

Appendix 7

Direct Letters

In response to the letter sent to a variety of stakeholders, three responses were received, two from local Councillors and one from the Primary Lead of a local MAT, as follows:

Responses to consultation

----- Forwarded message -----

From: **Fareham John (Councillor)** <Councillor.Fareham@hullcc.gov.uk>

Date: 14 March 2017 at 15:22

Subject: RE: Humber Education Trust

To: Milner Alyson <Alyson.Milner@hullcc.gov.uk>, Members <Members@hullcc.gov.uk>

Cc: The Headteacher <head@clifton-pri.hull.sch.uk>

Thank you for this and I appreciate the courtesy.

I am not a representative for any of those areas and so feel it would be wrong for me to comment other than to say my support for Trusts is somewhat nuanced but I nevertheless wish you well and hope that the *pupils* will see any benefit.

From: Milner Alyson

Sent: 14 March 2017 14:10

To: Members

Cc: 'The Headteacher'

Subject: FW: Humber Education Trust

Importance: High

Dear Councillor

Please find attached a letter regarding the proposed formation of Humber Education Trust. As part of the consultation process we invite any comments.

Kind regards

Rachel Wilkes

Mrs R Wilkes

Headteacher

Clifton Primary School

Burslem Street

Kingston Upon Hull

HU2 9BP

----- Forwarded message -----

From: **Colin Inglis** <colini@colini.karoo.co.uk>

Date: 14 March 2017 at 20:42

Subject: Re: Humber Education Trust

To: Milner Alyson <Alyson.Milner@hullcc.gov.uk>

Cc: The Headteacher <head@clifton-pri.hull.sch.uk>, "Mancey Martin (Councillor)"

<Councillor.Mancey@hullcc.gov.uk>, "Jones Rilba (Councillor)" <Councillor.Jones@hullcc.gov.uk>

Thanks for the information. Frankly, I've thought from the beginning that the drive for Academisation, admittedly supported by all major parties at a national level, would ultimately be an unmitigated disaster. I have not deviated from that view, I simply cannot put a time-scale on it. Individual schools have, I suppose to put their best face on this, knowing that some are not enthusiastic at all and have not wanted to lose the support of the Local Authority. Unfortunately that boat has sailed for the moment, so whilst I wish you well in your endeavours and I note that some of these schools are in the Ward I represent and have vastly improved their standards in the past fifteen years, Academies or no; I really have no other comments to make.

Regards

Cllr. Colin Inglis

From: [Milner Alyson](#)

Sent: Tuesday, March 14, 2017 2:10 PM

To: [Members](#)

Cc: ['The Headteacher'](#)

Subject: FW: Humber Education Trust

Dear Councillor

Please find attached a letter regarding the proposed formation of Humber Education Trust. As part of the consultation process we invite any comments.

Kind regards

Rachel Wilkes

Mrs R Wilkes
Headteacher
Clifton Primary School
Burslem Street
Kingston Upon Hull
HU2 9BP

----- Forwarded message -----

From: **tattwater** <tattwater@bricknell.hull.sch.uk>

Date: 14 March 2017 at 14:29

Subject: Humber Education Trust

To: Headteacher The <head@clifton-pri.hull.sch.uk>

Dear Rachel

Thank you for the information you have sent around the formation of the Humber Education Trust. I think this looks a really exciting proposal and I sincerely wish you and your partner schools well.

As you are aware, I am now the Primary Executive Lead for the Sirius Academy Multi Academy Trust, taking a strategic lead on standards across the primary schools in our partnership. I just

wanted to take this opportunity to say that I would be very open to looking at opportunities for some collaborative working between our MATs, as I firmly believe that cooperation between MATs, rather than competition, is going to be the key to success in this increasingly fractured education system. I would welcome a discussion with you at some point if you feel that this would be something you would be interested in exploring further.

