

EASTHAMPSTEAD PARK COMMUNITY SCHOOL
ACADEMY CONSULTATION FEEDBACK
Latest response 06.05.2022 19h56



Feedback posted on Friday 06.05.2022

No	Timestamp	Consultation Feedback
76	4/29/2022 11:50:20	No Feedback required
77	4/29/2022 11:59:37	No Feedback required
78	4/29/2022 16:33:18	<p>Will we be expected to purchase chrome books like the parents of Kings Academy Binfield have been expected to do? Each school has its own curriculum and IT strategy as we have different facilities amongst our sites.</p> <p>Currently there are no plans to do this. If there where the rationale would be explained to parents who would need to signal their support. Training would also need to be factored in for staff as it would represent a significant change from our current practice.</p>
79	4/29/2022 16:44:43	<p>In relation to uniform and in particular the skirts - currently we can order skirts from Stevensons at a cost of £33 with an alternative more affordable priced skirt from M&S ranging from £12 to £16 (for 2). I have looked at the Kings Binfield skirts on Stevensons website and they are £45 for one. This is an increase of an extra £12 if ordering via the uniform shop.What will the cost be for skirts for EP in this same style? Will there be more affordable and realistic costs for an alternative supplier for parents to be able to even afford more than 1 skirt for their child?</p> <p>Thank you for your feedback. Please refer to Mrs. Cooks's video on the website where she explains the process of securing the uniform change with the supplier which occurs a year in advance of the implementation. Notwithstanding the fact that we do not have the academy order and would need to complete the consultation first. We are sensitive to the cost pressures parents are under and have allowed for this phasing in uniform will be planned for</p>
80	4/30/2022 0:13:32	<p>I am very much opposed to EP becoming an academy. We chose the school because of Mrs Cook's explanation of why she wanted to keep the school as council run and not accept academy status</p> <p>Thank you for your feedback. Please watch Mrs. Cooks's video for some context. The government's current white paper has made it clear that all schools need to move to Academy status. Perhaps it is better to choose who you wish to join in a considered way rather than be forced to join any group further along the line. We will continue to participate as all the Academy Schools, Edgbarrow, Sandhurst, Brakenhale, and Binfield do now should we proceed.</p>
81	5/1/2022 20:26:27	No Feedback required
82	5/2/2022 15:16:01	<p>"Having read the letter and information provided, I have the following questions and thoughts:</p> <p>1) for continual improvement, change is inevitable so does the mean there will be further meetings to gain staff voice before the conversion and after the conversion as the trust develops? Will us teachers be given prior notice to these meetings and then be given appropriate time to talk to one another so that we can gather our</p>



thoughts, reflect and come up with sensible questions/ ideas so that we are fully involved in exploring this together?

We have done some joint work together and would expect to continue to work in a collaborative way should we proceed. Staff input will be pivotal to this process.

2) How often will we see 'partnering' and what shape or form will this take? Have the termly HODs meetings been an example of this and how will the trust ensure that this time is used wisely and all parties learn from this collaboration? Will the termly HODs meetings continue and will there be due credit and recognition given to those of us who contribute well and share good practice with our counterparts?

This isn't part of the consultation but it is good practice to collaborate and share expertise so yes we would see this aspect developing. Plans moving forward would form part of the planning for the following academic year as they would if we were not proceeding.

3) What is the timeline to get accustomed to being part of a trust and what is then the timeline to work with otter MATs?

The timeline for conversion is not set and is dependent on a number of factors: the consultation, approval from the DFE, and agreements between the MAT and the LA. This takes time as there are legal precedents and protocols that need to be followed. Ideally, transfers take place at the start of the academic year or between term holidays.

4) Where the letter has ""been testing out the relationships"", what does this mean, what were the benefits and negatives? What sort of opportunities will be available for a long term HOD be across the trust either same-phase or across-phase? How is the KGA trust and our school looking at key strengths of staff to make the most out of experienced members who have knowledge and skills to give to secure the best for our students?

