



LIGHTHOUSE
SCHOOLS PARTNERSHIP

Consultation Responses 2016

Gordano School

High Down Federation

Portishead Primary

St Mary's Primary

St Peter's Primary

MAT Consultation Responses 2016 – Gordano School

23.2.16

As an ex governor at Gordano and now a governor at Tickenham school which is part of a trust I can only recommend that the multi academy trust is put in place. There are only advantages for all the primary schools involved and Gordano itself.
I wholly support the move.

Clare Shelton Parent

Sent from my iPad

45 The Bramleys Portishead,
North Somerset, BS20 7LL

26 February 2016

To the Governors of:
St Peter's CoE Primary School and
Gordano School

Dear Governors,

Consultation on forming a local Multi-Academy Trust

I am a parent at St Peter's and, hopefully from September, Gordano School; hence why I am writing to both Governing Bodies. I also need to declare that until December I was a Governor at St Peter's, which included a period as Chair during the public consultation to expand the school and the resultant investment.

I recognise the time and energy that you are giving to this important change and thank you for taking the time to actively consult with parents and take questions ahead of the consultation events in March.

I was pleased to read on Gordano school's news page the joint statement from Headteachers that highlighted the central focus of the MAT would be the professional development of staff to continually improve teaching and learning.

Whilst I appreciate the positive impact on children and young people that this should bring, it would be reassuring if more illustrative examples are made available at the March meetings to help parents (and children) envisage the tangible benefits from what is proposed.

Perhaps you could also share at that time how you see the economies of scale being leveraged to address the big issues facing young people. For example, access to mental health and resilience support, and preparation for a changing job market driven by new technologies and services. Indeed, rather than becoming a distraction, it would be reassuring if you could explain how entering into a MAT will help Gordano continue to excel (or become even better) at developing and preparing our young people for the opportunities that await them.

The children and young people of Portishead are very fortunate to have access to such excellent schools - I wish you and all other school leaders involved, all the best in developing this collaboration into an

enduring, successful enterprise for our children and young people.

I look forward to hearing more about this exciting opportunity at the events in March. Yours

sincerely,

Christopher Dawson

13th March

Hello Mrs Boden,

I would like to attend the Consultation meeting tomorrow and would be grateful if you could confirm where this is being held.

I also have several points I would like clarification on:

1. A 3% top slice is proposed. Is this 3% of GAG income, and how has this figure been reached?
2. What services will be covered within the top slice?
3. Presumably the phrase "Share resources & generate efficiencies" effectively means services held centrally with economies of scale. What services are currently proposed to be managed centrally?
4. What economies of scale are envisaged?
5. Does this mean redundancies in the non-central site?
6. How will the trust ensure the main contributor, Gordano School, will not be overloaded during the transition period?

Many thanks,

Sadie Timbrell
8 Nore Road Portishead BS20 7HN

**Portishead Multi-Academy Trust Consultation
Notes from Meeting held on Monday 14th March 2016**

School	Headteacher	Chair of Governors
Gordano	Gary Lewis	Adele Haysom
Portishead Primary	Richard Riordan	Tim Howes
St Peter's	Sharon Roberts	Rachel Mackintosh
High Down	Andrey Cowan	Sonia Goddard
St Mary's	Lorraine Wright	Ann Ogram + Chris Sherman (Governor)

Gary Lewis presented a Power Point on the proposed Multi-Academy Trust in Portishead and highlighted the following:

Questions:

Is the converter application an amendment to Gordano or a new application?

Gary Lewis explained that first academies were designed for struggling schools. In 2010 the coalition government moved to a second phase converter academies designed for successful schools who were strong enough to be independent and receive funding directly from the DfE with accountability to the Secretary of State. As numbers grew it had been decided that new schools wanting to convert to academy status would

need to join a Multi-Academy Trust. In the Portishead situation with all good schools, there would not be a lead academy and all schools could become sponsors to other schools. The original Gordano Articles of Association would be hollowed out and rebuilt to be the same as the other schools.

What are the time scales for conversion?

1st September 2016 – schools have already been working on it for some time and it has not been the plan to rush into a decision.

It looks as if it is a ‘done deal’ and the conversion will proceed.

We do not have to do anything. As a group of Headteachers, we are driven by the benefits available and are convinced that this would give the best possible future for our communities. The 5 governing bodies have been exploring other Multi-Academy Trusts, visiting schools both locally and further afield and have agreed that a Multi-Academy Trust offers the best opportunities for our children to reach their full potential and that with the current funding cuts and challenges faced by schools nationally, these can be protected. Each school has passed a resolution to proceed with a consultation to parents and staff. Following the consultation each governing body will consider the responses and commit to joining the MAT or choose not to.

Will primary school pupils in the Trust have automatic entry into Gordano?

Governors at Gordano have been considering admissions, particularly with increasing numbers. It is the intention to retain Portbury as part of the catchment area and to maintain the excellent relationships that exist with Trinity and St Joseph’s schools. Gordano has already increased its intake to 336 from 2018 and has made the commitment that Gordano is a school for the local community. The school has begun the process of applying for funding to improve facilities at Gordano to take account of additional numbers. Gordano is not presently considering an admissions approach based on feeder schools.

