

Parent Consultation: on Academy Status

17.10.18

The following document details questions which were raised by parents at the parent consultation meeting. These questions should be read in conjunction with the Parent Consultation PowerPoint slides which are also published on our website.

Communication

Request asked to reconvene consultation meeting for parents. It was felt that not all parents were aware of the meeting because they had not been informed by a letter in the post. The communication used was the school's Facebook page, text message, school's website and a further hard copy letter given to students to take home. No further meetings will take place but Parents and Stakeholders are invited to respond to the consultation in writing.

Finances

Would school have full responsibility of financial delegation?

Within the agreed scheme of delegation of the Bay Learning Trust. All schools within the Trust will follow the same scheme of delegation.

Will the funding be the same as it is now?

Yes, with the possible exception of potentially being able to access further capital allocations through a ring fenced Condition Improvement Fund (CIF).

Can the trust allocate money to other schools in the MAT?

Each academy within the trust has a funding agreement from the Secretary of State. The Academy Trust will work with academy principals and local governing bodies to ensure allocations within the funding agreement are upheld. Audit requirements to ensure transparency within the multi academy trust are rigorous and frequent.

Will there be extra funding?

Not unless the national funding formula changes and schools are allocated more funding through the Education Funding Agency and DfE.

Will applying for CIF funding be successful?

There are no guarantees that this would be successful but the Trust has developed experience and expertise in the field of securing funds and as such have been successful in previous funding rounds. The CIF grants are nationally based and each year condition led criteria are applied.

Resources

Will unqualified teachers be appointed?

The Bay Learning Trust does not currently employ unqualified teachers. Unqualified teachers are not the same as trainee teachers. It is the expectation of BLT and CLHS that we continue to employ the highest quality teachers that we are able to in order to continue to deliver excellent teaching and learning.

Both Bay Learning Trust and Central Lancaster High School are designated teacher training schools and have teachers completing their teacher training placements within the schools, as is common practice in many outstanding and good schools across the country. This work will continue.

Will teachers be expected to teach out of their specialism?

Most teachers have second subject areas and on occasion teachers are able to access additional specialist training in order to support them teaching new subject areas as curriculum models change and develop.

Can teachers' pay be changed?

There is no intention to change teachers' pay and conditions. The BLT has not made any contractual changes for teachers and are committed to ensuring that schools within the trust are able to recruit and retain the best teachers possible.

Will senior leaders be paid more than teachers? Will senior leaders/ HTs and CEOs be paid more than grant maintained schools and/or other trusts?

The Bay Learning Trust are required to publish details of numbers of staff earning in excess of £60,000 and do so through their published financial statements. Senior leaders of the academies are paid in line with maintained schools to enable high quality recruitment and retention.

Will there be an expectation for teachers to work across the MAT; on a dual purpose?

Whilst in future there may be opportunities for schools within the trust to share teachers, potentially within minority subject areas where full time members of staff are not required there is no intention for redeployment in other schools except for in positive instances of promoted posts; however, these are and will continue to be determined through applications and interview processes.

Will vacancies only be made for staff in MAT and not open to applications out of the MAT?

We will always intend to recruit the strongest teachers possible for schools within the Trust, therefore will follow fair and transparent recruitment policies for posts. We expect recruitment to be open externally as well as advertised within the Trust.

How will staff development opportunities be accessed for staff in the MAT?

Opportunities exist and are growing within the Trust for joint staff development to take place. Shared training and shared practice will be widely promoted to all schools within the Trust.

Will the MAT be less accountable to parents? What guarantee can be given that parents will be consulted on school issues?

As now parents will be consulted on major issues or decisions which take place within schools. These consultations usually take place when statutory requirements are in place for example as we consulted at CLHS regarding changes to the school day and the closure of the sixth form. We will continue to work as closely as we can with parents and are keen to develop parental engagement and activity within the school.

Who are the board of directors of the trust?

Full details are published on the Bay Learning Trust website and this information may be found at www.baylearningtrust.com

What is the difference in role as 'principal' and 'headteacher'?

There is no perceived difference other than that the Principal will be able to work collaboratively with and supported by the other principal's in the trust.

Access

Academies do not always select students from disadvantaged backgrounds and 'cherry pick'. How will the MAT set-up admission/ access arrangements?

The admissions policy for CLHS will not change, academies are bound by the same admissions and exclusions legislation as maintained schools

Will there be opportunities for students to access extra-curricular opportunities from other schools in the MAT?

All of the schools within the Trust are committed to ensuring that students are able to access the widest range of opportunities possible. We hope to develop a model which facilitates this as widely as possible.

Post 16 provision

What is the MAT's objective for post-16 provision? Are there plans for 1 sixth form for the MAT?

There are no plans to rationalise the sixth form provision further due to schools across the BLT being based in both the north and south areas of the current schools' district.