



St Luke's Science and Sports College

Academy Consultation Summary Document

November 2013

Academy Consultation

Introduction

The Governing Body and Senior Leadership Team at St Luke's Science and Sports College have been considering whether the College would benefit from conversion to Academy status under the provisions of Education Act 2010.

After careful consideration, and with the best interest of the school community in mind, the full Governing Body approved a recommendation on Thursday 4th July 2013 to 'register an interest' with the Department for Education in becoming an Academy. This enables the school to access the further detailed information required in order to make a fully informed decision.

During this meeting, it was also decided that the school should embark on a full and formal period of consultation to allow all those with an interest in the school to contribute their views (before the Governing Body decides whether or not to proceed) on the question of:

'Should St Luke's Science and Sports College convert to Academy status?'

From September 16th – October 18th October 2013, the College opened up the consultation process to a range of groups including students, staff, parents/carers and governors.

As part of the consultation, the College produced an A3 leaflet which acted as the initial means of providing all stakeholders with information on the proposals. The leaflet introduced the concept of Academy schools and undertook to explain the benefits associated with any Academy conversion whilst also answering the many FAQs. Lastly, the leaflet gave instructions for stakeholders to contribute to the consultation process which included directions to the Academy consultation part of the website and information on the consultation meetings.

Accompanying the leaflet was a questionnaire on the potential of an Academy conversion which most importantly posed the question; **'Should St Luke's Science and Sports College convert to Academy status?'**

In addition to the above; the website also included an in depth document outlining the process that the College was currently going through in terms of investigating Academy status and included within it, a comprehensive list of Frequently Asked Questions. These FAQs were taken from a variety of sources and in particular from questions that had been raised as part of other schools conversion processes.

The following information highlights the process that was undertaken by each Stakeholder group and includes any responses to the questionnaire, questions raised during consultation evenings and any emails received to the Academy Consultation email address.

Section 1: Consultation with Staff

Staff at St Luke's had three methods of consulting with us with respect to the potential Academy conversion:

- Questions via email.
- Consultation survey return.
- Staff consultation evening.

Questions via email

- Two members of staff raised questions through the email process and both were answered with email responses and during the consultation evening held with staff. One question related to staff pensions and the other the increased budget that would be made available to the College.

Consultation survey return

- Three members of staff returned the survey questionnaire; all of these expressed their view that St Luke's should not become an Academy.

Staff consultation evening

- All school staff were invited to the consultation evening; please see minutes noted below.

Staff and Governors present on the panel

Mr M. Pinchin (Principal), Mr D. Holt (Deputy Principal), Miss K. Sherwood (Assistant Principal), Mr P. Baker (Bursar), Mr J. Garnett (Governor), Mr P. Brown (Governor), Mrs Pat Thompson (Governor), Ms Janine Waring (Diocese Consultant).

Miss Sherwood opened the meeting and assured all that this was a consultation and no decision had already been made to become an Academy. This meeting was to give everyone an opportunity to express their opinions and to ask any questions.

Miss Sherwood reiterated that the students' opinion was extremely important, but that staff needed to be consulted first. A meeting will be held with the College Council on Friday, 18th October to talk to them on how best they should be consulted.

Questions from the floor facilitated by Miss Sherwood

Q1. Will there be a viable local authority in 2 or 3 years' time?

A1. It is probably unlikely. The most successful schools in Devon have converted, or are converting into becoming an Academy. 58% of schools are an Academy already. The LA is Babcock and they are already selling services. Over a period of time, more schools would have become academies and the LA remit

would continue to decrease. The advantage of becoming an Academy is that we can choose which services we buy in. We do not want to be the last school in Devon to convert.

Q2. If we were not to become an Academy what would we look like?

A2. It would mean that other schools would be able to seize opportunities that we would not be able to. What is certain is that schools that are going outside the remit of the LA enjoy freedoms of curriculum along with other aspects. LA support has already decreased and we need to make sure we get the best services and what is best for the students, who are the centre of everything in terms of our decisions.

Q3. If we were not to become an Academy could we still have a sixth form, and if we were an Academy what would be the possibility be of having a sixth form?