Very best wishes

Tim

Tim Attwater
Primary Executive Lead: Sirius Academy Multi Academy Trust
Bricknell Primary School
Bricknell Avenue
Hull
HU5 4ET
01482 493208

On-line Survey

The following responses were received for each of the schools:

School	No. of responses	Q1			Q2			Q3			Q4			Q5			Comments	Respondents (where declared)				
		Y	N	?	Y	N	?	Y	N	?	Y	N	?	Y	N	?		Pupil	Parent	Staff	Communi ty	Other school
Adelaide	4	4			4			4			4			4			No questions/comments		1	3		
Broadacre	2	2			2			2			2			2			One question: <i>Will joining the trust affect building the new proposed school?</i>		1	1		
Christopher P	0																					
Clifton	2	2			2			2			2			2			No questions/comments			2		
Ganton	0																					
Gillshill	2	2			2			2			2			2			No questions/comments		1	1		
Maybury	0																					
Neasden	0																					
Parkstone	1	1			1			1			1			1			No questions/comments		1			
St Nicholas	2	2			2			2			2			2			No questions/comments			2		
Tweendykes	0																					
Woodland	3	3			3			3			3			3			No questions/comments			3		
TOTALS	16	100% Yes															One question		4	12		

Publicised meetings

Questions and answers from Governors event

21.03.17

Attendee numbers: **XXX**

Question: You mentioned that schools can't expand as a result of the academy process – did you mean this can't happen at all?

Answer: No – we meant that it can't happen at the same time and as a result of the academisation/ transfer to a MAT. However if you are currently consulting on expansion from 1 FE to 2 FE or additional nursery provision for example, this can happen. Also these things can happen in a planned way after academisation/joining of a MAT but not as a direct result of the process. Any school admissions changes have to be approved by the Trust Board. Edubase is the central DfE register of all schools' details and any changes that happen before/after conversion/joining need to be reflected in Edubase.

Question: Do buildings and capital monies go via the Trust?

Answer: Yes, because of the size of the Trust capital bids and funds will come through the MAT. Devolved formula capital will pass down to schools as now.

Question: How long are the legal issues likely to take with shared sites for example?

Answer: It can be difficult and take a long time. It can be achieved in 5 – 6 months if all goes well however can take 12 months or longer or never happen! In your case we know that the Local Authority is already working on the issues and sorting them out. Legal agreements may need to be drawn up and signed as part of the funding agreement for example if there is a shared boiler, how power will be paid for by the different parties.

Question: Will schools be able to carry forward their surpluses in full?

Answer: Yes.

Comment: The additional project management capacity has been very helpful.

Comment: It is worthwhile checking with heads and staff that there is capacity within the school to deal with the necessary processes associated with conversion and joining. Governors may wish to ask this question of their heads and SLTs.

Comment: From Rachel Wicks, - The process is quite daunting for schools but we are hanging firmly onto our vision for our partnership and Trust.

Comment: These are exciting times and lots of opportunities.

Comment: From the Head teacher at Ganton – Ganton has been through the process and now sees the benefits of working closely with other schools.

- Comment: Partnership and collaboration are key but there are other partnerships that we will also continue to support and nurture and new ones that we will build.
- Question: How will the role of the CFO work? Is this a part-time or full-time position? Will they manage business managers/finance in schools?
- Answer: We anticipate having a CEO and a Finance Director in place from the start of HET – they may not be full time initially. As HET grows this will need to be reviewed to ensure there is enough central support for all the schools.
- Question: How did the logo arise, who did it?
- Answer: The logo was designed by a parent at Woodland Primary. She is a graphic designer and has two children at the school.
- Question: Is it acceptable that a proposed Member could be deemed as an associated LAAP?
- Answer: This will be checked with the legal advisers.
- Question: What is meant by curriculum freedoms?
- Answer: For example a school with a significant EAL cohort which for many means English as a second language: There is flexibility within a broad and balanced curriculum not to have to teach a second foreign language eg French because pupils need additional support in English. Academies are still assessed in the same way as maintained school i.e. ofsted, SATs etc

Questions and answers from St Nicholas Primary 22.03.17

Attendee numbers: 12 (2 parents, 8 staff, 1 governor and head teacher)

Staff questions/comments

- Comment: Sounds good. Very planned and managed.
- Comment: We're looking forward to working more closely with other schools, sharing practice and getting new ideas.
- Comment: We'd like to see vacancies shared across HET with HET staff given first preference on vacancies.

Parent questions/comments

- Question: Question directed to head teacher – what do you think about some decision-making moving up to the Trust, away from the governing body.
- Answer: Answer from the head teacher – As a small school I think this is positive because I spend so long on finance issues for example which could be done more efficiently and professionally by others leaving me to concentrate on the most important thing – educating and supporting our children.

Question: Do you think that schools will lose their identity in a larger MAT?

