

**Staff Consultation Meeting**  
**Kew Woods consultation on becoming an academy and joining Southport Learning Trust**

*Please note that these notes are recorded following attendance at the meeting and are to be taken as notes and not minutes and are produced from recollection of the note taker as to what was discussed.*

<b>Date:</b> <b>Present</b>	26.6.18 Christina Jackson (Headteacher) Phil Power (Chair of Governors) Ian Raikes (Executive Headteacher of Southport Learning Trust) Karen Holmes (Sefton LA Human Resources) Matt Jenkinson (Unison) Staff members of Kew Woods Primary School
<b>Meeting Held:</b>	Kew Woods Primary School

CJ introduced the Chair of Governors, Executive Head of Southport Trust, Unison Rep and Sefton HR rep to staff.

PP and IR led a presentation (see attached).

The following questions were raised by staff present.

Questions raised.

**1. Will there be opportunities to go to other schools?**

Yes but this will not be forced. The desire is for teachers from secondary and primary schools in the trust to work together to develop teaching and learning and the curriculum to further improve outcomes for children

**2. Will we have to sign new contracts?**

No. Current staff will TUPE across on the same terms and conditions.

**3. Are there other Primary Schools trying to be included in the MAT?**

Not at this stage.

**4. In the hierarchal structure do the 3 members do it from goodness of heart?**

The members and trust board are volunteers and whilst offering different skills are from the local community.

**5. What would have to happen for the directors to be paid?**

There are no plans for them to be paid.

- 6. Some MATs have employed non QTS teaching staff would that happen?**  
No. All teaching staff in the Trust have QTS.
- 7. Will there be autonomy of the school in creating own policies**  
Yes for policies relating to curriculum, teaching and learning, assessment etc..  
The joint policies relate to staff as the Trust becomes the employer. All policies affecting staff are passed to the Trade Unions for consultation during a termly meeting and as they meet with the LA are fairly standardised.
- 8. How often can you apply for condition improvement funding?**  
You can apply every year.
- 9. Phil, you mentioned you looked at academisation earlier on, why the change now?**  
Political agenda in the past on governors but when the educational landscape changed we started to review it again
- 10. Will school policies stay the same?**  
Yes but policies affecting employees come through the MAT as for question 7.
- 11. Payroll, can you see a problem with payroll?**  
No we will stay with Avarto who were doing the payroll for Sefton LA.
- 12. Are there places available on the member and trusts?**  
Yes we have kept spaces for initial schools on the members board and trust
- 13. You mentioned the advantages so what are the disadvantages?**  
I cannot think of any.
- 14. Are there more academies initially down South?**  
Yes they are but more are growing in the North.