A3. If we remain a LA school, it would quite likely be no, we would never be able to have a sixth form. If we were to become an Academy then the possibilities are more open.

Q4. If we were to become an Academy and had a sixth form, would we then be in competition with other schools who also have sixth forms?

A4. There is nothing on the table regarding becoming a sixth form and we have no way of knowing how other schools will operate. There is no chance of becoming a sixth form if we remain in the LA. Our philosophy is for getting the best for our students and for those students who have been with us for the past 5 years.

Q5. If we became an Academy, would we have more freedom in how we use our building?

A5. PFI is still being discussed and debated and we are keeping a close eye on how it is going. We have to be totally clear on how it affects us before any decision can be made on becoming an Academy. There is a more complex situation in Devon where PFI is concerned but nothing will be decided until we understand fully the ramifications of PFI if we convert.

Q6. Regarding the SEN and Brunel students, what happens if all the schools become Academies, who would take in these students? Would it be us, if we did not change our admissions criteria?

A6. If we were an Academy we would be an equal partner and we would all have a duty and responsibility for the young people in Exeter. The worst thing is to be an unequal partner. Fair access protocols would be followed for these students. Although admissions policies can be changed, that particular element of it cannot be changed and every school must adhere to supporting young people with SEN.

Q7. From the staffing perspective, do we all get made redundant and have to re-apply for our positions, or do we keep the same status and all the benefits that go with it?

A7. There will be no re-applying for jobs. Regarding Terms and Conditions and Pensions, these remain as they are now.

Q8. As classroom teachers, what differences are we going to notice if we become an Academy?

A8. When you get your pay cheque through it will have the business name on it, i.e. not Devon County Council, you will be paid through the school, although we would like to maintain the payroll services from Devon County. On a day to day basis you will probably not notice anything. If we became an Academy, you would have more flexibility with the curriculum which would make a difference but we would work together on this as a school and team, rather than being directed.

Q9. A vast majority of our children go onto Exeter College, if we do have a sixth form, what will happen to Exeter College?

A9. There would be more choice for students if we had a sixth form – we do not know what will happen to Exeter College, but there are a lot more students in the area for which there are not enough places in Exeter. With the leaving age increasing to 18 years, it appears there would not be a problem for Exeter College remaining viable. Students need a choice, and being able to remain in the school they are used to may be the better option for some students. It is worth reiterating at this point, however, that we have no current plans with respect to a sixth form.

Q10. If we become an Academy and the pay and conditions etc., remain the same, what about new staff coming in, what will be the situation for them?

A10. With new staff we have the ability to have different terms and conditions, and more flexibility with that, but we will continue to follow the national pay guidelines and we want everyone to have parity amongst each other and would not want to create a divide in staff. We will be staying exactly as we are and will continue to adhere to our structure.

Q11. Are there any present examples of Academies who have successfully changed the National Curriculum?

A11. We have not seen any examples, because we are still judged by Ofsted who will make judgements around the National Curriculum. We do have some students who have a personalised curriculum and alternative timetable already, because it suits their needs. By becoming an Academy, it would allow us to continue with what we are doing but with more freedom. Changes to the curriculum would depend on the cohorts which are coming through. We will continue to do the right thing for our students to get the highest levels of achievement for them and us as a College, and that they are ready to make the next step of transition. We will still be held to account by league tables but there are lots of courses out there and experiences that we can offer our students which we would be unable to do if we were to remain with the LA.

Q12. If we became an Academy would we employ an experienced Business Manager to manage the services and resources, or would it be shared amongst existing staff?

A12. We already have a very experienced Business Manager but realise we would have to increase Mr Baker's team – he would have people within his team who would be working with him, in order to deal

with the complexities of the extra responsibilities we have. We would bring in Accountants but we do get extra funding for this.

Q13. If someone returns from Maternity Leave, would their Pay and Conditions remain the same?

A13. Yes, it would be exactly as it is now. We all work under Employment Laws and just because one has become an Academy, one cannot come out of that Employment Law – it remains exactly as at present. Staff do not have to worry about their Pay and Conditions coming back from Maternity or New Staff coming in. Everything will be fair and consistent and we will continue to look at internal opportunities for staff wherever we can. Nothing will happen in any way to undermine the conditions, security or prospects of the staff at this College.

