



Innovate Multi Academy Trust
Paulerspury Staff and Community Consultation

Over what period did your consultation take place?	4 weeks: Monday 25th April to Monday 23rd May
How did you disseminate your consultation materials?	<ul style="list-style-type: none"> ● On the school website ● Emails to Parents ● Letters to Parents ● Letters to wider community ● Social Media
List the respondents and stakeholders you proactively engaged with in your consultation process:	<ul style="list-style-type: none"> ● Parents ● Village Hall Committee ● Community Groups ● Local Councillors ● Wider Community
What information was made available to consultees?	<ul style="list-style-type: none"> ● Presentation in person to both groups on Monday 25th April 2022 ● Presentation on school website ● Access to Trust Website ● FAQ Document

Staff Questions asked as part of the Consultation Process:

Q – Is there anything you think is a priority for September?

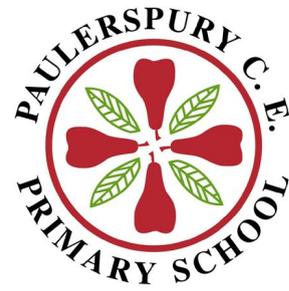
A – Educationally, that decision has not been made and we are not in a position to make that decision right now. The process is over the next term we will be working with staff and finding out the strengths and weaknesses. Before September a good SEF and SDP will be produced. This will show both what the school is good at and also not good at. This shows Ofsted that you know the school really well.

Q - If we walk into an iMAT school would we know it's an iMAT school from how it looks?

A – No, we have 4 very different schools. There are some trust policies eg safeguarding, but schools have individual policies for marking and behaviour, as it is different in all schools.

Q – If we want to purchase something, we ask the HT or SBM, will this change?

A – A budget is set for each school and some of the budget received is held by the Trust for central services. The budget is set by each school to cover each school's needs. The Trust can provide additional investment into the budget if something is needed eg a new reading scheme. Spending is less flexible for out of budget costs, but the Trust can be approached to see if it can afford it.



Q – How much is done across the Trust eg training?

A - Core training is delivered through National College that the Trust has brought into. Once a month there are iMAT staff meetings, some of which are face to face and the remainder by Zoom. These meetings help staff feel part of a community.

Q – What are the pay scales for teachers and how is performance management carried out?

A – The Trust follows the teachers pay and conditions. Robin will carry out the performance management in school. It is reported on a system mid-year and end of year.

Q – We’ve been told that this year’s class structure will be the same for next year. Is that still the intention?

A – It will remain at 3 classes. We won’t put a 2 class structure in place. We are confident that we can build the school up.

Q – Paulerspury used to feed into Sponne. Now that parents know their children won’t get into Sponne, they are changing schools.

A – We can help this by talking to people, building relationships with secondary schools.

Q – As part of the TUPE will all support staff terms and conditions transfer across and remain the same, including pay scale and pension contribution?

A – Everyone will transfer with existing arrangements.

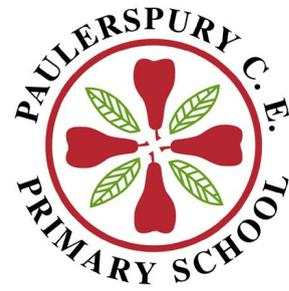
Q – Will we be able to increase TA hours?

A – (answered by SBM) The school doesn’t have the budget to increase the staffing hours. We still have to work with the school budget we have received from the LA.

(answered by AW) – The Trust can help a bit on shortfall for this year.

Q – What is the benefit to the Trust taking on Paulerspury School?

A – We are passionate about village schools and we don’t want to see schools fail.



Wider Community Questions asked as part of the Consultation Process:

Q. will the school logo change?

A. the school logo will not be fundamentally changed. To show that the school is part of the iMAT family the logo will change to include four children at the bottom in line with the other schools in the trust. Parents will be informed when they can order uniform with the new logo. There will be no expectation for all uniform to have the new logo – new and existing will both be acceptable.

Q. When will the academy start?

A. conversion date is scheduled for 1/9/2022 but the school and the trust are already working together in a number of ways.

Q. Will existing relationships with other schools continue?

A. Yes