

Parent's Consultation meeting on 6th June 2018

The Governors, Headteacher, Executive Head from PACE and a academy transition consultant introduced themselves and presented an informative presentation to the parents from Keston. The slides are on the website along with questions/answers posted into the box and below are the questions from the meeting.

Number of parents attended: 28

Meeting chaired by: Keston Governing board

Presentations from:

Mark Rosewell (Executive Headteacher) – MR

Stephen Smith (Consultant)

Claire Murphy (Headteacher) - CM

Dipa Patel (Co-Chair of Governors) - DP

Questions from the meeting

Is there a cap on the number of schools who can join the MAT?
MR – personally I want to keep PACE small and whilst there is no legal ‘cap’ on the number of schools which can join, we are in control of this and have no intentions of becoming larger than 6 schools.
On the ‘options’ slide you mentioned that if Keston stays as we are, things are not sustainable, why are we not sustainable?
CM – looking into the next few years, with costs increasing; employment of teachers, buildings and maintenance and the pressures from the Government to convert to Academies, we feel strongly that we still want to be in a position to continue to provide all of the current benefits to our children, especially our growing specialist areas such as PE and music, to maintain these we may need to work more closely alongside other schools. DP – we are not aware of the political climate and we want to stay one step ahead, we don't want to be pushed into a MAT by the Local Authority, we want control of who and how we join.
The 2.9% which is top sliced to pay the academy, what do we currently pay the LA? Is this a set amount?
MR - The % is different for each school in the MAT depending on how much support is needed in the school, Beecholme is over 4% and the others are all between 3-4%, Keston has a very good deal! The fees go towards the combining of services in the MAT such as HR and insurance and other services that we currently buy in. There will be a saving on the current amount we pay for many of these services. The percentage paid comes from the pupil funding but pupil premium, sports funding, SEN funding and funds raised by the school remain and are not included in the top slice and remain with the school.
How does it work with the CIF fund? Will the trust have reserves?
The Government allocate pots of funding to each academy and each school in the MAT has the opportunity to bid for some funding. PACE has bid and was successful in some funds for roof repairs. CIF is still with central Government and academies have their own allocation of funds. The trust does have a small amount of reserves.
As we stand at the moment, will entering PACE benefit the school maintenance?
CM – we would be in a position to bid for funding but this is not guaranteed.
Will there be an assumed pressure on intake following Cane Hill?
CM - This will not affect us at Keston, schools in Coulsdon have expanded but are not all currently full. We intend to stay as a 2 form entry.

Is there a risk to term time or holiday times and dates?
MR - There are no plans to change any dates or times of current holiday and term times. If a change became widespread and successful, this would then become a consideration and discussion only.
With the staff transfer; will the terms and conditions stay the same and how long are these protected for?
MR- There is no legally defined date on protection of terms and conditions, however the PACE trust transfer across all employee's existing contracts from the LA and these are unchanged. If there were to be any changes, this would be over a 'reasonable' period and following a consultation process.
With the TUPE will the pensions and other conditions of employment stay the same?
MR – Yes
With the Commercial transfer from the LA to the MAT; what happens with any monies owed?
There is a reconciliation of funds and any owed monies will be returned.
Will there be much staff movement between the schools in the MAT?
MR – so far we have had 3 staff move, this was for 2 promotions and 2 secondment where the staff member chose to stay in employment. It is the teachers' decision to move if there is a promotion or professional opportunity for them.
So Keston won't be changing their name, will we be referenced as an academy anywhere?
CM – Yes, we will definitely be staying as Keston Primary School but the academy will be on any signage.
If the Governors stay as they are, how will it work when 2 move onto the PACE Governing board?
MR – PACE undertake a skills audit to see where skills lie within existing schools Governance, there are 2 places currently available for Keston's Governors, and they are able to be part of both the PACE Governance and remain on the Keston board too.
Joining the academy- is there an extra workload on the Governing board?
CM – there has been a significant amount of work undertaken already and a lot of the time consuming work has been completed during Governors meetings and the consultation period.
Will the Governors from Keston meet up with Governors from the other schools?
MR – it will only be the Chair and Vice Chairs which will meet.
Is there any reason which Keston will now not be going down this route to join?
CM –so far the feedback has been really positive from both our staff and parents. There has been no negative feedback. The consultation period is still open and parents can still continue to express their opinions via the email address until the final meeting on 27 th June. Any new information from this meeting and questions along with answers will be posted on the website on the academy link.