Q14. Do we have to change our name if we become an Academy?

A14. No.

Q15. Would we become an Academy on our own or would we join others?

A15. We would become an Academy on our own, but we would continue working with other schools e.g. PiXL and working alongside primary schools. We have no plans to join a Trust or form a formal partnership with any other school.

Q16. On behalf of Admin, there is quite a lot of unease because if we become an Academy and have control over our own budget; it may be decided that the amount of money being spent on Admin could be used in a different way and people could do other people's jobs, resulting in fewer Admin staff. We do not feel reassured that our jobs are safe.

A16. When we are talking to you, we are not just talking about Teachers; we are talking to everyone and every member of staff. Everyone is valued in whatever role they do. We have talked quite openly to the Admin staff at their meetings about becoming an Academy. Becoming an Academy is absolutely no threat to Admin staff.

Q17. Will the Teachers' Pension be any different if we become an Academy?

A17. No, it will be exactly the same. Teachers' Pensions will not change, however the non-teaching staff may be slightly different – instead of being under the Devon umbrella we will be under the Local Government Pension Scheme.

Q18. Support staff, at present, get an extra day off after 10 years' service – will that change?

A18. No, it will be exactly the same.

Q19. Brunel was set up as a bought in service from the LA, if we go to Academy, does Brunel come with us?

A19. It will be with us exactly as it is now. It is a magnificent part of the school.

Q20. The LA has the responsibility of students who are excluded, who will have the responsibility for it if we become an Academy?

A20. There will still be Panels across the schools and there will still have to be agreement on placing of those students, which would come under the safeguarding remit of the Authority. Heads, as they do now, would meet at Panel meetings and arrangements made for transfers with students then being placed in alternative educational settings.

Q21. Will Support Workers still be needed for the SEN students if we became an Academy?

A21. SEN will remain the same, we would still do exactly as we are doing now in terms of provisions for those students.

Q22. Will our hours change at all or will we have to be full-time?

A22. Your Terms and Conditions will remain exactly as they are now.

Q23. What planned changes will there be to the curriculum?

A23. We always look at different courses for students and we make sure that these courses are within Section 96 and that they are recognised qualifications which count or not on league tables. We have a responsibility to secure our school against national measures, but no, there is no immediate change to the curriculum and we will continue to do the right thing by our students.

Q24. Will we consider changing to a six term year with shorter holidays?

A24. No.

Q25. With Academy status our Terms and Conditions are protected for 3 years, do you anticipate any change after that?

A25. It is a myth that you are protected for 3 years, as far as we understand it, and we will clarify on this: there is no 3 years protection. Becoming an Academy does not allow you to opt out of the Employment Law, it is there to protect you.

Q26. If we were to become an Academy, would we need sponsors?

A26. No.

Q27. If we were to become an Academy and managed our own finances, what would happen if we became carried away with spending and became in debt?

A27. There are so many measures in place that would prevent that from happening, even more than there is now. We would have external Accountants and more stringent procedures in place.

Q28. Will we be getting any more funding as a result of becoming an Academy?

A28. The additional budget allocated to the school is around £130,000 pa but at least a third of that would go in extra expenses: e.g. insurance, IT licences and our audit fees would increase as we would have to employ Accountants. It is not guaranteed to stay at £130,000, it would gradually reduce yearly, as our funding does at the moment.

Q29. Looking forward a few years, I can see physical expansion e.g. numbers of students and the building being expanded – is that the case?

A29. It could be.

Q30. If we were to become an Academy, what sort of time-line are we looking at?

A30. No decision will be made until this process is over. Everything will be collated and passed onto the Governors who will also debate. On-going conversations with the LA and Diocese will continue. We will not rush it, but will do everything correctly which will take time. We can decide when it is the right time for us to become an Academy.

Q31. Will there be a vote on becoming an Academy?

A31. No, there will be no vote. It is based upon everyone's thoughts and opinions, parents, staff, students and governors which make the ultimate decision based upon all the information that has been gathered together.

There were no more questions at this stage.

Miss Sherwood thanked all for coming and informed everyone that the Consultation period closes on Friday 18th October.