The staff have been made aware that we are associate members of Kings which has allowed us to collaborate together on a number of initiatives, CPD training, strategy days and forums have all been attended by staff. This is unusual as normally this offer wouldn't be in place during consultation. Staff are contracted to work at this school so we can't predict what opportunities might occur in the future. However, we believe we do have a very good understanding of the strengths weaknesses, and capabilities of our staff through the mechanisms we operate in school. These are operational and have nothing to do with the LA.

5) If there is no LEA involvement, who will be supporting our ETCs and NQTs and do the LEA part after we join the trust?

The same mechanism will be in place as is now reminding you that the majority of secondary schools in LA are already academies so we share the same arrangements.

6) our school has made massive steps in making our training and CPD prog suitable to our context and unique to each department, How do we know we are not going to go backwards on this and



		<p>lose this uniqueness? Can we have some examples of ""high-quality training""</p> <p>Training is dependent on needs and those needs are gathered from a range of sources: staff, nationally, etc. We will continue to seek out and collaborate to keep our staff upskilled. Training plans are gathered in the summer term and this work will continue.</p>
83	5/2/2022 19:56:52	<p>1. Re Benefits of joining KGAT - 1.1) What demonstrable benefits have resulted from the current collaboration between EPCS and KGAT?</p> <p>CPD development, training for staff on remote teaching. Sharing Strategies for examination success. HT Meetings networking opportunities. Forums SENCO and DSL and PP are all demonstrable benefits.</p> <p>1.2) What demonstrable benefits have resulted from previous collaborations within KGAT schools?</p> <p>Difficult to answer except that each school we have visited or attended a network meeting with has behaved in a collaborative way and clearly there is a support network in place</p> <p>1.3) How much additional money is expected to be available to the school through the "greater economies of scale" over the next three years?</p> <p>Without referencing the school budget in detail, I can't answer this nor do we have a heads up on Government funding and the APW figure. But clearly, if there is any it will be used appropriately to support schools' needs.</p> <p>1.4) What additional grants and bids would the school have access to that are not currently available?</p> <p>At the moment capital funding is dependent on school type, need, and Government policy</p> <p>How much money would realistically be expected to accrue to the school from such sources over the next three years?</p> <p>As above</p> <p>2. Re Governance - 2.1) By what process would decisions be made about allocating funding from government and other sources to individual schools within the KAGT?</p> <p>Funding is devolved through the mechanism of the school's forum for a small part of the budget mostly using the AWPu funding which ass schools get dependent on NOR. You can access the forum minutes online if you wish because they are public meetings.</p> <p>2.2) What would the role of the governing body be within the new governance structure?</p> <p>Download the scheme of delegation on the KGA Governance page for more information here but there remains LGB in place i.e. our current Governors.</p>

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		<p>2.3) Currently, if I have an issue with the school that cannot be resolved by the Headteacher or the Governors, I could seek a solution with someone that has been elected by the community. How would such issues be resolved in the new governance structure? As is now</p> <p>3. Re Terms and conditions - 3.1) How long will the staff's terms and conditions remain in place following a transfer into the KGAT management system? TUPE would remain unless your changed job role requires a new contract.</p> <p>4. Re Teaching - 4.1) How would the curriculum to be taught at the school be decided under the KGAT management system? e.g. Is it envisaged to have a single curriculum that will be followed by all KGAT schools at year 7-13 level? No, as each school has contextual reasons that are allowed for through curriculum development There could be some benefits in the future but only if all schools thought so and staff thought a collaboration would benefit.</p> <p>4.2) How would the curriculum be delivered in terms of departmental planning and plans for individual lessons? e.g. Is it envisaged to have a common set of lesson plans covering all subjects for years 7-13? As above</p> <p>4.3) What emphasis does KGAT's management place on the teaching of STEM subjects? They are fully supportive of STEM subjects</p>
84	5/3/2022 13:10:39	<p>I don't have any questions at the moment but I'm sure some will develop as we progress. I will ask them when they arise if they are not covered in the FAQs.Many thanks. Thank you for your feedback</p>
85	5/3/2022 15:10:49	<p>Can the academy dictate what exam board the schools use? At GCSE and A Level there is choice in regards to which units we study. Can the academy dictate which units we do and do not cover? We've worked very hard recently to implement the model/ group practice/independent practice, silent solo, knowledge recalls, etc. into our lessons. Could this be removed/changed at the request of the academy? No this is an operational decision for the HT not a strategic one for the Trustees. Teaching and Learning strategy is aligned to our current practice and we have been working collaboratively with Kings this year on developments.</p>
86	5/3/2022 15:33:11	<p>I am struggling to see the benefits of becoming an academy from the three reasons given. I was there at the training and have consulted with 4 other teachers about how they got on with their</p>

