

**Where everybody counts, every moment matters.**

# **Consultation Report**

May 2017

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## **Executive Summary**

Twelve schools within the Hull City region are proposing to form a new Multi Academy Trust and to call this Trust Humber Education Trust (HET). The governing bodies of all twelve schools have resolved to take this proposed action.

Between the dates 13<sup>th</sup> March 2017 to 21<sup>st</sup> April 2017 a robust consultation process was undertaken with the aim of ensuring that all stakeholders who wished to were able to make their views known about this proposal. The consultation was designed to ensure that stakeholders were able to raise informed questions and make informed comments. All comments and questions were recorded and are included in this report. A variety of media have been used and care has been taken to ensure accessibility at all times both in terms of physical factors (DDA compliance of venues for example) and intellectual factors (minimal use of jargon and acronyms).

On compilation of all feedback and data received, the conclusion that can be drawn is that there are no apparent legitimate reasons why HET cannot be established according to the timescales outlined. The overwhelming view is that this will be a positive move for all the schools. Whilst there are some queries about the process and the detail of how HET will operate (much of which is still to be agreed and decided), there are no concerns or contra-indications that have been raised through this process.

## Introduction

At Appendix 1 is a leaflet that has been compiled to explain the background to the formation of HET and what the schools who have formed this organisation wish to achieve for their pupils and communities. The over-arching message is that this is a group of high performing schools that are already working very closely together and have an established network and partnership. The formation of HET is a natural progression for the partnership and will allow them to develop stronger and more effective collaborations, able to act more decisively and swiftly for the benefit of all the schools, their pupils and staff. The strapline created for the Trust is

**Where everybody counts, every moment matters.**

This statement summarises the proposed Trust’s approach – a focus on all stakeholders, their needs and expectations and a ‘no-nonsense’ approach to actions, swift, decisive and effective.

The public consultation exercise for schools wishing to join Humber Education Trust covered the periods of time indicated below:

Adelaide Primary School Broadacre Primary School Christopher Pickering Primary School Clifton Primary School Ganton School Gillshill Primary School Maybury Primary School Neasden Primary School Parkstone Primary School St Nicholas Primary School Woodland Primary School	13 <sup>th</sup> March to 7 <sup>th</sup> April 2017
Tweendykes School*	27 <sup>th</sup> March to 21 <sup>st</sup> April

\* Governors of Tweendykes School formally determined to proceed with the transfer to HET on 21<sup>st</sup> March 2017 (all other governing bodies having previously formally approved this course of action). Therefore the Tweendykes consultation followed a slightly delayed timetable.

Some of the schools proposing to join HET are already single academy trusts (SATs), some are maintained schools and some are foundation schools, as follows:

**Maintained schools**

- Adelaide Primary School
- Broadacre Primary School
- Clifton Primary School
- Gillshill Primary School
- Parkstone Primary School

**Single Academy Trusts**

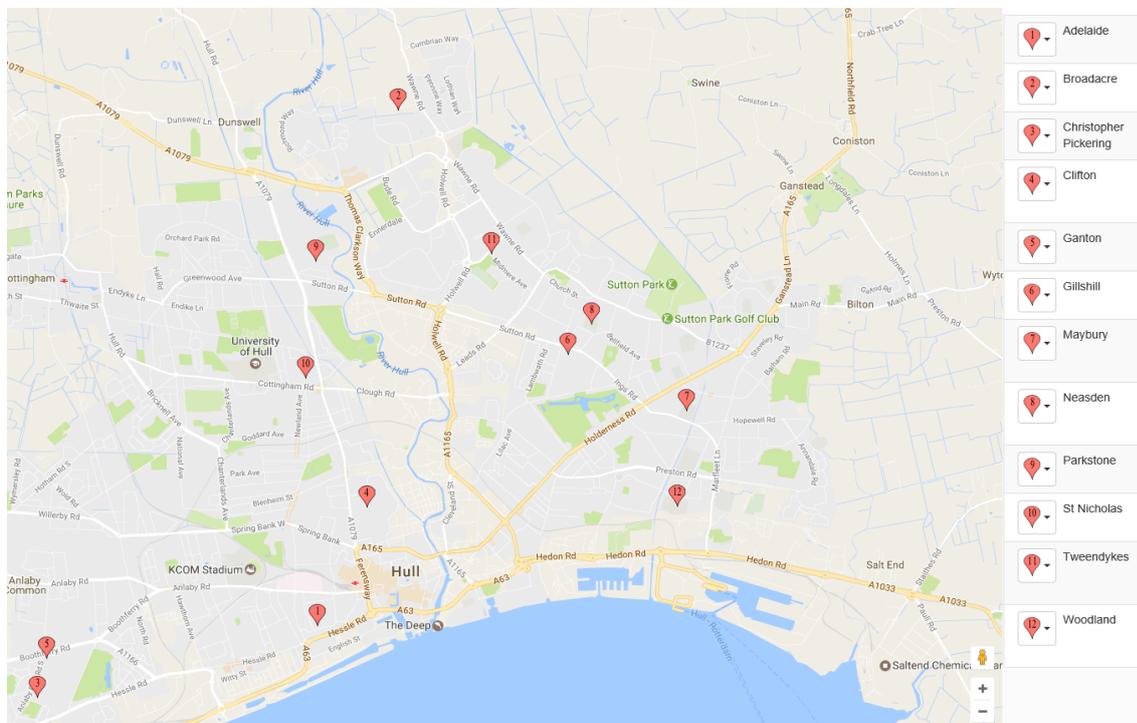
- Christopher Pickering Primary School
- Ganton School
- Maybury Primary School
- Neasden Primary School
- St Nicholas Primary School
- Tweendykes School