Section 2: Consultation with Parents

All parents/carers of students from St Luke's had three methods of consulting with us with respect to the potential Academy conversion;

- Questions/feedback via email.
- Consultation survey return.
- Parent/Carer consultation evening.

Questions/feedback via email

- Eight parents asked questions or offered opinions via email. The two parents who raised questions had these answered and were happy with the answers provided. The remaining six offered their opinions as noted below;

Email 1:

Dear Senior leadership team and Governing body,

As a new parent at the school I think the senior teaching team and the Governing body will have the best knowledge and skills to decide what is best for the school. I would feel comfortable with you making the decision about academy status and sending out a letter stating 'this is what we are thinking of doing, for these reasons, if you have any objections let us know'.

What I do find difficult is that this has been called a consultation yet the information provided in one sided. The leaflet states only the benefits of becoming an academy and not the risks . Providing both sides of the argument -would allow me as a parent to make an informed decision, which is what I would call a consultation.

Sorry to moan, perhaps I have just been jaded by politics over my growing years!!!

Email 2:

Dear Mrs Stewart, Mr Pinchin,

Some of my concerns/questions about conversion to Academy Status.

1. It's a sad statement on the state of our country, but probably inevitable that St Luke's has to follow this path too.

(The example of the "water fiasco" from Carillion shows that, while Local Education Authorities may be a bit inefficient and occasionally political, they at least had some integrity and trust, characteristics sadly missing from some employees of profit-motivated organisations.)

What I'm saying is, do your research thoroughly, don't just "trust" what you get told, think of the long-term, as well as the short-term carrots.

2. On a practical point - your "consultation document" states that:-

"In addition to this document, we have established a dedicated area on the school website at www.st-lukes.devon.sch.uk where you can also view and download a full copy of the Governors working party report on the implications of Academy conversion on St Luke's. This area of the website also provides additional information on the Academy conversion process that may be of use/interest to you."

I've looked on your website under Parents and Governors but can't find any sign of the "working party report".

3. I'm disturbed that your documents make no mention of the Brunel Centre - it may only be small numerically but (certainly under Mrs Campbell) it forms a strong part of the inclusive ethos of St Luke's. You need to be clear yourselves, and make clear to parents and students, what the funding and long-term sustainability of the Brunel Centre will be under Academy status.

My son, would not have been able to access High School education in Exeter without the support of the Brunel Centre. His excellent GCSE results justify the risk taken by Mrs Campbell in taking on someone with severe OCD, and are a huge credit to the hard work and support of all his teachers - Thank you.

You say that SEN policy will not change, but have you thought through, and got clear commitments about, its funding?

4. On a similar theme, how will Academy status affect the DCC Transport needed by a number of your students, especially those who access the Brunel Centre?

It may be better! My daughter has been refused DCC Transport this year (we are appealing) because St Luke's is not technically her "designated" school. Will this sort of disability discrimination be something you could remove under Academy status? Or would an emasculated DCC LEA be ever more penny-pinching on ancillary services?

5. You mention your links with the Diocese as a VC school, but do not make it clear whether this is just informal consultation as St Luke's "goes it alone" as an Academy, or whether you are considering becoming part of the "St Christopher's Multi Academy Trust" thing which the Diocese has recently set up.

As a member of Deanery Synod, I did vote against St Peter's High School request to explore Academy status because they seemed not to be giving the same commitment to SEN provision that you are. (And also because their Open Evening presentation arrogantly stressed how "different" they were from Exeter's other High Schools.)

That's probably more than enough for now.

We have had excellent support from St Luke's for our "high-maintenance" children and feel they have contributed strongly in return.

Best wishes for you consultations - it's a big responsibility.

