

Frequently Asked Questions

QUESTION	RESPONSE
Has the decision to convert to an Academy already been made?	<ul style="list-style-type: none"> No!! Until the consultation has been completed and everyone's views have been obtained, a decision will not be made. Each individual school's Governing Board have to weigh up the pros and cons of academy conversion.
Will the governing body in the future be made up in the same way?	<ul style="list-style-type: none"> The current governors would be encouraged to remain. The Board of Trustees would be for the whole MAT whilst local governors will be advocates for the school.
Will the curriculum change?	<ul style="list-style-type: none"> All schools will have to provide a balanced curriculum and will be judged against national standards, which to a large extent, are based on the National Curriculum.
Will children with additional funding for SEND be affected by the proposed changes?	<ul style="list-style-type: none"> No. EHCP and other SEND funding follows pupils and those children will still be funded in the same way.
Will Ofsted inspections continue?	<ul style="list-style-type: none"> The position is the same whether schools are academies or not.
What is the legal status of the land the school occupies?	<ul style="list-style-type: none"> The land will be leased from the local authority. The land stays in public ownership.
Would there be any changes to the admissions policy/criteria?	<ul style="list-style-type: none"> Schools will still be obliged to adhere to the Admissions Code and any changes would have to comply. The LA administers this and would still have overall authority to ensure schools are complying with the Code.
Will the final decision be taken by the governors?	<ul style="list-style-type: none"> Each individual school's Governing Board have the final say but they will consult with parents and staff, neighbouring schools and the LA. The Governors' remit is to act in the best interests of their school and children.
Who employs the staff in an Academy?	<ul style="list-style-type: none"> The Academy itself is the employer, not the Local Authority. It does give staff in school the opportunity to have direct discussions with their employer rather than, as can be perceived, a faceless Local Authority department.
Will terms and conditions for staff change? Are their jobs secure? What might happen in the future?	<ul style="list-style-type: none"> At no point has the Governing Board or Senior Leadership Team considered that varying any staff contract would be in the interests of the school. No changes are envisaged, the nationally agreed teacher's pay settlement would continue to be applied (through this is currently being reviewed by central government in any event). The school recognises the importance of all staff to the life and ethos of the school. Staff are valued, their opinions are important and good employee relationships are seen as the bedrock to the continuing improvement of outcomes for children. If any changes were proposed in the future there would be a full consultation and discussion with staff about the reasons for any proposals and an opportunity for their opinions to be heard.
Would the name of the school change?	<ul style="list-style-type: none"> No.
How will the Head Teacher be guided/supported to make decisions in the best interests of the students and not on the basis of financial constraints or other factors?	<ul style="list-style-type: none"> The Head Teacher can seek support from any service provider that provides a high quality service and good value for money. In reality, the Head Teacher uses a large network of local and national Head Teacher colleagues for informal, support, advice and guidance. This can include asking for recommendations from other leaders about where to seek high quality support. School have always been good at sharing expertise with other schools. The Head Teacher will continue to be able to seek support from the Local Authority if this is appropriate. All services that the school uses have to be considered on a best value basis.

<p>Will the length of the school day or school term change?</p>	<ul style="list-style-type: none"> • There is no plan to do that. As a Local Authority school, the school could already seek to change the length of the school day, but hasn't chosen to do so.
<p>How will the Trust be led and managed?</p>	<ul style="list-style-type: none"> • The Trust would be managed by the Board of Trustees, some of whom will already be school governors. The Head Teacher and Governing Board will continue to lead the school on a daily basis, as they do now, and parents will continue to be represented on the Governing Board.
<p>When is the change likely to come into effect?</p>	<ul style="list-style-type: none"> • The aim is to convert on the 1st October 2018, but this will depend on the schedules of the Department for Education and the Local Authority.