

Grove House Consultation Meetings and Survey Monkey Questions and Feedback

Governors Consultation Meeting
Tuesday 12 May 2020
2:00pm

Question How will we consult with parents?

Answer Due to the pandemic we have prepared a series of virtual consultation events in June. These have been planned at different times of the week and day to enable as many stakeholders as possible to attend a session. We have also offered one to one conversations for those who were unable to attend any planned meeting. We added information on the school website as well as sending out emails and text messages. It is also worth noting we prepared different letters for existing parents to parents of new children starting with school in September. We did this primarily to acknowledge that current parents have been kept well informed over the last 18months as we have been on the journey exploring academy status.

Parent 1 Consultation Meeting
Tuesday 9 June 2020
5:00pm

Attendance:
Michael Thorp (CEO PAY)
Lynette Clapham (Headteacher Grove House)
Roger Butterfield (Chair of Governors Grove House)
Gail Khan (Gail Khan Associates, Project Management)

Parents:
2 x parents

Comment I didn't know what to expect to be honest and that's why I wanted to join the consultation meeting, I'm glad I did as I have found it to be very informative

Comment It all sounds quite positive

Grove House Primary School, Myers Lane, Bradford, BD2 4ED
Telephone: (01274) 636921 Email: office@grovehouseprimary.co.uk

Question **When you say your wanting more schools onboard with the academy trust, how many more schools were you thinking of allowing in?**

Answer Michael Thorp - There are two parts to that question, firstly we have a growth plan which we have to have for the Department of Education and the growth plan says that we would like to get to 10-12 schools over the next 4 – 5 years but that is all dependant on schools wanting to join. We are not looking to take onboard schools that are failing, in the first instance that is not our driver, our driver is that we want good schools to join us. If we do get to a point where we feel we can support a school that is in difficulty then we would consider that but it would be on a case by case basis. We are keen that we keep the Primary agenda, we do not want a Trust that is led by secondary schools.

The second part to the question is how do we expand? And the answer to that is, carefully, we need to go through two phases, one of which is consolidation and the other is growth. Grove House Primary School coming onboard represents growth and after that we would expect a period of consolidation to ensure that we have everything working and pulling together as a Trust before considering expanding further. The Trustees are very keen that we get that balance right.

Gail Khan - This is also an important time for Pennine Academies Yorkshire as we will be moving from a small organisation into a larger organisation and we have to scale that very carefully with everything we are currently working towards and with the growth of the Trust. One or Two schools joining the Trust per year is about right, no more than that.

Lynette Clapham - I think it is important to note that Grove House are joining for the right reasons, we are not just another school, or another number, we are valued and have worked really hard over the last two and a half years to build the school back up and I am absolutely committed that we will not loose that, and this is something I have discussed with Michael.

Question **Do we get any funding from the Government for changing into an academy?**

Answer Yes we do, schools get access to a grant for up to £25,000, this should cover all expenses incurred and it will not compromise any existing budget, we have legal fees to pay and also the council legal fees, there is costs linked to pensions also as part of the process. But these costs do not come out of the day to day school budget.

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Unions Consultation Meeting
Wednesday 10 June 2020
2:30pm

Attendance:

Michael Thorp (CEO PAY)
Lynette Clapham (Headteacher Grove House)
Roger Butterfield (Chair of Governors Grove House)
Ben Cain (Fusion HR)
Gail Khan (Gail Khan Associates, Project Management)

Unions:

Donna Willoughby, Unison
Mark Sutton, ASCL

Question What measures might be put in place that will affect staff at Grove House?

Answer There is only a measure in place that will affect one member of staff, the site manager where a tenancy agreement will be put in place for the caretaker property. This builds in extra protection for the caretaker and is a good thing.

The HR provider*, payroll provider and pay date will remain the same, we will be having a separate TUPE meeting for staff on 24 June, there will be two meetings on that date to choose from.

** During consultation it was clarified that the HR Provider may change as Pennine were progressing with a Trust procurement for HR services for all schools in the MAT. Grove House would adopt the same provider on conversion. The outcome of this will be confirmed by the 1st September 2020.*

Question Will there be a recognition agreement with the Unions put in place? Will this include regular JCNC's?

Answer There is a Trust / Union recognition agreement in place already which was agreed in December 2018. Over the coming weeks we will be reviewing this and engaging with unions to ensure it is fit for purpose and that in 2020/21 we schedule a series of meetings to take any relevant discussions forward.

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Staff Consultation Meeting
Wednesday 10 June 2020
3:30pm

Attendance:

Michael Thorp (CEO PAY)
Lynette Clapham (Headteacher Grove House)
Roger Butterfield (Chair of Governors Grove House)
Ben Cain (Fusion HR)
Gail Khan (Gail Khan Associates, Project Management)

Staff:

3 x staff members

Unions:

Donna Willoughby, Unison
John Howarth, Bradford District and National Education Union
David Hunt, NASUWT

Comment **I think it is good that we are joining other schools and I think we will learn a lot and the other schools can learn from us, it's great to be part of something, we are not on our own anymore**

Comment **John Howarth, we have a very good relationship with the Pennine Trust and we hope that this will continue**

Councillors Consultation Meeting
Wednesday 17 June 2020
10:00pm
No attendees

Please note Cllr Ward spoke with the Chair of Governors on the 16th June to clarify points linked to the curriculum, admissions and Pennine Academies Yorkshire.

Parent 2 Consultation Meeting
Thursday 18 June 2020
3:30pm

Question: **What are the main differences between being an academy and staying as we are?**
Answer: There are advantages and disadvantages of being an academy some of the advantages are that;

- finance is direct from central government
- there is a bit more autonomy
- greater financial reporting and transparency
- you can generate economies of scale leaving more money in the budget for children and teaching and learning

Question: **Do you follow the national curriculum?**
Answer: Yes, we do. Same testing and inspection regime and no need to deviate from the national curriculum.

Online Survey Monkey Comments and Questions

Question **Do our teaching contracts remain the same? Does the length of service we have to date continue or does it start again? What happens if someone goes off on maternity leave, would they be told they don't get any allowance as they haven't worked for Pennine Academies Yorkshire for long enough? The same with sick pay/allowance – if they say we haven't worked their long enough to receive any of these benefits?**

Answer All contracts of employment remain the same when you transfer to the Trust and your continuous service comes across with you. It is important staff check the employee data sheets to ensure the information transferring is accurate and this will be done in July. Maternity and sick pay for all transferring staff stays the same as it is now. Pennine follow School teachers terms and conditions and all national and local agreements.

Comment **Whether or not contracts remain the same, the length of service we have to date if that stays or starts again and whether things would change like maternity leave/allowance and sick pay allowance – if they say we haven't worked under their umbrella long enough to receive any of these as benefits. I cannot find information like this on the website / in the policy section**