Email 3:

Dear Governors,

I'd like to make clear that I strongly oppose the proposal to convert St Luke's Science and Sports College into an academy school. The idea has many flaws and few advantages:

1. Worst of all, the process is irreversible. There is no retreating from the mistake of academisation.
2. The benefits are sham benefits: there is no extra funding. Freedom to control the budget only means increased costs in administering it and extra costs once borne by the LA. It does not result in better teaching.
3. Academisation is an effective way of senior managers and governors of fluffing their own CVs. We should be suspicious of their motives.
4. Benefits of becoming an academy are largely already available to St Luke's. What, for example, is stopping the school from fostering effective links with local schools, businesses and the LA right now? In what way is the LA preventing innovative and effective change? Are the governors proposing to drop the National Curriculum (the 'increased curriculum freedoms')?
5. It is not apparent that pupils will be given a better standard of education in an academy. Will it result in an increase in teaching staff and a reduction in class sizes for example?
6. The process is extremely unsettling for staff and will result in good staff leaving and others becoming ill. Again, the standard of teaching and learning is not, in itself, improved by academisation.
7. It is not the case that what is said in a proposal leaflet is necessarily true. For example, at Isca College the uniform changed, despite promises being made to the contrary, as has the name.
8. Specialist status is largely irrelevant already. This is not changed or improved by becoming an academy.
9. The school will be directly under the control of politicians. To be specific, the Secretary of State for Education.
10. The local community will have much less say in the running of the school through local democracy. Governors are appointed by the sponsor and have no inherent interest in the local community. The school thus becomes divorced from the local community.

I feel I may be wasting my time raising these issues. Governors have probably already made up their minds and the 'consultation' will do nothing to change this. At Isca College a majority of stakeholders expressing a view (staff, parents and students) made it clear that academisation was undesirable. Governors have gone ahead anyway, in the year in which the school gained record exam success. I expect the same outcome at St Luke's.

I am both a parent of a Year 11 pupil and a teacher at Isca (formerly Isca College).

Email 4:

I have read through the document and understand the reasoning behind wanting to become an academy. However it still worries me and I can't help feeling it will not be that simple. I am definitely glad there will be no changes to the name, uniform, admissions, special needs provision etc and that there will be no sponsors involved. I also welcome the bit which says the school will continue to teach the art subjects and remain a science and sports college, but I still have some worries.

The school would get this extra money which currently goes to the LA but I wonder how far this will actually go. Once the Governors have employed the extra staff needed (who may not come cheap. We are always hearing in the news about having to pay high wages to get the best people!), they may find there is less left than expected.

Also I can see problems with the buying in of cheaper "cost effective" services from the private sector. This may mean that companies offer low tenders so that they get the work, then either do not do the job properly (I have seen this so many times) or put the prices up once the LA has lost all its staff because they had no work. Sorry to be cynical but this seems to be the way everything goes these days.

The Academy will be run by Governors which I believe is the case now with the school. Are all our governors volunteers? Will they still want to do it unpaid with the additional responsibilities of running the academy trust? And I would find it worrying if all the decisions for the school were solely made by people who had volunteered for the role, with no one to oversee them, if the LA were not involved. At least the LA has vast experience in these matters I would think, having been running schools for years.

Another worry is the amount of time this will take up, particularly that of the teachers. Any change is disruptive and this will be particularly so. The leadership team will have to be involved as they have the expertise and they will have less time to spend on day to day school matters. I would worry how this could affect my daughter's education over the next 2 crucial years (10 and 11).

St Luke's is such a nice school and seems to get good results and it seems such a shame it feels almost forced to change things when they do not need fixing, just because of a lack of funds.

I look forward to hearing the results of the consultation.

Best Wishes,

Email 5:

Dear Sir/Madam

I am a parent of a student at St Luke's. I do not feel that conversion to an Academy will benefit St Luke's at all. I feel it is a government con to save money somewhere along the line. I do not believe it will benefit either the students or teachers. I suspect it sounds an excellent idea on paper but these things are often not what they seem (ref: the news on a Free Schools today). If it is not broken, why fix it? St Luke's is a great school. Keep it that way.

Email 6:

Dear St Luke's

As a Pinhoe resident, and in my capacity as a parent of two children currently studying at St Luke's, I would like to express my support for the College seeking academy status.

I feel that becoming an academy would best serve the interests of students at St Luke's and the wider community. I don't believe that preserving the status quo is a viable option as the role, funding and capacity of the Local Education Authority continues to diminish.

Response to survey

- 24 parents/carers responded to the survey with the results to specific questions being as follows;

Do you feel that St Luke's Science and Sports College should convert to an Academy school?

- Yes = 12
- No = 5
- Don't Know = 7

Do you feel that conversion to Academy status will benefit the students of St Luke's?