**Foundation Schools**

- Woodland Primary School

**Geographic distribution of the proposed HET schools**

The map below shows where the schools proposing to join HET are located in the city. Their close proximity will significantly aid joint working.



## **Consultation Methodology**

The overall aim of the consultation process was to ensure that everyone who has a stake in the formation of HET from the 12 joining schools had the opportunity to hear about the proposals and to make their views known about the plans.

The objectives of the process were to:

- Provide relevant background information for stakeholders
- Explain the reasons for the proposal
- Outline the pros and cons for the proposal
- Set out the stages in the process for HET formation and the associated timelines

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 and advertised
  - The venue being DDA compliant

A variety of media were used to consult including:

- Direct letters
- On-line survey
- Publicised meetings involving presentations and questions and answer sessions
- Frequently asked questions and comments slips
- Post-box placed in school receptions for questions and comments
- Pupil/school council consultation workshops

### **Direct letters**

Letters introducing the consultation were sent electronically to the following groups and are included at Appendix 2:

- Parents/community members
- School staff and Trades Unions
- Local Councillors
- Local schools

### **On-line survey**

'Survey Monkey' was used to receive anonymous information from each school's stakeholders. Appendix 3 shows an example of the survey monkey questions for one school including the key question:

*'Do you support the XXXXXX School joining the HET which would involve the HET entering into a Funding Agreement with the Secretary of State for Education?'*

Each school's survey questions were the same, with only the name of the school changed for each separate survey.

### **Publicised meetings**

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

<b>Date</b>	<b>Time</b>	<b>Event</b>	<b>Venue</b>
21.03.17	18.00 - 19.30	Governors' Event (all schools)	Ganton School
22.03.17	09.00 – 10.00	St Nicholas Parents' Event	St Nicholas Primary School
22.03.17	13.00 – 14.00	Ganton Parents' Event	Ganton School
22.03.17	14.30 – 15.30	Christopher Pickering Parents' Event	Christopher Pickering Primary School
22.03.17	16.00 – 17.00	Ganton, Christopher Pickering and St Nicholas Staff and Trades Union Event	Ganton School
28.03.17	09.00 – 10.00	Broadacre and Parkstone Parents' Event	Broadacre Primary School
28.03.17	13.00 – 14.00	Neasden Parents' Event	Neasden Primary School
28.03.17	14.30 – 15.30	Maybury Parents' Event	Maybury Primary School
28.03.17	16.00 – 17.00	Tweendykes, Neasden, Gillshill and Maybury Staff and Trades Union Event	Tweendykes School
28.03.17	18.00 – 19.00	Parkstone and Broadacre Parents' Event	Parkstone Primary School
29.03.17	14.30 – 15.30	Clifton Parents' Event	Clifton Primary School
29.03.17	16.00 – 17.00	Adelaide and Clifton Staff and Trades Union Event	Adelaide Primary School
30.03.17	09.00 – 10.00	Gillshill Parents' Event	Gillshill Primary School
30.03.17	14.30 – 15.30	Woodland Parents' Event	Woodland Primary School
30.03.17	16.00 – 17.00	Broadacre, Woodland and Parkstone Staff and Trades Union Event	Broadacre Primary School

At Appendix 4 are the presentations used at these events which were used to inform the audiences and to enable informed questions to be raised by the attendees. The variations in content between the presentations reflect the differing levels of background understanding which were assumed for each of the attending groups.

