

**Notes of the Staff Consultation Meeting held at Cyril Jackson Primary School
on Tuesday 18th June 2019 at 3.45 p.m.**

GOVERNORS PANEL

Sue Stollery (SS) Chair of Governors
Gill Kemp (GK) Headteacher
Rani Begum (RB) Parent Governor

Dennis Harvey (DH) - note taker

An attendance list was taken by DH. 26 staff attended the meeting.

1. INTRODUCTIONS

GK introduced the meeting, which was part of a series of meetings with staff and parents as part of the consultation process on the proposal for the school to convert to an academy and join at Multi Academy Trust.

GK explained this was an initial meeting to explain the consultation process and give staff the opportunity to ask questions. GK advised that anyone was able to arrange to meet with her personally if they preferred.

GK stated that all parents had received the consultation document and provided a summary of the historical context of both local and national education which had led to the current consultation. GK invited SS to explain the Governors' process.

SS advised that the Governing Board considered future strategy and collaboration as part of its role on a regular basis. SS noted that it had been considering collaboration and academisation or alternative routes. SS advised that it had convened a working party to consider developing a list of potential academies considering the alignment of culture and ethos and that it had short listed five. SS stated that followed with further research and meeting with the Chief Executive Officers as they wanted to ensure that CJ could retain its autonomy and day to day responsibilities and therefore, it had selected the University Schools Trust as the best fit.

SS noted that the process had been over a period of two years with extensive research and consideration.

GK opened the meeting up for questions.

2. STAFF QUESTIONS

Parent Question/Comment – PQ
Governors Panel Response/Comment - GPR

SQ	Would the school's administration team be centralised?
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GPR	GK replied no. UST had a small central team and explained who they were and their roles. GK advised there may be opportunities to work within the Trust on the future which would help with staff development. This may be on projects or one-off work
SQ	Would staff have to be interviewed for their posts?
GPR	<p>RB - the answer was no.</p> <p>GK explained that all staff employment rights would be maintained. There were no plans for any redundancies as a result of joining the Trust. GK observed that the governing board had to reduce staffing levels over time, which had avoided the need for any redundancies. GK also advised that there were no plans to for those currently employed on term time only contracts within the school to work during planned holidays</p>
SQ	Were there any guarantees about job security?
GPR	<p>GK stated it was not possible to state what the position may be in five years' time. RB stated that she hoped that by joining a larger organisation that this would create job and development opportunities.</p> <p>GK referred to the local context in Tower Hamlets and the concern amongst primary headteachers about the impact the loss of Nursery funding would have.</p> <p>GK explained the number of teachers and teaching assistants had to be reduced in the school because of funding issues. Finances for the school were sustainable for the next two financial years. Staffing was the most important resource in the school.</p> <p>GK explained the process which would be followed by UST for the contracts for catering and cleaning.</p>
SQ	Would the school still follow the national curriculum?
GPR	<p>GK advised that UST's approach was one of self-determination if the school was judged as Good or Outstanding. GK said she would not allow the school to move into an organisation which would restrict the current autonomy.</p> <p>GK explained the local context of Tower Hamlets and the need for the local authority to make £68 million in cuts over the last 3 years. GK referred to funding the school received for provision to those children identified with SEND which came straight from the local authority. This would remain the same if the school joined a trust.</p>
SQ	Would the school still have governors and the same structure for governance?
GPR	GK stated this would remain the same.
SQ	Why was the school considering joining UST and not converting itself?

GPR	GK explained that the government were no longer encouraging single school conversions. .
SQ	If another school joined would this have a negative impact?
GPR	GK said this was dependent on resources and the response required to needs. GK explained the structure and roles within the trust
SQ	What would happen if the school community and staff said no?
GPR	<p>GK explained it was the governing board to decide and to consider views expressed in the consultation.</p> <p>DH commented that the decision may not be a simple yes or no. Issues may arise from the consultation which the governing board may consider had to be accepted by the Trust of the school joined and could therefore be considered as non-negotiable.</p> <p>GK advised the governing board had arranged to meet in special meeting on 17th July. If the decision for the board was to join, this would be followed by a period of due diligence. Potentially the school could join the trust in November/December 2019.</p>
SQ	Would the name of the school be changed?
GPR	GK advised she wanted to keep the name of the school

3. CLOSING REMARKS

GK thanked staff for attending and for their time.

The meeting finished at 4.40 p.m.

CHAIR'S SIGNATURE:.....

DATE SIGNED:...../...../.....