion. Concerns about `what happens when the schools run out of money` is the same concern whether with the school is with the Local Authority or with the DFE. However, the increased annual scrutiny of an academy budget, by an accountant, should, in many ways, prevent such a scenario.

-Oversight of standards and accountability to the Local Authority? This oversight will increase if TEACH becomes an Academy via scrutiny by the Regional Commissioner and the DFE.

This consultation sought to provide each governing body with information about stakeholder views in readiness for the governing body `decision` meeting on 7th January 2015.

The decision meeting summarised the consultation, summarised the perceived advantages and disadvantages of conversion, and allowed governors to take a vote on the proposal.

The outcome of the governing body vote was as follows,

Ad Astra Infant School – 13 Approved

Haymoor Junior School – 9 Approved / 4 Disapproved

Canford Heath Infant School – 13 Approved

Canford Heath Junior School - 13 Approved

It was therefore announced that the 4 schools within TEACH should convert to become Academies and work within a Multi Academy Trust.

The current planned conversion date is 1st April 2015.