



## Huyton with Roby CE School

### Governor Consultation on Academisation

May / June 2017

The purpose of this document is to provide a consolidated list of questions and answers from the Multi Academy Trust consultation document of May /June 2017. Some questions received from more than one person were similar in focus and so have been combined and one response compiled.

**Question 1 - Will the school become part of Liverpool and not Knowsley?**

The school would become part of the Liverpool Diocese Schools Trust but the school remains a school in the borough of Knowsley. Knowsley is part of the Liverpool Diocese.

**Question 2 - Will school meals still be at a LA reduced rate?**

The school currently buys into the school meals from Knowsley and there are no plans to change as a result of conversion. The price of school meals is set by Knowsley and while the school buys into the school meals service from Knowsley it would be they who set the meal price.

**Question 3 - Will there be after school clubs and holiday clubs available from the school itself and will there be more after school activities for all ages?**

Staff directed hours will not change. Staff directed hours cover mainly the teaching time of the school day with some hours identified for meetings, assessment, planning, preparation and other duties related to teaching and learning. Staff led clubs are voluntary and not out of paid directed time. School will continue to identify affordable providers for after school clubs in conjunction with feedback from parent and children questionnaires. The current provision for after school care is from a third party, Little Angels and there are no plans to change at the present time.

**Question 4 - Will parking at the school be more accessible?**

Knowsley council currently control the parking restrictions around school. Please contact the council to express your concerns.

**Question 5 - Will school holidays change or stay in line with other local schools and will the hours of the school day change?**

There are no plans at present to change the length of the school day. The governors are mindful of the need to work with neighbouring schools and authorities to try to minimise the disruption by different holiday dates and will seek to continue to work with local schools and councils on dates.

**Question 6 - Is the LDST (Liverpool Schools Diocesan Trust) formed yet?**

Yes - the structure of the LDST is in place and set up as a legal entity. Schools are currently applying to join the DMAT. (Diocesan Multi Academy Trust)

|   |
|---|
| <b>Question 7</b> - Does it have a proven track history of improving outcomes for children and does the trust offer support in your stated areas /reasons for academisation?  |
| The trust is a new trust but is using the expertise of directors who have been involved in other trusts which do have a proven track record of improving outcomes for children.   |
| <b>Question 8</b> - What are the Ofsted ratings for the 21 schools who are interested in joining? Will you be supporting them or vice versa?  |
| Information on individual school's Ofsted judgements are available on the Ofsted website. In the initial wave of conversions to LDST; schools must have a judgement of good or outstanding. Schools are looking forward to sharing good practice across the DMAT.   |
| <b>Question 9</b> - You state a reason to join LDST is its Christian character: this doesn't directly meet any of your stated reasons for converting. Also the focus seems to be on the Christianity rather than education.   |
| The reasons for the proposed conversion are as stated. The choice of which particular MAT is influenced by the Christian character. The Christian character of the MAT informs the decision as to which MAT not the decision to convert.  |
| <b>Question 10</b> - Will LDST have capacity to take on Huyton with Roby?   |
| Yes we have been assured that they have the capacity. If there are a large number of schools applying to convert, then there will be a staged approach.   |
| <b>Question 11</b> - Have you seen the Scheme of Delegation including a three year business plan?   |
| Governors have received detailed communication and relevant documents regarding the structure and plans of the DMAT.  |
| <b>Question 12</b> - What are the trust's plans for the future? Is it forward thinking? Do the directors have business acumen? (They seem to be clergymen, Head Teachers and a few finance officers)  |
| The governing body feel that the LDST is a positive choice for HWR. Details on the plans for the future, the directors, staff and associates of the LDST have been made available to the governors along with meetings to make contact with relevant persons and to discuss policies and documents. The governors feel that LDST has the potential to bring a strong future for the school. |
| <b>Question 13</b> - How do the staff feel about academisation?   |
| Staff have been fully involved in this consultation along with parents and other stakeholders. This document is a response to the questions from all stakeholders alike .   |
| <b>Question 14</b> - Are the unions on board?   |
| Unions are fully involved in the consultation process and will continue to be so.   |
| <b>Question 15</b> - Do you have enough staff with enough financial knowledge for the additional responsibilities?  |
| The School Budget and other financial responsibilities are currently well managed by staff and the governing body and this will not change.   |

