



## DARELL PRIMARY AND NURSERY SCHOOL

### Supplementary Q&A for Staff Consultation on Academy Conversion

One question was raised that was confidential and unique to the individual. When the response is available, then it will be communicated to that individual alone.

#### **ACADEMY CONVERSION PROCESS**

##### **S1. What has Every Child, Every Day Academy Trust done to involve the relevant trade unions in the consultations?**

The Trust and the school are coordinating meetings with all unions who represent staff members to ensure that the relevant trade unions are fully aware and have the opportunity to engage in the consultation.

Grey Court and Hollyfield have already converted to academies and so the Trust has recent experience of working with unions and staff during academy conversion.

##### **S2. Who exactly will vote on the decision for Darell to convert to an Academy?**

The Darell School governing body will vote on whether to convert to an Academy. The vote will take place once parent and staff consultations and due diligence is complete and any questions arising from these have been investigated to the fullest extent possible.

The current governors are listed on the school website, which is subject to change as part of the normal process of a governing body. Jane Spencer will not vote to avoid any conflict of interest with her role as a trustee of the Every Child, Every Day Academy Trust.

In addition to the school, trustees of Every Child, Every Day Academy Trust will also need to vote on whether Darell can join the Trust. The Trustees will vote on this decision, with the exception of Jane Spencer.

There also needs to be agreement from the Secretary of State for Education before the school can convert.

##### **S3. When will the vote take place?**

For Darell, the vote is planned to take place in March 2017. However, this could be changed dependent upon the completion of consultation, any due diligence issues and DfE requirements.

#### **ACADEMY TRUST STRUCTURE**

##### **S4. Will the salaries of the paid directors/trustees of the Every Day, Every Child Academy Trust be made public?**

All directors/trustees are unpaid. The salaries of senior leadership will be published each year.

##### **S5. The Q&A for consultation on Academy Conversion says that Every Child, Every Day Academy Trust started in September 2016 but the Companies House filing history shows information back to at least 2012. Why is this?**

September 2016 was the date that the Trust became a multi-academy trust, i.e. a trust that includes more than one school. Before that date, the Trust was a single academy Trust and responsible for Grey Court School only.

**S6. What are the length of service terms for the trustees of the MAT?**

Trustees serve terms of four years.

**S7. How are the trustees chosen/appointed?**

The Trustees are chosen by the members of the Trust, based upon the skills and experience required for effective governance.

**S8. Why does the consultation document call them trustees when Companies House calls them directors?**

Academy trusts are both companies and charities; so trustees are also directors of a company and are referred to as such by Companies House.

**S9. Is Every Child, Every Day Academy Trust a company AND a charity?**

Yes, academy trusts are both companies and charities.

**S10. If it is a charity will it be eligible for gift aided donations?**

Yes.

**S11. Why does the Every Child, Every Day Academy Trust not have a website?**

Now that the Trust has converted from a single academy Trust (Grey Court School) to a multi-academy trust structure, the Trustees have decided to develop a simple website providing public information about the Trust. This will be available by January/February.

**ACADEMY GOVERNANCE**

No questions raised

**EDUCATIONAL OPPORTUNITIES**

No questions raised

**SCHOOL POLICIES****WORKING FOR AN ACADEMY****S12. Where and how would the HR services operate?**

HR services are provided by staff in schools and external suppliers (e.g. payroll). The current external supplier for the Trust is Babcock.

**SCHOOL FINANCES****S13. Will there be an increase in the number of lettings, and if so, how will this be supported from a staffing perspective?**

Lettings will continue to be accepted but there is no planned increase as part of academy conversion.

**S14. Our maintenance contractor is working well. Will we be able to continue with this contractor if we convert?**

Contracts will be reviewed on a regular basis. There will be no immediate change to existing contracts, however, the school will look for opportunities to improve efficiency and make savings. If the existing contract offers best value, then they will continue to provide this service.