



Consultation Report Grove House Primary School

July 2020



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1. Introduction

1.1 Geographic position of the school(s)

The map on the next page shows where Grove House Primary School is in relation to where other Pennine Academies Yorkshire schools are. All schools within PAY are based in Bradford, West Yorkshire. They have excellent road connectivity due to the proximity of the schools to each other meaning that travel time between schools permits staff to meet regularly in support of school improvement and their professional development.

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Schools within the Trust

- 📍 Laycock Primary School
- 📍 Farnham Primary School
- 📍 Hollingwood Primary School
- 📍 Crossley Hall Primary School
- 📍 Grove House Primary

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2. Consultation Methodology

The overall aim of the consultation process was to ensure that everyone who has a stake in the decision of the school to become an Academy and join Pennine Academies Yorkshire had the opportunity to hear about the plans and to share their views.

The objectives of the process were to:

- Provide relevant background information for stakeholders
- Explain the reasons for the proposed transition to academy status
- Set out the stages in the process for the school to become an academy with Pennine Academies Yorkshire and the associated timelines
- Answer questions raised

The principles laid down by the project team for the consultation were that it should be:

- An open and transparent process
- Accessible to all stakeholders in terms of:
 - The times of the events
 - The language used (jargon-free wherever possible and acronyms fully explained)
 - Well-publicised

A variety of media were used to consult including:

- Direct letters
- Text messaging
- Publicised virtual meetings involving presentations and questions and answer sessions
- Frequently asked questions and comments slips
- Online survey
- School website (See Appendix 1)

As the consultation was being delivered virtually we also extended the period of engagement which started on 1st June 2020 and finished on the 4th July 2020.

2.1 Direct letters

Letters introducing the consultation were sent from the Governing Body to the following groups and are included in Appendix 2a, 2b, 2c and 2d.

- Parents/Carers/Community members
- Councillors
- School Staff
- Trade Unions

2.2 Online survey

Survey Monkey was used as an online tool to provide everyone with an opportunity to have their say and to gauge reaction to the proposal to convert to academy status and join Pennine Academies Yorkshire. The results of the survey can be found in this report under section 3.2.

2.3 Publicised meetings

The following timetable of events was communicated to stakeholders and carried out during the consultation period:

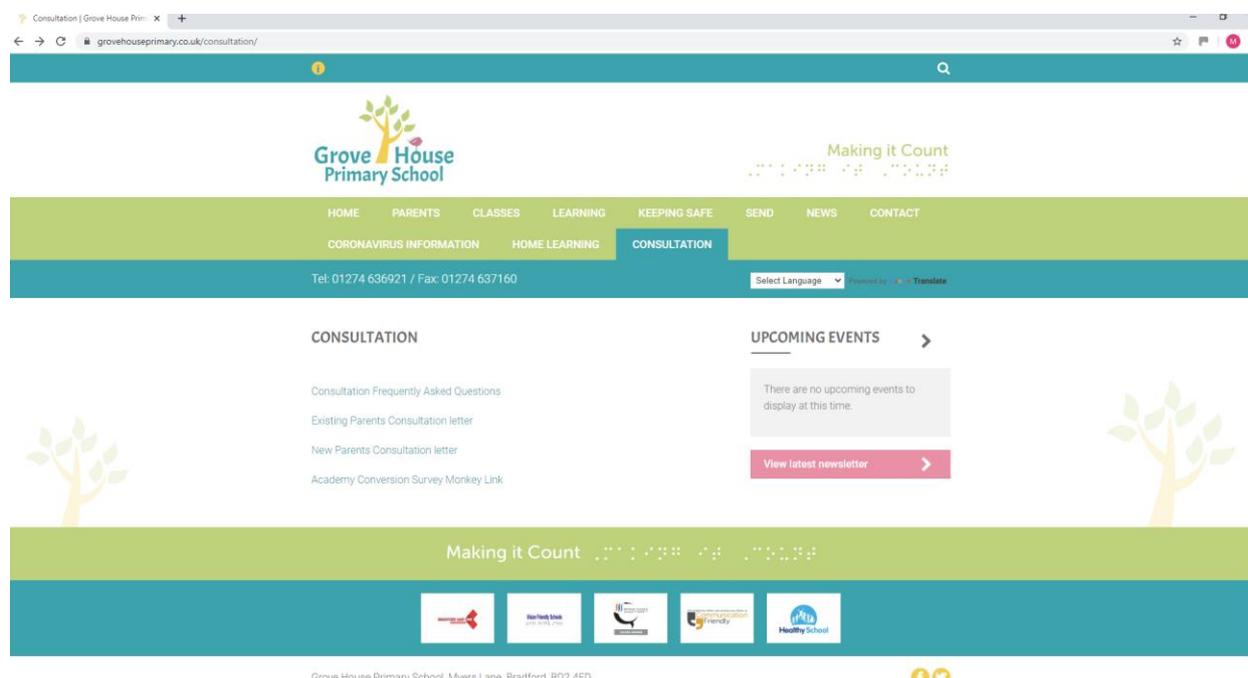
Date	Time	Event	Venue
12 May	2:00pm	Governors Consultation Meeting	Virtual Google Meet
10 June	2:30pm	Trade Union Meeting	Virtual Google Meet
10 June	3.30pm	Staff Consultation Meeting	Virtual Google Meet
17 June	10:00am	Councillors Consultation Meeting	Virtual Google Meet
9 June & 18 June	5pm & 3:30pm	Parent/Carer and Community Consultation Meetings x 2	Virtual Google Meet

2.4 Staff, Parent/Carer and Community Meetings

At each of the consultation meetings a presentation was given with information about Pennine Academies Yorkshire and why the school is proposing to convert to academy status. A copy of the presentations can be found in Appendix 3a, 3b and 3c.