|  |
|--|
| <b>Question 16 - Have you considered alternative MATS?</b>   |
| When joining a MAT, Church of England schools are required to ensure it is a Church of England led MAT. The governors feel that the DMAT is a secure choice for this reason and also for the potential for school development and collaboration with church schools in the Diocese to which Huyton with Roby belongs.  |
| <b>Question 17 - Why are you considering this, when the government has abandoned its policy on academisation?</b>  |
| The government have not abandoned their plans for academisation. The changes have been that schools rated as good or outstanding can select whether to convert. However schools less than good or those in an authority who are not deemed to have the capacity to maintain their schools can still be required to convert. It is the blanket conversion by 2022 which they announced was changing.  |
| <b>Question 18 - Have you spoken to other schools in the MAT or governors of those schools?</b>  |
| There have been open meetings for all schools interested in joining the DMAT and schools have communicated through this process. Historically we have been working with other schools in the DMAT as part of Knowsley and Diocesan clusters.   |
| <b>Question 19 - Will there be cross trust policies and if so, how will you maintain your individual identity?</b>   |
| Although we would be part of the DMAT, the school would still have a Local Governing Body. This would run the school in a similar system to now and hence keep individuality. Some changes include the LDST's involvement in the appointment of a head teacher, deputy head teacher or Chair of Governors, although the Diocese have previously been involved in some such appointments.<br><br>Policies would still be ratified by the local governing body for their own school. These may be MAT wide policies but would be personalised where relevant for the school. |
| <b>Question 20 - How big will the trust be? Will there be multi school boards? Will these threaten school-based scrutiny through your existing governance structure?</b>   |
| LDST will have multi school boards and a system of governance at a level above the Local Governing Body. However it is the LGB who has control of running the school. Please refer to the LDST pamphlet on the school website.   |
| <b>Question 21 - Does the MAT require you to top slice a percentage of your budget to fund central services? If so, how will that impact governors' financial control and planning?</b>  |
| There will be a top slice of the school's delegated funds. This will be to pay for central services which the school currently buys in through various SLAs (Service Level Agreements). The LGB will continue to control the school's own budget.  |
| <b>Question 22 - There was a statement against converting as other Knowsley academies have failed.</b>   |
| We are unable to comment on other Knowsley conversions which may or may not have failed. The governors feel the positive aspects of converting to an academy in the LDST are strong. They feel that the service from LDST will allow the school to plan ahead for the direction of travel in education and be forward looking for our school in the changing education landscape with a stronger focus on pupil attainment and teaching and learning.  |

|   |
|---|
| <b>Question 23</b> - The LA has a Lead Child Protection officer who liaises with the school and a LADO (Local Authority Designated Officer) who deal with any allegations made about staff from children. What would the new process be and would incident of racism still be reported to the Council?  |
| The council still retain some statutory duties for schools. Systems and positions such as the LADO would still exist in the short term and other duties would be clarified through the LDST's policies and procedures.  |
| <b>Question 24</b> - Would SLAs remain the same, for example that for attendance?   |
| Knowsley publish their brochure of SLAs annually. Schools can decide to buy into to any of the SLAs at the published price. They are also free to choose other councils or private companies to provide their services for the school - as is the case currently. This is also the case for training packages.  |
| <b>Question 25</b> - Will staff be required to work in other schools within the multi academy trust to cover sickness or staff shortages? If so what provision is in place for travelling time or expenses incurred? Also what is in place to provide job security for staff? Where will decisions be made in relation to staffing levels?  |
| Staff are currently contracted to Huyton with Roby Governing Body. They would be employed by LDST. There are no plans currently for schools to 'share staff'. There would be a TUPE process at the point of conversion. Any decisions after that would be made by the Local Governing Body in line with the school budget. (TUPE - Transfer of Undertakings Protection of Employment) The national standards for terms and conditions of pay and conditions will be a minimum standard. |
| <b>Question 26</b> - Will there be a permanent channel of communication as issues arise in this period of turbulent change?   |
| Yes - governors want to continue to receive questions or feedback in writing via the Chair of governors and will respond  |
| <b>Question 27</b> - How long before HWR join LDST once a decision has been made?   |
| There is no set timescale and each conversion is different. The school would keep stakeholders informed of any timescale appropriate deadlines. Often it is the legal issues which can extend the time for conversion.  |
| <b>Question 28</b> - Will current roles in school be incorporated into the new academy?   |
| The staffing structure is decided by governors in line with school budget and school priorities. This would not change. Current practice will continue and as now would only be affected by school budget and operational requirements based on analysis of need.   |
| <b>Question 29</b> - If job cuts are made within HWR, would staff be able to apply for any positions advertised and would new jobs be only for HWR staff to apply for?  |
| Jobs would be advertised in line with best practice and current employment guidelines. All staff would be eligible to apply if they met the person specification and qualifications for the post.   |
| <b>Question 30</b> - When would there be notification of any changes to current positions?  |
| Communication will be ongoing and the current contracts remain as per TUPE legislation.   |
| <b>Question 31</b> - Will I still work under a line manager when we become an academy?  |
| Yes there would continue to be a system of line management within school.   |

|   |
|---|
| <b>Question 32 - Will our school uniform or logo change?</b>  |
| There is no requirement from the LDST to change the uniform or logo and there are no plans at present to change either.   |
| <b>Question 33 - Will the staff be expected to wear a school uniform when we become an academy?</b>   |
| There are no plans for a staff uniform at present. If there was any proposed staff uniform staff would be fully consulted on changes such as this.  |
| <b>Question 34 - How safe are staff positions in school, would they have to re-apply for their jobs and would their salary change after conversion?</b>   |
| Job security is not impacted by conversion to academy status. Staffing levels are governed by pupil numbers and budget. The School budget remains in the control of the LGB. Staff would not be required to re-apply for their current job at the point of conversion. There is no intention to change terms and conditions at present. |
| <b>Question 35 - Who are the 'trusted partners' and will these trusted partners be local to our community or are they from outside the Knowsley / Liverpool area?</b>   |
| The trusted partners and those working with LDST are from a range of backgrounds and experiences. School will continue to work with local schools and communities as they currently do in the various clusters and collaborative groups. We would, also welcome collaboration from beyond our local community.                          |