In addition to the circulated letters, parents were encouraged to attend the events through word of mouth and by promoting the events at the school gates on the date of the event. For example, see below:



### **Frequently asked questions and comments slips**

At Appendix 5 is the FAQ and comments sheet that has been distributed to parents and staff in each of the schools.

### **School reception post boxes**

In each school's reception was placed a sealed box with a posting slot to enable anyone who wished to post a question or comment. At the end of the consultation period these questions and comments were collected to be to be responded to as appropriate.

### **Pupil/school council consultation workshops**

At Appendix 6 is a guidance document that was used in some schools to assist with the pupil/school council consultation events.

### **Woodland Primary School additional considerations**

As Woodland Primary School is a Foundation Trust School it was necessary to ensure that Trustees were consulted as part of the process. At Appendix 8 are the minutes of the Trust Board where the proposal to join HET was considered by the Trust.

## Analysis of data

Appendix 7 contains all the questions, comments and feedback received from the various media used throughout the consultation period. A summary of all the responses and the messages contained therein, with implications for HET is provided below:

Generic messages about the proposal to establish HET	Evidence
<ul style="list-style-type: none"> <li>The formation of HET is a positive move</li> </ul>	<ul style="list-style-type: none"> <li>On-line survey responses indicate 100% agreement to the proposals</li> <li>Reply slips (one school) indicate full approval of the school and its operation</li> <li>Pupils indicate they are looking forward to additional collaboration between schools</li> </ul>
<ul style="list-style-type: none"> <li>Stakeholders in schools that are already SATs are less exercised by the process and the rationale of joining HET</li> </ul>	<ul style="list-style-type: none"> <li>Low attendance at parents' events</li> <li>Low attendance at staff events</li> <li>Low levels of questioning at staff events</li> <li>Few on-line survey responses</li> </ul>
<ul style="list-style-type: none"> <li>Stakeholders are most interested in:               <ul style="list-style-type: none"> <li>The way that Members and Trustees have been elected</li> <li>Financial considerations such as top slice</li> <li>The role of the CEO/CFO and how this is paid for</li> <li>The nature of 'curriculum freedoms'</li> <li>What, if anything will change by joining HET</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Questions raised at events</li> <li>Pupil feedback</li> </ul>
Specific messages about the proposal to establish HET	Evidence
<ul style="list-style-type: none"> <li>Staff are keen that where vacancies arise, these are firstly advertised across the Trust before going externally</li> </ul>	<ul style="list-style-type: none"> <li>This point was raised at several of the staff events</li> </ul>

## Conclusion and Recommendations

On compilation of all feedback and data received, the conclusion that can be drawn is that there are no apparent legitimate reasons why HET cannot be established according to the timescales outlined. The overwhelming view is that this will be a positive move for all the schools. Whilst there are some queries about the process and the detail of how HET will operate (much of which is still to be agreed and decided), there are no concerns or contra-indications that have been raised through this process.

Response rates from parents and community members at all schools were low and particularly so from schools that are already single academy trusts. From this can be deduced that:

- Stakeholders are ambivalent about their school joining HET
- Stakeholders are content to leave these decisions to the managers and leaders of their schools
- Stakeholders of schools that have already recently converted have been through the process before and do not have further questions and queries.

Following the completion of the consultation period for all schools wishing to join HET it is recommended that:

- All schools proceed with the next phases of the joining process
- A range of media are used to further inform stakeholders of all the interim milestones and timescales and plans for HET as they progress
- Consideration is given in the future (once HET is formed) to the staff desire to advertise posts internally to HET before advertising externally.

## List of Appendices

<b>Appendix 1</b>	HET initial publicity leaflet
<b>Appendix 2</b>	Stakeholder letters
<b>2a</b>	Letter to parents/community members
<b>2b</b>	Letter to staff and Trades Unions
<b>2c</b>	Letter to Councillors
<b>2d</b>	Letter to wider stakeholders
<b>Appendix 3</b>	Example on-line survey
<b>Appendix 4</b>	Stakeholder presentations used
<b>4a</b>	Presentation to governors
<b>4b</b>	Presentation to staff/Trades unions
<b>Appendix 5</b>	Frequently Asked Questions and comments sheet
<b>Appendix 6</b>	Pupil engagement prompts
<b>Appendix 7</b>	Detailed feedback and consultation data
<b>Appendix 8</b>	Minutes of Woodland Primary School Trust