Answer: Answer from the head teacher – No I'm not worried because we are a collection of individual schools serving our particular communities and we know that individuality matters.

Question: Are you worried that schools might lose some of their funding?

Answer: Answer from the head teacher – No I'm not worried because we have a collective responsibility for all the children in our schools and we will make strategic decisions according to highest need and this is important to us. If St Nicholas has to wait because others' needs are greater then we will understand this and wait for our turn.

Question: What about the cost of all the extra finance and legal work for instance – will this be very high?

Answer: Answer from the head teacher – All schools will be subject to a top-slice to pay for central services. As a single academy we have to pay for these things now and with the top slice there will be efficiencies and we will be able to have full time professional in place doing things that currently take me a large amount of time.

Questions and answers from Ganton Parents event 22.03.17

Attendee numbers: Zero

None

Questions and answers from Christopher Pickering Parents event 22.03.17

Attendee numbers: Zero

None

Questions and answers from Ganton, St Nicholas and Christopher Pickering staff event 22.03.17

**Attendee numbers: 118 Ganton staff members
3 St Nicholas staff
0 Christopher Pickering staff**

Question: What will be the costs for all these conversions and joining the new MAT?

Answer: The costs for the academy conversions will be covered by the £25k grant from the DfE and for those schools that are currently Single Academy Trusts much of their legal and HR work has already been done so the costs will be minimal. The partnership of schools have already agreed to share the costs across the whole of the schools and anticipate there being sufficient funds to cover the necessary costs.

Question: What will the top slice figure be?

Answer: This as yet to be determined but the percentages range across the country from 2.5% to 6%. We know that we will have central costs (eg Chief Executive Officer and Finance Director) but we will keep these costs to a minimum so that the maximum amount of money is passed to individual schools for their pupils.

Question: How many full executive posts will there be?

Answer: We anticipate having a CEO and a Finance Director in place from the start of HET – they may not be full time initially. As HET grows this will need to be reviewed to ensure there is enough central support for all the schools.

Question: What are the issues with pension liabilities?

Answer: Some schools have a very large pension liability which means that the financial risk of converting is too great and as a result the schools may choose not to convert. This happens very rarely and is something that will be ascertained as part of the due diligence activities pre-conversion.

Question: Why are there only primary and special schools in HET, why no secondary?

Answer: There is no particular reason other than these schools currently work very well together already and creating HET felt like a natural progression of the partnership. Many of the schools have been looking around for a MAT that suits them and their ethos as schools and creating HET felt like the right thing to do at the right time. Curriculum development across HET will be key and the fact that the schools already work very closely will be a great advantage.

Questions and answers from Broadacre and Parkstone parents/1 28.03.17

Attendee numbers: 2 parents

Question: Who has chosen the names to be part of HET governance structure?

Answer: These names were proposed by heads and many are already exceptional school governors. The individuals were approached and were asked to take up the voluntary positions and agreed. They were chosen because of their skills and experience in particular areas eg finance and legal issues.

- Question: Who pays for the project management and for legal services; does this take money from the schools and the children?
- Answer: School who are not already academies will receive a set-up grant from the DfE which will cover these essential elements.
- Question: Who pays for the central costs eg the CEO and CFO?
- Answer: At the moment the local authority takes a top slice from every school that is a maintained school to pay for central services like HR and finance. When/if we form HET there will also be a top slice to pay for the HET central services. We don't know what this will be yet but we will make sure it is the smallest amount possible so that all the money is spent on schools and children.
- Question: If there is a vacancy elsewhere in HET how will this be filled; will my child's teacher be taken away?
- Answer: In HET, staff will be appointed to the individual schools not the MAT. Where there is capacity and where it works for the teachers and the schools we will share staff as part of the CPD of staff and career development.
- Question: Will there be a change of uniform?
- Answer: No. We want there to be minimal/no changes because all our schools are doing well.
- Question: Will there be any impact on transition of pupils to Year 7 in secondary schools?
- Answer: No change here. There are no secondaries currently in HET and children will apply and transfer as they do now.
- Question: Broadacre is in the final group of schools to convert so will this definitely be in January 2018?
- Answer: This is the plan at this stage but it does depend on capacity in HR services at the local authority for example and also whether there are any land issues that might emerge. At the moment we are working to these timescales.
- Question: If we have to wait longer will this mean that we will not get any support?
- Answer: No – we are strongly committed to the partnership and will support all schools as they move through the process.
- Question: How will specialist support services be provided eg Educational psychologists, when the local authority is not involved?
- Answer: We will be able to buy in our own specialist services to work across all schools in HET eg speech and language specialists, and Educational psychologists. The local authority will retain the statutory responsibility for SEN, EHC Plans etc.