Is the consultation purely for schools within the MAT and will schools not in the MAT be disadvantaged?

The consultation would be very interested in hearing views of St Joseph’s and Trinity schools and anyone else with an interest.

Part of CPD of staff will impact on schools and how we can build our capacity together – there may be sharing opportunities for schools not in the MAT to benefit from this through an exchange of money to retain equity across the phases. The aim will be for the transition from all primary schools to secondary to be as smooth as possible.

Could you give an example of something that you could do as an academy that you couldn’t do before?

There is little that couldn’t be achieved prior to becoming an academy. There may be opportunities for sharing of staff appointments such as the delivery of foreign languages – some of Gordano teachers could be jointly employed. This could also be true for Special Educational Needs, CPD etc. The relationship of a MAT becomes more of a family working together with deep collaboration, depth and quality. There would also be an element of security with the retention of established senior leaders working in other ways across the phases. In addition, a successful MAT will be another beacon to attract people to Portishead.

We can see you all get on well together – how would you select a Head going forward to ensure the collaboration continues?

This was currently being worked on with a structure of Trustees and Local Governing Bodies.

With regards to recruitment, can you confirm that cut throat tactics such as 11 month contracts and lack of permanent contracts will not happen?

Staff at all the schools are being consulted with a view to equality across the schools. Gordano has been an academy since 2011 and runs things in a really fair way. We would expect governors to select Heads who are equally ethical in future years.

As time goes on will we be able to see any further detail, ie the mechanics including structure, catchment area etc?

The next step would be for governors to agree a Scheme of Delegation and consideration would be given to placing this on websites. The finances are not worked out as yet but there will be a requirement to publish

formal accounts and the amount of top-slice every year – there is a huge amount of accountability with regards to finances.

MAT is seen as a positive way but with reducing funding, could economies of scale happen straight away and where will centralised services be based. As a parent of a Gordano student, I would want to protect Gordano.

Significant economies will be seen fairly quickly and Gordano would be backfilling very carefully to avoid any risk to Gordano staff. Finances could be a risk for a small MAT of less than 2,000 students but this would not be the case for a large Portishead MAT. Educational services will be disappearing from the Local Authority and there will be lots of opportunities for sharing across the MAT leading to an economy of scale. There are some very talented people in all the schools who will be able to support each other and share best practice. In addition all schools have good financial reserves.

I am a parent of St Peter's and from September of Gordano. I like the idea of a MAT and have heard concerns of risk. Will there be any exciting opportunities for children and young people as a result of the MAT?

Curriculum meetings have already taken place with a view to creating opportunities such as school councils coming together, joint events, projects, visits etc. Staff are excited about the opportunities which will translate into the students. 2018 will be 100 years since the end of World War I and this is one instance which could be a huge opportunity to do something together.

There is a lot in the press about funding cuts – do you think this will affect you?

Decisions will be taken on the services we will provide and all things will continue but there will also be talk of shared funding and support for families which will see an improvement in those services across the schools.

The waiting list to see an Educational Psychologist is horrendous – will this improve by being part of a MAT?

As an academy, already the decision to refer a child to an Educational Psychologist is with the Headteacher rather than with the Local Authority. It may be that the money is used to buy in a central service but that would be a MAT choice leading to a better service for our children.

Will there be a loss of focus on individual schools by Headteachers?

Part of the money in the top slice will be to ensure capacity is not put at risk. The MAT will have structures in place and there will be accountability to the Executive Board to ensure this situation does not occur. If at a later date the MAT took on sponsorship of an underperforming school, there would be grants to support the backfill at those supporting schools. Currently there is a lot of duplication with all the schools carrying out same processes such as work on policies - in the future this work could be done by a small team representing all the schools. This in turn means less operational work and more focus on improving quality of teaching and learning outcomes for the children.

SEN Funding – how will this be affected?

Top up funding for SEN comes from North Somerset outside of the main funding and will not be affected. However, where there is collaboration and sharing of best practice there are opportunities for more successful applications.

14th March 2016

MAT Consultation Responses 2016 – High Down Federation

Presentation in respect of proposed MAT – Meeting 21 March 2016

Present – Governors – AC, SG and TG

Present other interested parties – 5

1. Describe the Mat and the benefits of joining a MAT
 - Quick recap on presentation from Gordano meeting including benefits slide
2. Why are the schools not all schools in local area?
 - St Josephs and Trinity are both diocesan schools and have chosen other routes
3. Is it financially motivated?
 - No – explained about the Academy grant so that budget is not needed for the legal work. Explained about per pupil funding.
4. Would you see Academy status as a problem for the schools?
 - Reaffirmed benefits
 - Scheme of delegation discussed
5. Who are the Trustees?
 - Currently arranging this but skilled based
6. Are they paid posts?
 - Non-paid
7. How is the money coming into the school?
 - Explained currently North Somerset and how a MAT would receive.
8. Is it worth it?
 - Discussed benefits again especially of local MAT
9. What plans are there within this MAT that SEND children are going to be considered as a matter of priority? Who is Trust Accountable to?
 - SEND will still be a school priority and MAT provides opportunities to source some support together. Would still obtain top-up funding from NS.
 - NS would still check funding is being used via provision maps. Trust - RSC
10. Have you considered someone with SEN experience as a Trustee?
 - Are skills based one has to have education background.
11. Do you believe this is the way forward?
 - Went over benefits again.
12. Admission policies
 - Read out response to question raised at the Gordano evening.

