



Headteacher Mr F Walker

5th May 2017

Dear Parents and Staff,

ACADEMY CONVERSION CONSULTATION REPORT

After a great deal of research, the Governing Body of Whiteknights Primary School, in March 2016, passed a resolution to formally pursue academy conversion and the formation of a multi academy trust (MAT). The resolution at this point was not binding, but more of a proposal and expression of interest that has provided school leaders with access to specialist resources at the Department for Education. This decision came after careful consideration of the advantages and disadvantages of conversion, and in particular, the opportunity to form partnerships with other local schools.

The Academies Act of July 2010 requires the Governing Body to carry out a formal consultation on this proposal. This report describes the consultation activities undertaken by the Governing Body, the feedback from this activity and makes a recommendation about the outcome of consultation.

Purpose of Consultation

It is recognised by the Secretary of State and the DfE that the Governing Body and leadership team of a school is best placed to assess the benefits of academy status and to decide whether it is appropriate for their school. Therefore the purpose of the consultation was for the Governing Body to present their reasons for considering conversion and to establish whether there is any significant objection to academy status among stakeholders that would cause the Governing Body to reconsider.

The Academies Act sets out clearly the duty to consult with 'appropriate stakeholders' and the Governing Body took their responsibility to consult extensively very seriously. This consultation is separate from the statutory TUPE consultation for school staff.

Consultation Process

An informal consultation process was undertaken during March and April 2016, followed by further research and then a formal consultation which ran from 6th March 2017 until the 24th April 2017. The consultation plan identified different stakeholders, how those stakeholders would be consulted, and how the consultation would be managed. This is summarised below;

Stakeholder	Approach	Information
Staff employed by Whiteknights Primary School	<ul style="list-style-type: none"> Staff meeting 13th March at 3:45pm or on 17th March at 12:30pm Letter to staff on 6th March 2017 	<ul style="list-style-type: none"> Staff letter Academy conversion presentation
Parents and carers of pupils attending Whiteknights Primary School	<ul style="list-style-type: none"> Parent's consultation meeting 15th March at 7.30pm or 16th March at 9.00 a.m. Letter to parents – sent on 6th March 2017 	<ul style="list-style-type: none"> Parent Letter Academy conversion presentation Access to additional information on the website

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Whiteknights Primary School

Growing Greatness



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The governing body produced a whitepaper on all aspects of conversion which was subsequently published on the school website at the start of the consultation period.

Consultation feedback

Staff meeting

The staff meeting on 13th March at 3:45pm or on 17th March at 12:30pm was led by Mr Walker (Headteacher) with support from Mr A'Bear (Chair of Governing Body). Fifty-five staff attended the meeting.

Mr Walker explained the purpose of the meeting and outlined the reasons for the proposal to become an academy and form a MAT using a short presentation.

Staff were then invited to ask questions and to write to the school with questions. The questions were mainly about how staff deployment and terms and conditions of employment would be affected.

Parent and carer meeting

Parent/carers meetings were held on 15th March at 7:30pm, led by Mr Walker and Mr A'Bear; and 16th March at 9am, led by Mrs Gillham. A combined total of 37 parents and carers attended the meetings.

The proposal to become an academy and form a MAT was discussed giving those in attendance the opportunity to ask a range of questions from benefits for the children to the impact on staff, financial implications and how partnerships with other schools might work. All questions raised were answered at the time and have subsequently been included in our FAQ document on the website.

The response rates for both parents/carers and staff were lower than expected. Parents told us that they were confident that Governors and the Leaders of the school had made significant improvements to Whiteknights in the past few years and felt confident that they would continue to do so. This included the proposal to become an academy. It is fair to conclude that the majority of responses received were in favour of the proposal.

Consultation summary and recommendation

Discussions during meetings and anecdotal feedback suggest that while there have been some questions, there have been no significant objections to the proposal. To date there have been no letters or emails received by the school.

In conclusion, the consultation has not demonstrated any significant objection to proposals for Whiteknights Primary School to become an academy and form a multi academy trust. The Governing Body therefore recommends that the conversion process continues towards a target conversion date in the autumn term.

Yours faithfully,

Mark A'Bear and Francois Walker

(Chair of Governors and Headteacher)



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