Questions and answers from Neasden parents 28.03.17

Attendee numbers: Zero

None.

Questions and answers from Maybury parents 28.03.17

None.

Attendee numbers: Zero

Questions and answers from Neasden, Maybury, Tweendykes and Gillshill staff 28.03.17

Attendee numbers: XXXX

Question: Who elected the Members and Trustees?

Answer: These names were proposed by heads and many are already exceptional school governors. The individuals were approached and were asked to take up the voluntary positions and agreed. They were chosen because of their skills and experience in particular areas eg finance and legal issues.

Question: £25,000 does not sound enough to do all we need to do. Where will the other money come from?

Answer: Our experience has shown that the grant is sufficient to cover the costs and where there is additional work to do for the Single Academy Trusts joining HET we have agreed to share the grants across schools to cover the necessary work.

Question: Overall special schools will get more grant per pupil so what is to stop HET spreading this additional money across other schools?

Answer: This can't happen. The local authority retains the statutory role for commissioning SEN places and will continue to do this. There are checks and balances in place to make sure that all pupils and schools get the funding they are entitled to receive.

Question: As staff, can we be moved between schools? Will we be forced to work in another HET school?

Answer: In HET, staff will be appointed to the individual schools not the MAT. Where there is capacity and where it works for the teachers and the schools we will share staff as part of the CPD of staff and career development.

Question: Who will decide on issues like performance related pay?

Answer: The school will decide on an individual basis but HET will set the overall policy.

Question: Will the schools' money be given to the MAT or to schools?

Answer: For maintained schools the funding comes to the local authority and then is passed down to schools according to a funding formula. In a MAT the money comes to the MAT and then is passed down to the schools in the same way.

Question: You've stated that MATs are their own admissions authority – does this mean that we can decide which children come to the school?

Answer: Although we can administer our own admissions if we wish, we have decided to buy in this service from Hull City Council. In any case every admissions authority has to abide by the statutory admissions code which means that we are not allowed to select pupils.

Question: Will the teaching assistants' role change?

Answer: We have no plans to change any roles as part of this process.

Question: Would vacant posts be advertised across the Trust first to give HET staff the best chance of applying for new roles?

Answer: This is definitely something that we will be talking about doing as part of our planning.

Questions and answers from Broadacre and Parkstone parents/2 28.03.17

Attendee numbers: Zero

None

Questions and answers from Clifton parents 29.03.17

Attendee numbers: 1 parent

Question: Will the funding for schools change?

Answer: For maintained schools the funding comes to the local authority and then is passed down to schools according to a funding formula. In a MAT the money comes to the MAT and then is passed down to the schools in the same way.

Question: Will after school clubs change?

Answer: There will be no change. We are planning a smooth and unchanged transition that will not be noticed by staff or parents or pupils. The changes will be at administrative and Senior Leadership level.

Comment: We have found this useful, thank you.

Question: What will happen to any money the school has in its budget?

Answer: This will transfer intact to the school.

Questions and answers from Adelaide and Clifton staff 29.03.17

Attendee numbers: 46 Adelaide staff
XX Clifton staff

Question: What does unlimited liability mean?

Answers: It means the 'buck stops here!' The MAT is responsible and in control of its own destiny.

Comment: We have found this session very useful. It has re-emphasised what our heads have already told us and it is helpful to hear it from an 'outsider'.

Questions and answers from Woodlands parents 30.03.17

Attendee numbers: 2 parents

Question: What is the issue with pensions' liability?

Answer: The issue is that if the demographics of the staff are such that the MAT will have a large pension amount to pay out annually, this may be a challenge and may prevent the school from converting. It is not anticipated that this will be a problem for any of our schools and it is something that is covered in any case as part of the due diligence work.

Question: Is this school considering a national curriculum opt out?

Answer: We might do. For example we may decide to remove the need to study a foreign language for some of our pupils who need additional support with their English and literacy.

Question: What exactly is the difference between an academy and a maintained school?

