



*Consultation with parents and families on proposed academisation as a partnership school within Flying High Trust.*

Date 9 January 2019 – meeting 1 at 2:30pm and meeting 2 at 4:30pm

Consultation 7 January to 4 February 2019 – please send any additional questions to the school email

Presentation from the Flying High Trust – slides available separately.

**Q&A**

**1. Who determines and oversees what the budget is spent on?**

The spend of budget remains the decision of the school and governing body. The Trust provides support and challenge to ensure that the budget demonstrates sustainability and spend is linked to need and impact on improving education and experiences for the children. Any spend over £25,000 would need approving by the Trust board.

**2. Do staff retain the same terms and conditions?**

Absolutely – the transfer from local authority is protected by TUPE regulations to ensure terms and conditions are protected including pay and length of service. Staff remain members of Teacher Pensions or the Local Government Pension Scheme with the same employer contribution rate.

**3. Will the school change name and/or uniform?**

This would be a decision for the school and there are no plans to change name or uniform – we are proud of the identity and reputation of the school and therefore do not wish to change this.

It was noted that some schools have changed name – why is this? This is because some schools see becoming an academy as a fresh start as they have been through difficult times and need to reconnect with their community. This decision in these schools was taken by the school leaders and governing body.

**4. When would the school officially join the Trust if it goes ahead? This appears fast.**

1 June 2019. The school has been exploring academisation for a number of years now and this follows a thorough process to determine that the school and governors believe that Flying High is the right

partnership to join to ensure our school continues to thrive and improve. As a school we are beginning to access the Flying High support and have visited several schools.

**5. What is the impact on admissions because as a Trust they are the admissions authority?**

Admissions will remain under Derbyshire County Council.

**6. Will the Head teacher be asked to be Head of more than one school and will she remain in post?**

The Head teacher has absolutely no plans to leave the school and the Trust is delighted to be working with the Head teacher. Any career moves or wider opportunities would be open to apply for, as are all positions within Trust and all schools. There are no plans for the Head teacher to work across more than one school.

**7. How will being part of the Trust support quality teachers and consistency/decrease turnover?**

Unfortunately, there is no magic wand for staff who leave for very good reasons e.g. career development. However, the Trust hugely supports schools in recruitment and retention.

The Trust runs their own outstanding teacher training provision – training fantastic teachers within Trust schools. Each year the Trust, trainees and schools work together to make the right match for both the trainee and schools.

Being part of a wider partnership also enables staff to make their next career move, hopefully within their existing school, and if not within the Trust schools – meaning the nest staff are retained.

The level of CPD and network support available means that staff can access high quality CPD to enable them to progress and realise their ambitions within the Trust. The Trust is licensed to run National Professional Qualifications for aspirant middle and senior leaders as well as Head teachers.

The Trust also host an annual recruitment evening – all schools showcasing what makes them special and their vacancies. This enables significant marketing and promotion to attract the best potential applicants for all roles within schools – already for the event this year there are over 150 people attending.

Finally, the school and Trust place the wellbeing of staff at the forefront of decisions – enabling staff to have a voice in their wellbeing and to support retention and feeling valued as members of each school.

**8. Does the Trust have marketing and PR support?**

Yes – the Trust has in-house staff and also an external marketing and PR lead to ensure the successes of schools are celebrated, schools have positive reputations, opportunities are marketed and crisis support is available if required.