



**Master Collective Feedback from Union, Staff and Parent Consultation Meetings
January – February 2019**

**Thorne Brooke and Marshland Primary School Trade Union Consultation Meeting
Wednesday 16 January 2019 2:30pm Unions
At Thorne Brooke Primary School**

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| Question | Why did the school choose Venn? |
| Answer | School spent 3 years looking for the right partner and the last 18months talking to Venn. School looked at 4 different Trusts and alongside the RSC we agreed that Venn was the best fit for our federation of schools. |
| Question | How much involvement did staff have in the decision? |
| Answer | Staff are represented on the governing body and staff also visited other schools and Trusts as part of our fact finding. |
| Question | What are your current arrangements for catering and cleaning? |
| Answer | Both contracts are outsourced. School are currently re-procuring catering arrangements and this should be concluded prior to the transfer to academy status. |
| Question | Have Venn made any changes at any of your existing schools? |
| Answer | We have harmonised some staffing policies for example our pay policy as we are one employer and this has been done with full engagement of Trade Unions. |
| Question | Will all contracts of employment transfer as is? |
| Answer | Yes. Most staff have federated contracts linked to a school base and this will be the case on transfer. |

**Thorne Brooke and Marshland Primary School Staff Consultation Meeting
Wednesday 16 January 2019, 3:30pm Staff
At Thorne Brooke Primary School**

Comment **NEU had no idea this meeting was happening today.**
Response All Unions were invited today including NEU on at least two occasions.

Question **What is it that Venn are going to give us that the LA can't?**
Answer The local authority has reduced capacity and it is really tight when it comes to school improvement activities. Both schools need expertise now and can't afford to wait for the LA as they have other schools to prioritise. This is an opportunity for rapid improvement. Venn have capacity and a history in making a difference and quickly.

Question **Do we still get pay slips online?**
Answer Yes. The proposal is to stay with Rotherham council as a payroll provider.

Question **Do we follow the same pay scales?**
Answer We assume so but this needs to be clarified as part of the transition and TUPE process. Venn follows the School Teachers Pay & Conditions Document and has a Union JCC which negotiates for all employees. They meet at least once a term, more if required.

Question **Can we have a look at our contracts of employment?**
Answer These are online and accessible for all employees. If someone can't access there's they can speak to Gail Twyford and she will help.

**Marshland Primary School Parent Consultation Meeting
Wednesday 23 January 2019 3:00pm
At Marshland Primary School**

Question **What is going to change for pupils regarding SEN?**
Answer Venn is made up of a range of schools; mainstream, special, PRU and alternative provision and support for pupils is at the centre. A STEPS curriculum has been introduced and there is a hub of staff trained in special needs to support pupils. Venn has a lot of expertise to support behaviour and SEN. This is a stronger offer than the local authority.

Question **Would people come in to upgrade the building?**
Answer As a local authority school you are on a cycle of improvement. As part of Venn, we as a trust can apply for condition improvement funding each year, informed by a condition survey to support the bids.

Question **What about uniform?**
Answer This would not change as part of joining Venn this was the choice of the school. If the school name changes we would look at providing sweatshirts.

Question **Are both schools going to be treated the same; there are more activities at Brooke?**
Answer In Venn there are seven schools; one English department. We work to ensure fairness and if that is an issue to you we would work on that. We would work with the executive headteacher to get clarity.

Question **Would the PTA continue?**
Answer That is very much up to your school; individual to your school.

After the meeting:

Question **When changing to an academy and leaving the local authority; would processes for SEN support change?**
Answer No the processes will remain the same.

**Thorne Brooke Primary School Parent Consultation Meeting
Wednesday 23 January 2019 5:00pm
At Thorne Brooke Primary School**

Question **What is it you did in that period of time to improve the school (SW had referred in his presentation to the improvements made at Mountbatten Primary School)?**
Answer We worked with the head of school and staff and there was a willingness to improve. Systems were put in place and we ensured pupils understood the testing system. We put a curriculum in the school that fit the needs of pupils and this was constantly checked. We ensured staff knew what good teaching was. This is what we would like to do for your school; upskill everyone to improve the school.

Question **My daughter is in Year 5 and will be doing her SATs next year; will she benefit from your improvements?**
Answer The Regional Schools Commissioner, who has agreed for your school to convert and join the trust, will be watching to ensure the school moves forward. At Mountbatten Primary School in the first year there were improvements, in the second year rapid improvements.

Question **When did they convert?**
Answer July 2017. They are in their second year as part of Venn; we worked with them for one year previously to being part of the trust. As part of the Regional Schools Commissioner remit the trust has had to put a plan in place; this work has started with a teaching and learning specialist leader already working with the schools. We want to show you improvement within one year.
SH - the local authority does not have the capacity to support; we do not want to wait, we want to improve as soon as possible.

Question	Do you have digital systems for monitoring pupil progress?
Answer	Otrack is used across the trust for tracking data. Moderation through PIRA and PUMA. The outcomes/level of quality and standards across the trust should be the same. Otrack was used at present but the slight changes would make the systems more effective.
Question	On Otrack is there no interface for parents?
Answer	No, this would be through progress meetings and individual reports could be shared at parents' evenings.
Question	Can we not see this continuously?
Answer	Progress can be seen in pupils' books. In Venn we talk to parents, we have an open door policy and any concerns should be voiced. We would interact with parents regarding any concerns.
Question	What can Venn bring to celebrate progress?
Answer	We work with David Reedy and Wayne Tennent (UKLA) who are reading experts; they have improved our pupils reading greatly. This would be extended to Brooke and Marshland Primary Schools. In Maths we work with whatever is in place in the schools. There are things that we will bring in to support these systems. Staff were clear on the language for behaviour and for praising pupils as per policies.
Question	How do you tackle high level disruption?
Answer	We are experts in this area. CP – this has been my career turning schools around. SH – we are looking to use Venn's expertise to support Brooke in this area if required. SW – we are persistent in dealing with behaviour and ensuring standards are met. I have taken a school from where pupils did not want to attend to wanting to be in school. CP – I have for years been headteacher of Whitehouse Pupil Referral Unit, funded by the local authority. We do not have any pupils from Venn in the unit as we deal with behaviour in school. SW – we challenge the learning behaviour. Our teachers are trained to ensure our pupils achieve the best they can. In greater depth we look at what they are doing to achieve expectations.
Question	Do you have any STEM ambassadors?
Answer	Yes, we work with David Hudson on STEM and he is currently working in all our schools; throughout the curriculum.
Question	Will the teachers change?
Answer	No, all contracts will transfer, if staff want too.
Question	Any change to management structure?
Answer	No, as you already have the same structure applied by Venn (executive headteacher and heads of school). You will see little change, it is how the funding is received. It is about the support to get pupils to be the best they can be.
Question	Will children notice any difference?
Answer	We have changed the mathematics and we are looking at the curriculum. Our children are used to change.
Question	Is there more testing and monitoring?
Answer	No more than already in place.

Question

Buildings?

Answer

We will be able to apply directly for condition improvement funding. SH – this is my third year with the schools and we have not been part of any local authority big building project.

Question

If there are any changes will you phase them in – uniform?

Answer

Yes, definitely. If there is a change in school name we would look at buying in sweatshirts.