- Yes = 11
- No = 5
- Don't Know = 8

Minutes of the Consultation Meeting held on 7th October 2013

Academy Consultation - Parents Evening

Staff and Governors present on the panel

Mr M Pinchin (Principal), Mr D Holt (Deputy Principal), Miss K Sherwood (Assistant Principal), Mr P Baker (Bursar), Mrs T Stewart (Chair of Governors), Mr J Garnett (Governor)

- Mr Mark Pinchin opened the evening by introducing everyone on the panel and thanking them for their time. He explained there is no agenda to these meetings and that at present the process is just an open and honest collaboration to see if going to Academy status will benefit the students.
- Mr Pinchin explained that education is changing as is the remit of the Local Authority and that on no account would the school consider changing to an academy if there was no benefit to the students.

Questions from the floor facilitated by Miss Sherwood

Q1. What is an Academy?

A1. An Academy is a school directly funded by central government (specifically, the [Department for Education](#)) and independent of direct control by [local government in England](#). However local

government councils are responsible for the funding formulae used to allocate funds among sections of education within an authority. An Academy must meet the same National Curriculum core subject requirements as other state schools and be subject to inspection by [Ofsted](#). Academies are self-governing and most are constituted as [registered charities](#). The school would be able to buy back services from the Local Authority. Almost half of the secondary schools in England are now an Academy.

Q2. Does the School get allocated a bulk amount of money?

A2. At the present time the school budget goes to the local authority, a portion of this is kept for services provided with the rest being allocated to the school. Under Academy status the whole of the funding would go to the school to buy in services they wish to use from a range of external providers. This allows the school to shop around for different / more specialist / cost effective services that reflect the ethos of the school. The additional budget allocated to the school is around £130,000pa.

Q3. What happens if something goes wrong halfway through the year and there is no money left in the College for things such as text books, teaching materials etc. What safeguards will be put in place to ensure this will not happen?

A3. An academy is a business and solicitors and accountants will be involved with strict stringent controls. The budget will be very similar but will involve good financial budgeting. The number of children on roll drives the budget allocated to the College. The Governors Finance Committee would also be responsible for the scrutiny of the College budget.

Q4. What's in it for the students?

A4. Academy status offers the school freedom to explore the possibility of introducing new courses that are appropriate for the students on roll in the school. It has to follow the National curriculum in core subjects but will have the freedom to explore new avenues that may be of more benefit to the students. Academy status would without doubt offer more and varied opportunities for our students to engage in.

Q5. Do the Governors and SLT feel that they want to change to an Academy or have to change?

A5. The school is just exploring the possibility of changing to an Academy but has to keep in mind that the staff resources of the LA is diminishing and the school needs to ensure that they are able to receive the services they need. Nothing will change the ethos of the school, however the school needs to seize opportunities for students and open up a whole new diet of courses for them. It needs to ensure that the school does the right thing ethically and morally for their students and needs to make sure that all parents are happy, that they have been fully informed and given every opportunity to express their concerns and hopes for the future of the school. If the school goes ahead, it will be because they want to not because they have to. The College is in no way being forced to convert to an Academy.

Q6. How are the students being consulted?

A6. The school panel will be meeting with the college council to ask them how they feel students should be consulted / informed. The students will be consulted once the parents and staff have had their consultation evenings so that they will be better informed to answer the student's questions that they will undoubtedly have. It is proposed that consultations may take place in small groups, in addition to house councils and school assemblies.

Q7. Are there any thoughts of having a sponsor or partnership?

No, the school is not looking at any kind of partnership. St Luke's has a unique flavor and the school will remain independent. The school wants to respond to the parents and the students by creating the college that they want.

Q8. What provision is there to safeguard the staff if the school becomes an academy; how will their conditions change? Are staff interests taken into account?

A8. SLT explained that they too were staff and part of the team and as such do not want their conditions to change. The staff will change to become employees of the Academy Trust but their terms and conditions will not change; in addition their pay and conditions will not change and an increased independence may be useful for staff. The school recognises how important staff are and will always do everything in their power to support them and maintain the morale and commitment that they have. The College believes in a fair pay system and although new staff can be employed on new terms and conditions, we cannot see this being any different to the current guidelines. The Governors recognise that by getting it right for the students, they need to get it right for the staff.

