

MAT CONSULTATION MEETING 25/04/2017

STAFF MEETING – TAVISTOCK COLLEGE

Q: Will a joint budget mean that schools get money according to need or entitlement?"

A: We will still get an allocation with central services and a top slice. This may develop over time e.g. contracts can be centralised and buying power maximised. Tendering becomes easier.

Q: If, for example a primary school needed new toilets would the MAT prioritise this over another school with less urgent needs?

A: There will still be a capital allocation. In a MAT of 3,000+ pupils there is guaranteed CIF allocation. This means some more capital fund. MAT may devise a budding process which is needs driven e.g. TC huts or a leaking roof elsewhere. The MAT will compile a register/list of needs. County process currently is a condition survey then a lucky few schools' needs are forwarded on to the County cabinet. We have never been successful. Trustees replace the Cabinet and make the decisions. Better bids and larger bids.

Q: Will there be career opportunities within the MAT for internal candidates?

A: The MAT may advertise internally before seeking external candidates. Examples cited. Can also share skills e.g. an exams officer cascading training and sharing expertise. Providing better opportunities that would add to, not replace. MAT will continue to listen to and learn from students. Subtle not dramatic changes.

Q: What's the time frame?

A: January 2018. (earliest) Church schools may slow things up. HT board has already been consulted and may not need to be spoken to again but the Church schools have a meeting in July. Conversion on the 1st of any given month. Shut the day before and open as a new business on first but have to have systems and processes in place.

Q: Will finance be across the MAT? Will our school have financial Autonomy?

A: Yes. May have a bank account or it will be a cluster account? There will be 1,000+ staff in the MAT. Cluster will probably grow. Earned autonomy will provide for a delegated budget. The top slice will be around 5% rather than 8% giving us slightly more than we currently do and this was a non-profit MAT.

Q: Who is the employer?

A: TUPE to the MAT. New employees will have MAT contracts.

Q: What about pensions?

A: Actuarial work is on-going to establish liabilities but the MAT takes on the employer role and all pensions will remain with Peninsular Pensions and Teachers' pension scheme

Q: What about our feeder schools?

A: Academisation is a matter for their own governing body and they make decisions based on what they think is best for their school. We hope some of our feeder schools decide to join us. Either way, the relationship with our feeder primaries will still remain strong. During the exploratory phase Kevin and Sarah visited all local schools and primaries. No feeder schools have shown interest. Choice and ethos are important. Happy if they change their minds or show interest in future. The MAT might expand once it is set up and running. Admissions is separate, it doesn't matter which MAT the primary school is in, parents have the right to choose which secondary school their children will attend.

Q How long will TUPE take?

A We can't put an exact date on that we are aiming to Start in Jan 2017 and with 17 schools to convert we can't say for definite but, it will be at least 4 weeks to allow for consultation.

Q Will we be able to group buy resources?

A Yes and we will be able to apply for capital funding from the EFA and skills pots that are not open to maintained schools allowing to develop the MAT structures we already have.

Q: Is there a trustee from each school?

A: No. TC does however have a trustee (Ralph Crook).

Q: How will the MAT be able to support vulnerable students that Devon can't provide for?

A: We will be able to share resources with the other schools or possibly set up separate support centres.

Q: is there an opportunity to increase our budget with being in a MAT? Maybe from other companies

A: We will be able to speak as a joint voice in approaching companies and who we buy in our services from and therefore make savings that way. It might also benefit us if we approach someone to raise extra finance. There will be money saving in some of the support staff as we will be able to reduce the workforce. We are working with people with the same values.

Q: How will this affect the governors' role?

A: Change in governance. Greater role in quality, student voice, parent voice. Work with trustees. Pay and conditions move to the trustees. There will still be parent and staff governors.

Q: Does it count what Sarah said the other day about no teacher redundancies.

A: Yes that still counts for the next academic year. This is irrespective of joining the MAT.

Q: Will we still have Sarah in charge?

A: Yes

Q: Will there be shared HODs across the MAT?

A: There are no current plans for this, it will be geographically impossible. There is the chance of support from an excellent head of faculty across the MAT.

Q: What is the possibility of us being made to go elsewhere?

A: No we would not force you as Sarah mentioned in the hall. Pay and Conditions won't change. Jobs may be advertised internally within the MAT for some roles; however, some would be external as we currently do. This might be different for new contracts. If you work elsewhere & you agree, you will get travel and expenses paid.

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PUBLIC MEETING- TAVISTOCK COLLEGE

Q) This is not an existing academy trust is it?

A) No. Not going into an established trust. Some schools may covert before/after others. Not sponsoring or being sponsored. QE is already an academy, but a stand-alone one.

Q) Will the college remain cooperative?

A) Yes! All other schools except two are either already co-op or are church schools, thus the ethos and values are similar/equivalent. Cooperative ethos is in the published MAT vision statement.

Q) How will staff workload be reduced?

A) Through common approaches, collaboration and dialogue to reduce isolation and increase networking. Common solutions to challenges.

Q) Would e.g. all the science departments work together?

A) They already do to an extent because the DTSA fosters this through e.g. subject leads and the technical support that is on offer. The MAT will be ambitious for outcomes for all. Fine details not yet hammered out. Role of CEO will be to oversee.

Q) Will schools still be inspected in the same way?

A) Yes. MAT may also come under scrutiny.

Q) What about terminology across the MAT?

A) All schools need leadership (HT/Principal) but some smaller (primaries) schools may need Heads of School and cluster Exec Heads overseeing several smaller schools, to protect them

Q) What about present arrangements and the children in the schools?

A) The journeys for all schools should lead to the very best outcomes for every child. Elimination of direct competition between schools should improve matters further.

Q) Why have no primary schools local to TC opted to join?

A) Readiness. We currently work with 23 local primary schools. We will still work with them and some are already in other MATs. Dartmoor Federation is already set up to work like this, this is the next step. Teacher recruitment will also be positively impacted as it will be an attractive MAT.

Q) Can schools currently in sponsored circumstances in existing MATs join?

A) Yes. It is possible to move between MATs but there is no backwards journey out of academisation. Academies are about giving freedoms to schools so they perform and achieve well.

Q) Would a MAT secure the survival of smaller schools?

A) The intention is to do the utmost to sustain education in communities. However, viability has to be a consideration for various reasons. There may be difficult decisions to be taken. No promises.

Q) What about PTAs and their funds?

A) No intention to centralise/rationalise. What parents do voluntarily for the children in their schools should be for those intended beneficiaries. Similarly, although no decision has been taken, the MAT is mindful to give SEND and PPG funding to the child (their own school) as was intended by the policy makers who introduced the funding specifically to support named children.

Q) What about INSET days?

A) These are not an additional holiday for staff. Likely that local agreements and arrangements will follow in due course. Importance of staff across the MAT having time to network and share practice.

Q) What about the school holidays?

A) Will try and align, for practical reasons. NB: schools have already published their dates up to and including 2019/20.