Portishead Primary School - Parental Consultation on MAT (23/03/16)

- Will MAT primary school pupils be guaranteed places at Gordano? (Will there be sufficient places for everyone at Gordano?)
- Will staff structures be affected?
- Will there be an executive head? Will the partnership lead be the Gordano Head?
- What about funding for special needs pupils?
- What safeguards are there regarding the trust board - where executives have vested (business) interests?
- Are the roles for those trustees already well defined?
- Will there be a recruitment policy for trustees? How long will their term of office be?
- Will funding be agreed for a 5-7 year period? (How is funding allocated)
- Will there be any new money available to set up this MAT? (One off)
- Are the trustees and other posts in the structure funded posts?
- What would happen to the money we raise here?
- "What it means for our schools" slide: what is meant by "improvements in their physical environment" for children?
- If there is a surplus of funds in a particular school at the end of the year, are they obliged to return it to the MAT?
- Once the trust is in place, presumably other schools could join it? What is the maximum number, and if more schools joined, would they be sharing the money that we already have in place?
- Preschools: could early years settings come into this arrangement?
- Extra curricular activities - how do we make the most of these in the MAT?
- Can you "get divorced" later??
- Sounds like the school is in favour of this - when is the final decision going to be made, and by whom?
- What's the timescale for all of this to happen?

MAT

Questions raised during consultations with parents

1. Will there be any parental representation on the Trust board?
2. How will the trustees be appointed?
3. What will be the point of creating a family of schools if then the Year 6 pupils do not get a place at Gordano?
4. What will be the point of developing stronger links with Gordano in order to improve transition when pupils might not get a place in the end at that school?

MAT Consultation Responses 2016 – St Peter’s School

45 The Bramleys, Portishead, North Somerset, BS20 7LL

26 February 2016

To the Governors of:
St Peter’s CoE Primary School and
Gordano School

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Christopher Dawson

MAT CONSULTATION – PARENTS’ MEETING , ST PETER’S 18/3/16

Governors Present: Sharon Roberts, Rachel Mackintosh (Chair), Jim Christopherson, Darren Parker, Keith Johnson, Pat Oakley

Parents attending: 5

Q: In practise, what will change as we already have links with Gordano?

This will be a more formal partnership that will make us work more closely and more effectively.

There could, in time, be shared posts across the schools – SENCo, EWO, Behaviour Support.

Q: Will you still employ qualified teachers?

Yes. Routes into teaching may be changing and the landscape may alter but will always want to ensure we have the best teachers we can get in school.

Q: Is there a template or format for the powers that the Trust Board will have?

Yes – we are currently going through the Scheme of Delegation which determines this. This will be different for schools that are good or outstanding – they will have more autonomy. Schools that are RI will have powers removed.

Q: Are staff on the Trust Board going to be exclusively doing that role or will they be teaching as well?

Teachers won't be filling these roles – although teachers will remain in positions on the Local Governing Bodies.

All other roles in the MAT boards will be voluntary. The CEO role will probably be filled by an existing Headteacher on a part time capacity. Things may change rapidly given the government announcement on all schools becoming Academies and if the MAT grew in size.

Q: When does this come into effect?

We have been thinking and talking about this for over a year now – a lot of thought and planning has already gone into the process. We have already been working with our partners. We are looking to have the MAT set up and running on the 1st September 2016. We have confidence that we are in a positive position to move forward.

Q: Do you want other schools to join the MAT? This looks perfect as it is!

We would like some time to settle but the Regional Schools Commissioner may ask us to take on other schools. We would consider this very carefully and look at the financial support available from the RSC and staffing capacity.

Q: Are you worried about losing staff because of the MAT?

Staff are positive about the MAT and we hope to be able to offer staff greater career development and training as part of a MAT. We are hoping it will improve staff retention.

Q: What happens if the Government changes?

At the moment this could be very difficult with so many types of schools. But, in the future, if all schools were academies, there could be a mass change with a new government.

Governors have worked very hard to ensure that our ethos has been protected through this process we also have flexibility to respond to future changes – whatever they may be!

Q: Is there an update on the appointment of Board Members?

We have looked at some possible names for members. When we know we are going ahead we will advertise for people who will be able to work across the schools in strategic roles.

Q: Any general feedback/ Responses to what you have heard (from Headteacher)

You're doing a great job – keep it going.

This is the way things are going – we are ahead of the game.

It should be really good for the children.