

### Questions for the Parents' Consultation Meeting on 6<sup>th</sup> June 2018

	Question	Response
1.	Please confirm if the school building and land will be transferred to PACE. If so will PACE be fully responsible for the upkeep and can PACE give assurance that the building will not be extended or the land sold off?	The building and land will be held by the Academy Trust on a 125 year lease. The land can't be sold off and any building extension (should the school, Local Governing Body and directors wish to do so), would be subject to very strict rules.
2.	I chose Keston as a school for my children as I believe children should have outside space and as Keston has a swimming pool. A two form intake is large enough for a local school. I would be against a three form intake.  Over time will it force the school to get bigger e.g. two forms of entry to three forms?	There are no plans to enlarge the school to three forms of entry.
3.	How many schools in the PACE MAT are underperforming and how will this effect Keston?	None of them. Chipstead Valley continues to perform strongly. New Valley has been in the top 20% of schools nationally (and often higher) for progress in reading, writing and mathematics, for the last three years and Beecholme had very strong KS2 SATs results after its first year of opening, including being in the top 2% of schools nationally for progress in mathematics and top 10% in writing.
4.	How much representation will Keston have on the Executive Board? Is this the same as other schools?	It is proposed that two of Keston's current governing body will join the Executive Board. Schools do not have a direct right to director representation and currently New Valley and Beecholme have no representation other than the Chairs, who are also directors.
5.	How much authority does the executive head have over teaching and learning at Keston? Can they veto school based decisions?	Teaching and learning will continue to be delegated to the school's governing body. Any changes made would be as a result of discussion between the school governors, the school's leadership team and the executive headteacher.
6.	Are we likely to see staff move within the Trust to support an underperforming school? (as happened at Chipstead Valley moving staff to New Valley)  If one of the schools in the academy is falling behind can teachers be moved to bring these up to standard? Would this leave Keston being back filled by teachers that were potentially causing the school to fail?  Are the children going to be unsettled with teachers moving around?	No teaching staff would be moved without the request of the staff member. Currently staff move from the school for promotion or to extend their own teaching experience; we do not envisage this changing.

7.	How will joining PACE Mat effect the school's current working relationship with the Coulsdon Cluster?	The school will continue to work closely with the Coulsdon Cluster of schools as Chipstead Valley and New Valley do currently.
8.	What percentage of the budget will be top sliced to fund PACE academy? Do all the schools contribute the same percentage?	For the academic year 2018- 2019 the percentage is 2.9% this is currently less than other schools in the trust.
9.	Are there any financial benefits to joining when you consider we shall be contributing towards the executive head's salary?	The school will have the opportunity to bid for capital funding that is not currently available for maintained schools and have access to professional support in completing these bids. There is also the longer term benefits in terms of combining contracts and sharing of resources therefore taking advantage of economies of scale. These anticipated benefits outweigh the cost of an executive head's salary.
10.	Why is this being looked into if not forced?	Please refer to the presentation: Safeguarding our future Creating opportunities Enhance our pre-existing relationships with other schools in our cluster
11.	What changes will happen in management?	There will be no changes in the current school leadership team.
12.	Any money raised by the PTA, does that automatically go into a central pot and the other 3 schools have access or is PTA fundraising safe?	PTA fundraising will remain with the school.
13.	Have the teachers been consulted? What are their thoughts? Are they happy with any proposals? "Staff leave bosses not jobs".	All staff have been consulted and there have been a number of meetings to discuss the proposal. No staff member has raised an objection to the proposal.
14.	Can children be moved around the academy to bring a school up in the local tables?	No
15.	What will happen with TAs? Will they continue full days? Will this work out financially viable if they are forced to work maybe afternoons only?	There will be no change to the structure of TAs that we currently have. However whether we are in an academy or not there are always changes over time.
16.	Would school uniform change? Would there be an expectation to change everything over to a new one?	No change in uniform
17.	I am all for extra funding for schools that are struggling however it should never be at the expense of another school.	Keston would not be expected to give up part of their own budget to support another school.
18.	When is the target date for conversion?	Currently 1 <sup>st</sup> October 2018
19.	How will the curriculum and our children be affected/benefit from the changes?	Please refer to slide 6 and question 25
20.	What are the other schools who plan to join the academy?	One further (Merton) school is hoping/planning to join.

21.	How will parents' vote/ opinion count?	There is no vote but the governors will take account of parents' questions and opinions when making their final decision.
22.	How will this change the school's admission policy?	No change in the short term – admissions at other PACE schools remain the same with the exception of placing staff children
23.	What will the governance model be?	Please see slide number 10
24.	Please explain how additional funds will be spent, i.e. £ to PACE, £ for maintenance, £ for Keston staff, £ for benefit of kids etc.  For how long is the additional funding guaranteed?	The change to academy status does not bring additional funding. There is a potential to bid for funding for building improvements.
25.	With more freedom to innovate and opt-out of national curriculum, how does Keston envisage to make the most of that?	In the short term there will be no change to the current curriculum, the English and mathematics curriculum meets the higher standards now required. The school's Explore and Discover curriculum has been designed by the school to meet not only the national curriculum requirements but also the interests of the children – changes are made in topics and content as required.  The school has spent recent years building up both the music and PE curriculum and we would hope over time to enhance these further alongside the art, design and technology schemes.