

Cromwell Primary School consultation with Staff on becoming an academy 10.5.2016

3.30pm

Staff questions:

- 1. What is the process to becoming an academy/MAT?**
Governors vote to hold a consultation and to submit an application to the DFE. There is then a consultation with staff, parents and the community. If there are no substantial objections, then an academy order is passed. Next the land and staffing transfers are done. The school does not become an academy until the contract is signed.
- 2. If staff/parents object does this stop the academy process?**
The objections would be considered by the governors in their deliberations to decide whether they would progress to an academy or not.
- 3. Who manages the HR if the school becomes an academy?**
BCC HR services are currently used by Cromwell school and are available to all schools, both maintained and academies, so will continue.
- 4. What happens to staff pensions?**
The pension payments, service etc. are transferred over to the academy with the pension payment history. Staff's pension will remain the same.
- 5. Will staff conditions of employment change?**
No, there is no intention to change staff's pay and conditions. While academies can change conditions of service, the right to change conditions of service is already an option for maintained schools too. The school is successful and there would be no reason to consider such changes.
- 6. Why are the unions advising schools to keep away from academisation?**
Partly as unions wish to retain the Local Authority having maintained schools. Also a small number of large academy chains have changed teachers' pay and conditions of service, such as reducing staff holidays which the unions are concerned about. Some academy chains have also not fully adopted all the previous school policies. The school will continue to purchase union support, as it does currently through the LA.
- 7. Will our years of service be carried over into the academy?**
Yes, all service is protected through TUPE
- 8. What promotion prospects will the academy provide?**

As an outstanding school Cromwell would be a Multi-Academy Trust (MAT), whereby other schools would join the MAT. Promotion opportunities will potentially be greater through opportunities across the schools within the MAT.

9. Would staff in our school see a lot of changes, if the school became an academy?

The intention is to keep things as they are currently as much as possible. The financial systems would have to change as the funding would come directly into the school from the DfE and not through the LA, but staff would be trained for these changes.

10. How many school do there needs to be in a MAT?

It can be as few as 2. The DfE larger MATs and a favour small MAT as 3 or 4 schools, but this open to change.

11. As an academy can you work with other outstanding schools?

The school can work with any school it wishes, our work with Bournville Junior School will continue.

12. Who is the MAT?

Cromwell will set up its own MAT which schools can join.

13. Who appoints the Trustees?

Approval is given by the DfE.

14. Are the Trustees paid?

The Trustees and Directors of the MAT give their services voluntarily, similar to Governors and do not get paid.

15. Who will support the Head teacher in the MAT?

Cromwell is working with two very experienced School Improvement Consultants that will continue to support the Head teacher.

16. Will staff be required to support other schools?

Current working conditions will carry on and any changes follow consultation and agreement.

17. Who chooses the schools that join the MAT?

The MAT decides which school(s) join it. The DfE may recommend schools but the MAT will ensure due diligence takes place to see if the schools are suitable to join the MAT, and if it has the capacity to support schools who need to improve. Not all schools joining MATs have major issues. Some small good schools, are looking to join MATs to sustain their viability who will be financially challenged when budgets are cuts which is projected in the next few years.

18. Can we have a staff teacher representative on the Governing Body?

Yes, this has always been the case and the Head teacher will need a teacher to volunteer.