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		<p>groups that they worked in. Each member of staff said that our school lead the training and didn't get anything from Kings. The third reason is regurgitated from reason 1 and the 2nd point could well be valid but not a massive positive to go into an academy.</p> <p>Thank you for your feedback This is disappointing as our staff have led on a number of sessions and the time and effort they put in was valued by the HT and the CPD leads in school. In the future, there is an opportunity to change this. Matt Hall asks for evaluations after training and will reflect staff's concerns. Hopefully those staff who felt it could be better will be willing to lead sessions in the future so they are of more benefit.</p>
87	5/3/2022 19:32:30	No Feedback required
88	5/3/2022 19:34:00	No Feedback required
89	5/3/2022 19:40:47	No Feedback required
90	5/3/2022 19:54:37	No Feedback required
91	5/3/2022 19:58:39	No Feedback required
92	5/3/2022 20:21:59	<p>"When will Kings Academy work with the unions and BFC HR to agree a Recognition Agreement?</p> <p>Yes they will and expect to have a recognition agreement in place next year</p> <p>For how long will pay and conditions be protected after conversion?</p> <p>Ongoing as this is part of the TUPE process unless your job role changes only at that point, does your contract change.</p> <p>What are the key differences between the salary structure/pension schemes at KA schools and EP?</p> <p>The pension scheme is identical as they pay into the Teacher's pension and recognise support staff similarly. Pay scales are the same for BFC in BFC.</p> <p>Do schools in the KA group follow a typical term structure of 6 half terms? Is the length of the school day broadly similar across the group and how similar is this to EP?</p> <p>Yes, the term dates may vary by County as some schools are in Portsmouth and one in Reading. School day times fall under the operational responsibility of the HT and the Governors.</p> <p>How will the leadership structure and support structure look in two years/five years?"</p> <p>This is impossible for us to predict all we can say is currently I have no plans to change it</p>
93	5/3/2022 20:29:48	No Feedback required
94	5/3/2022 20:32:29	No Feedback required
95	5/3/2022 20:34:29	No Feedback required

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96	5/3/2022 20:47:51	No Feedback required
97	5/4/2022 7:40:55	<p>1. How close are the academy trust to getting a recognition agreement in place with the unions? They expect to have an agreement in place next year.</p> <p>2. Will staff be expected to teach across schools within the trust? No, unless they are consulted or want to as some may see it as an opportunity.</p>
98	5/5/2022 9:07:14	No Feedback required
99	5/6/2022 19:56:23	<p>After the initial agreement, how long do current contracts remain in place? Will there be any prospect of these changing after say a year after becoming an academy? Will the pay scale remain the same, will blue sky still be used to monitor progress. If we progress once we are granted the academy order, the local authority must begin the TUPE process. When TUPE applies the employees' jobs usually transfer over to the new company, employment terms and conditions transfer, and continuity of employment is maintained. Leaders, teachers, and support staff will remain and have their terms and conditions protected as part of the conversion process. No terms or conditions will change as a result of the conversion. Staff who join after conversion will go onto KGA terms and conditions, as will any staff who change roles. Anyone who stays in the same role will stay on their existing terms and conditions. In joining the Trust, EPCS staff would transfer to KGA employment under protection of 'TUPE legislation' this means that their current contract of employment, along with the terms and conditions within it transfer with them.</p> <p>Will blue sky still be used to monitor progress? There are no plans to change the monitoring software</p> <p>What is the impact on my pension? The pension scheme is identical as they pay into the Teacher's pension and recognise support staff similarly. Pay scales are the same for BFC in BFC</p>