

Dunnington CE Primary School

ACADEMY CONSULTATION MEETING WITH STAFF

9th November 2016 3.30pm

Present: Caroline Hancy (Headteacher)
Simon Parkinson (Chair of Governors)
Sue Brandon Sarah Herbert Pip Rab
Claire Rigden Tracey Elliott Louise Midgley
Kate McGowan Caroline Gilderdale Jane Daft
Liz Downing Katie Sheard Val Rose
Davina Abbott Georgina O'Farrell Jessica Dunn

Caroline Hancy explained that the meeting was taking place to give staff more information about the Academy Consultation proposal and to give staff the opportunity to offer their views and to raise any questions or concerns they may have.

Caroline began by explaining how the cluster schools had been working together in the past and how the South York Schools Partnership had become established. She explained the collaboration already taking place and how the schools work together in many areas, sharing good practice and increasing efficiency.

Simon Parkinson then introduced a Powerpoint presentation which gave information and facts regarding the proposed change to academy status and forming a Multi-Academy Trust with other schools in the cluster. He explained the challenges for church schools working together with community schools and how getting to this point had inevitably been a long process.

Simon then commented on how academies were working within the national and local context. He told staff that it was the genuine belief of the governors and heads of the cluster that a change to academy status and the formation of a MAT is the right thing for the school and for the cluster.

Simon talked about the demise of local authority services, those that have already gone and those that are expected to go in the future.

Caroline and Simon then talked about the reasons why the governors feel that a MAT is the best way forward. These are detailed in the presentation.

Staff were advised that the presentation would be posted on the website if anyone wished to look through this again.

Caroline and Simon explained what the governing structure of a MAT would be and that the school would remain responsible to OFSTED in the same way. They explained that staff would no longer work for the local authority, but would be employed directly by the school and would be transferred under TUPE regulations. Staff were advised that their terms and conditions would remain unchanged for a period of time under TUPE. After that, any changes to terms and conditions would be negotiated through the proper channels.

The staff raised the following questions:-

- *How will the school be funded?*

Caroline explained that funding would come directly from the Education Funding Agency.

- *Will non-teaching staff in the NYCC pension scheme still stay the same, particularly after TUPE period expires?*

As far as Caroline and Simon are aware there would be no change, but they agreed to seek further information.

- *What will the timescale be?*

The consultation period ends on 25th November and an extraordinary meeting of the school governing body has been arranged for 8th December. That meeting will consider all responses to the consultation and decide whether to proceed in applying for academy status, with the intention of converting for September 2017. However, the legal process can take some time and the local authority can only deal with a small number of applications at once, so it may be later than this.

- *What would happen in terms of who owns the school?*

The land is currently owned by the church and the buildings by the local authority. This remains the same and both would be leased to the school on a 125 year lease at no cost.

- *What would happen if a major repair was needed, or even a new school at some point?*

The school/MAT would have to apply to the education funding agency. The school will have to have insurance for certain eventualities, for example, boiler failure.

- *How are board members/trustees appointed?*
The proposed structure would be a board of five members, 2 appointed by the church, 2 by community schools and one which both parties were in agreement with, e.g. from York St. John College.
- *Will there be teachers or those from a teaching background on the MAT board?*
There would usually be a headteacher on that board.
- *Would the Academy maintain the school values or would the ethos change?*
There would be no desire for any of the schools to lose their individual values and ethos. The Articles of Association and Scheme of Delegation would prescribe this.
- *Would the staffing & SLT structure in our school have to be changed if different to other schools in the MAT?*
No, unless for example, the school set a staffing structure that would result in a large deficit.
- *Would teachers have to work in other schools within the MAT?*
Not necessarily – this would only be arranged through collaboration. Good opportunities for CPD/extending experience may arise.
- *Could a vacancy be advertised within the MAT?*
Yes, absolutely.
- *How long is the TUPE period where pay and conditions cannot be changed?*
Simon and Caroline will seek further information on this, but stressed that any changes would have to be through consultation.
- *How will external SEN support be affected, e.g. Educational Psychologist?*
The local authority retain responsibility for the SEND offer. The support will be exactly as it is now, but could be sourced from other providers. Potentially, this could be someone that could work across the whole MAT, e.g. the MAT might choose to recruit their own educational psychologist rather than purchasing through SLA.

Caroline informed staff that from September 2017, a contractor to provide school meal service has to be procured by the school. She pointed out what a huge task this would be to carry out as a single school.

Caroline and Simon encouraged staff to submit written comments, views and opinions on the consultation form and thanked staff for attending.