2.5 Frequently asked questions (FAQs)

At Appendix 4 is the FAQ document that was distributed to parents/carers and staff in the school and a copy was also displayed on the school website.



3. Overview of the Feedback received

Appendix 5a and 5b contains all the questions, comments and feedback received from the various meetings and surveys which took place throughout the consultation period. Numbers of participants in meetings and survey responses are outlined on the next page.

3.1 Attendance at Consultation Meetings

Date	Event	Venue	Number in attendance
12 May	Governors Consultation Meeting	Virtual Google Meet	3
10 June	Trade Union Meeting	Virtual Google Meet	4
10 June	Staff Consultation Meetings	Virtual Google Meet	12
17 June	Councillors Consultation Meeting	Virtual Google Meet	1
9 June & 18 June	Parent/Carer and Community Consultation Meetings x 2	Virtual Google Meet	Session 1 – 3 Session 2 - 2

3.2 Survey Monkey Online Survey

Feedback via the online survey was minimal with only 2 responses one from a staff member and one from a parent/carer. Both were supportive of the proposal to become an academy and join Pennine Academies Yorkshire. In answer to the question do you agree that the Secretary of State should enter into a Funding Agreement (contract) for Grove House Primary School? both answered don't know which is not unusual due to the lack of understanding about what the funding agreement is.

	Parent/Carer
Have you received enough information regarding the reasons why the school is proposing to become an academy and join Pennine Academies Yorkshire?	Yes 1
Have you received enough information about Pennine Academies Yorkshire?	No 1
Should we keep the school name the same?	Yes 1
Should we keep the school uniform the same?	Yes 1
Do you support the proposal for Grove House Primary School to become an academy and join Pennine Academies Yorkshire?	Yes 1
Do you agree that the Secretary of State should enter into a Funding Agreement (contract) for Grove House Primary School?	Don't know 1

	Staff Member
Have you received enough information regarding the reasons why the school is proposing to become an academy and join Pennine Academies Yorkshire?	Yes 1
Have you received enough information about Pennine Academies Yorkshire?	Yes 1
Should we keep the school name the same?	Yes 1
Should we keep the school uniform the same?	Yes 1
Do you support the proposal for Grove House Primary School to become an academy and join Pennine Academies Yorkshire?	Don't Know 1
Do you agree that the Secretary of State should enter into a Funding Agreement (contract) for Grove House Primary School?	Yes 1

A summary of all the responses, themes and the messages contained therein, is provided below.

3.3 Themes and Key Messages

Appendix 5a and 5b contains all the questions, comments and feedback received from the various consultation events / media used throughout the consultation period. A summary of all the responses and the messages contained therein, with implications for the school and Pennine Academies Yorkshire provided in the remainder of this section.

Stakeholders are most interested in:

3.3.1 Understanding what the advantages are of becoming an academy

Parents and carers were keen to understand more about Pennine Academies Yorkshire and the advantages to Grove House of becoming an academy. The information shared with stakeholders and the presentations given at the meetings enabled parents/carers to build a clear picture of the benefits to the change and joining Pennine.

The Headteacher, Chair of Governors and Pennine were able to articulate some of the impact it has already made through members of its leadership team been at the school and the improvement in pupil outcomes.

3.3.2 Providing reassurance that staff will have the same terms and conditions of employment as they do now.

Staff were keen to understand any impact on their terms and conditions particularly with regards to pensions, continuity of service, maternity and sickness. Pennine assured colleagues that there are no plans to change terms and conditions following and transfer and anything that did change down the line like now would be consulted on with staff and unions as required. It was also confirmed all Trade Unions would be recognised by Pennine Academies Yorkshire.

3.3.3 The opportunities available to the school being a member of Pennine Academies Yorkshire

Parents and staff which participated in the consultation were extremely complimentary about the leadership of Grove House and Pennine Academies Yorkshire being the proposed MAT the school would join. Many were looking forward to the change and the opportunities it would bring for the children and also for professional staff development.

4. Conclusion and Recommendations

On compiling all the feedback and reviewing the data received, the conclusion that can be drawn is that there are no apparent legitimate reasons why the school should not become an academy according to the timescales outlined. Whilst overall response to the consultation was low the school has regularly communicated with staff and parents about its plans prior to this proposal been shared which has enabled many questions to be asked prior to this exercise.

There is a view that Pennine Academies Yorkshire will be a positive partner for the school, but it is important to recognise the ongoing dialogue is going to be extremely important. All stakeholders who participated recognised the positive impact and involvement of Pennine Academies Yorkshire on children and young people alongside staff.

5. List of Appendices

Appendix 1	Extract from School Website
Appendix 2a	Invite letter to Parents/Carers/Community
Appendix 2b	Invite letter to Councillors
Appendix 2c	Invite letter to Staff
Appendix 2d	Invite Letter to Trade Unions
Appendix 3a	Parents/Carers/Community Presentation
Appendix 3b	Staff Presentation
Appendix 3c	Governors Presentation
Appendix 4	Frequently Asked Questions for Stakeholders
Appendix 5a	Feedback Received from consultation meetings and online survey
Appendix 5b	Online Survey Monkey results and questions