Answer: Academies can determine their own destinies and are not linked in any way to the local authority.

Question: What can change in the curriculum?

Answer: We can change what we want to but we are not planning on making any significant changes immediately.

Questions and answers from Gillshill parents 30.03.17

Attendee numbers: 1 parent, 1 local Headteacher

Question: Will the funding for schools change?

Answer: For maintained schools the funding comes to the local authority and then is passed down to schools according to a funding formula. In a MAT the money comes to the MAT and then is passed down to the schools in the same way.

Local Headteacher is interested in setting up his own MAT and attended to gain information and local intelligence.

Questions and answers from Broadacre and Parkstone staff

30.03.17

**Attendee numbers: 9 Parkstone staff
XX Broadacre staff**

Comment: We have found this very useful.

Comment: We are very excited about the future.

Questions and answers from Adelaide parents 03.04.17

Attendee numbers: 5 parents

Question: What is the difference between an academy and a MAT?

Answer: An academy is a single school and a MAT is a collection of academies working together as one organisation.

Question: Do all the schools have a shared and strong vision?

Answer: There is a very strong vision and 'brand' being created by the schools as they work together and plan for HET.

Question: Will we be able to do different things like celebrate Eid?

Answer: We can do that now and we will think about how we can deliver our religious education and British Values curriculum in the light of your question.

Comment: At first when I got the letter I thought ‘Why the change?’ But now I think this is a good thing and I’m looking forward to it.

Question: What will happen about school holidays?

Answer: We will follow the term dates that all other Hull schools follow because we don’t want to make things more difficult for parents.

Question: After school clubs Monday to Friday would be really good so I can go to work. Could this be done?

Answer: We try to put on as many clubs as we can to give a range of experiences for our pupils and we will keep this under review. Parents suggestions are always welcomed and we would encourage parents to put themselves forward as governors too.

Comments slips/school reception post boxes

School	Comments posted
Adelaide	12 Reply slips completed with email addresses for ‘keeping in touch’ also two comments: 1. <i>‘I am very happy about this school. I am proud of the way my children get taught at your school.’</i> 2. <i>Why are we going to change it?’</i>
Broadacre	No comments/questions posted
Christopher P	No comments/questions posted
Clifton	No comments/questions posted
Ganton	One question: A member of staff asked what would happen to staff on fixed-term contracts on conversion. This question was dealt with by the school management team.
Gillshill	To be confirmed
Maybury	To be confirmed
Neasden	To be confirmed
Parkstone	No comments/questions posted
St Nicholas	To be confirmed
Tweendykes	To be confirmed
Woodland	No comments/questions posted

School pupil/Council workshops

The following data was collected as part of the consultation:

Ganton School

Six students attended a workshop and were informed about the proposal to form HET and asked a number of questions.

1. Do you think this is a good idea or not?

Students all thought it was a good idea.

2. Why do you think it's a good idea?

Because we can do more of the exciting things we do with other schools already like

- Tree of dreams
- Sports days
- Making our e-safety film

Also we can make more links with employers like Siemens who are giving us work placements and some of us are being offered jobs with them.

Clifton Primary School

Will we be moving?

What will be the difference from how we are now?

Are all of the schools coming here?

Will Mrs Thurston take over from Mrs Wilkes?

Will someone else be in charge of our school?

Why will Mrs Wilkes be known as the principle?

Y5 HET discussion.

Hamza - Is anything going to change?

Grace - Is our school name going to change?

Coi - Will we have a different uniform?

James - Will breakfast club change?

Hamza - Will teachers change schools?

Jess A - Will our school hours change?

Louie - My parents wanted to know about the uniform. They don't want it to change but I do!

Alfie - Will our school holidays change?

Hanza - Will our subjects change?

Louie - I think it's good idea because we can work together.

Cai - I think it's good because we might do PE tournaments with those schools.

From: Miss Snowden
Sent: 06 April 2017 12:46
To: Mr Plumridge <head@adelaide.hull.sch.uk>
Subject: Student council meeting regarding academy status

Hi Paul

I met with the student council today to get their thoughts on our new academy.

Their comments were very positive and they all agreed that being in a multi academy trust was a good thing for our school.

General thoughts:

- Getting different ideas from other schools
- New learning for teachers which they can pass on to children

Thoughts on logo

- represents being from Hull and friendship
- represents how our teachers are always there to help children

Thanks

Katie