Q9. Will staff need to apply for their jobs?

A9. No

Q10. What are the upfront costs, how much are the legal fees and will buying in services be higher?

A10. The school receives a grant of £25,000 from the Department of Education to support the school during its exploration process. This is a no-payback loan. In addition as a PFI school there is additional grant funding available. New academies have stayed with the local authority for many services. The school would need to buy in new IT services. The local school services are keeping their costs the same as LA run schools.

Q11. Would going to Academy have an effect on the year 9 students when choosing options?

A11. No, other than the school will be looking at the possibility of introducing new courses to the school curriculum.

Q12. What happens if a member of SLT leaves/retires? There seems to be a lot based on trust and it all appears to be very positive. Will there still be a full sized Governing body?

A12. Governors would become trustees, directors and/or Governors. Their roles won't change. The school would be a business and a charity led by this Governing Body. The sub committees of the governing body work well as they are and will again remain the same.

Q13. Has the Church formed a view on the proposals yet?

A13. The school has consulted with the Diocese who have approved the exploration and working alongside the College to offer support throughout the process.

Q14. Will going to academy allow access to extra funding?

A14. As the school will have charity status this may well open up further opportunities.

Q15. How will the final decision be made?

A15. Once everyone has been consulted and all feedback collated the findings will be presented to the board of Governors. The full governors will make the final decision along with SLT. The school is in constant talks with other schools that have already changed status and are at all times gleaning information from them.

Q16. Will the intake of the school be likely to change?

A16. The Local Authority will still set the limit for student intake and will have to approve this annually. The school has no plans to change their admissions procedure. Progress levels and school measures matter the most. The Local Authority will retain responsibility for the SEN (Special Educational Needs) and the safeguarding within the school as per the current arrangements.

Q17. Does going to Academy status offer a better opportunity for the school to expand and offer a sixth form?

A17. The school would only be able to offer a sixth form if it were to become an academy. If it stayed as a state maintained school this would not be possible. The governors are aware that some parents would be in favour of 6th Form provision at the College but the College has no plans at this current time to explore this as an opportunity and will continue to work with external post 16 providers to provide the very best transition for our students in to Further Education.

Q18. How come there are so few parents this evening (11 in total)?

A18. The school is confident that it has offered every opportunity available to inform parents of the evening and stress that there are many mediums available for parents to give their feedback to the school in email, letter and open forum or in a personal contact form.

Q19. Can the school assure parents that the school uniform will not change?

A19. Yes, the school is very happy with the uniform, and feels it is their identity so there are defiantly no plans to change it.

Q20. If the school decides to change to an Academy how long will the process take?

A20. The school will only make the change when it feels it is the right time to do it for the students and the school. This may be in 6, 12 or 18 months' time. The only restraint it has is that it has to be

carried out on the 1st of a month. This would not be a rushed procedure and would be worked back from decisions made by governors.

Q21. How will parents be kept informed?

A21. Once the school has gone through all the consultation periods and spoken with the LA and the Governors a report will be made. It is not expected that anything will happen until just after Christmas. Updates will be posted onto the website for all to see. The next communication is likely to be the outcome from the staff/student/parents consultations.

Q22. What feedback have you had from other schools that have changed to Academies?

A22. On the whole the feedback from other academies that have converted has been very positive but the College will continue to have dialogue with other schools to keep them informed of the process.

There were no more questions at this stage.

Miss Sherwood thanked all for coming and the meeting ended.

Section 3: Consultation with Students

Following a meeting with the College Council it was decided that the best way to consult with students was to undertake a number of assemblies to outline what becoming an Academy would mean followed by a tutorial discussion. During the tutorial session, students would be invited to ask any questions about Academy status and then offer their opinion on the following 3 questions:

1. Do you feel that St Luke's should convert to an Academy School?
2. Are you worried about St Luke's becoming an Academy School?
3. Do you feel that becoming an Academy School will benefit you?

The answers to these questions are noted below;

Question	Yes	No	Don't Know
1	137	82	109
2	29	251	54
3	69	133	111