

**1. SEN provision at the school has been poor. 2 parents felt this hadn't improved during the SLA with Arbor. Will it get better after academisation?**

Whether or not we academise, we will always aim to do better for our SEND children. We have successfully applied for two EHCP for Woodford Green children, and have another in process. This not only provides funding, but resources and strategies to support those children in their learning. We have regular contact with our Educational Psychologist and Speech Therapist who are observing children of concern.

The school complies with all the SEN guidelines as does the Arbor Academy Trust, and will continue to do so whatever the outcome of the Consultation.

**2. TUPE - What will happen to staff's pay and conditions? Does it stand to change for the worse? -**

The Arbor Academy Trust has confirmed that staff pay and conditions are exactly the same as all LBWF maintained schools.

The exception is for those teachers who are in the first three years of their careers who receive an Arbor bonus.

**3. How much money will be paid to Arbor if WGPS academises?**

6% of the school's budget is pooled, as is the case with most academy schools.

**4. Consultation process - why isn't it longer? Why was it over the summer holidays? If enough parents request it, will you extend it? If not, why not?**

Governors wrote to all parents in May 2018 telling them that they were considering academisation. They also held

the first consultation meeting on 9<sup>th</sup> May. This was the first of four meetings held by Governors with parents on different days and at different times to reach as many parents as possible. The notes of those meetings, and the Questions asked and the Answers given, are on the school website.

The length of the consultation process is the recommended length – 28 days. Governors were deliberate in their intention of having the summer holiday period for parents and community stakeholders to reflect, and give parents and carers the biggest possible opportunity to research and explore the proposal. During this time, all the information was available on the school website and comments, questions and queries were invited.

There are no plans currently to extend the Consultation.

**5. Why haven't you engaged more people? Why is it that some people at the gates don't know what is being asked of them when approached by the "no campaign"? Why have you not translated your literature?**

Governors have tried hard to engage parents in a variety of ways, including face to face, in writing, via text, email, and on social media.

The Governors have acted in line with the school's Accessibility Plan published on the school website.

All the information has been published electronically, allowing easy translation to all languages.

**6. You say you have non negotiables. But how binding is the contract? Can Arbor just do what they want once you join?**

The non-negotiables were a key part of Governors' decision making. The status of the schools currently within the Arbor Academy Trust show that their individuality is recognized. Woodford Green Primary School will retain the key aspects of our ethos and our Governing Body will ensure this as we move forward.

**7. Will still here be a governing body? What powers will they have (if any)?**

The Governing Board will become a local Governing Board with many of the same powers as now. Governors will continue to be elected to the Governing Body including parents elected by the parent body.

A Trust Board with a member of the current Governing Body will have oversight of the Governing Bodies of the three schools in the Arbor Academy Trust.

**8. Why can't we have a binding referendum?**

Governors have many statutory responsibilities and are accountable for determining what is in the best interests of the school. Governors were unwilling to be held accountable for something over which they have no power such as the outcome of a referendum.

**9. Who is Philip Cranwell? Where did he come from? Is he truly independent? Who is paying for him?**

Philip Cranwell is an experienced independent consultant paid for and sourced by Woodford Green Primary School. Please see his website details <http://www.cranwell-consultancy.co.uk/> for more information.

**10. What other alternatives have you explored? Have you looked into the offer from Redbridge to join one of their support groups for example? -**

Woodford Green is a London Borough of Waltham Forest maintained school and it is the Local Authority that is ultimately responsible for the school. It is the Local Authority that directed the school to collaborate with other schools and organised the support from Davis Lane (part of the Arbor Academy Trust), a school judged *Outstanding* by Ofsted and one of four teaching schools in the borough. Some of the support provided by Davis Lane to Woodford Green and other schools has been funded by the Local Authority.

It is worth noting that the London Borough of Redbridge has no statutory responsibility for Woodford Green.

**11. Have governors done due diligence in terms of teacher welfare in the Arbor Academy Trust? Are there more requests for union representation than across the rest of the borough? Can this be evidenced? Are teachers intimidated by Maureen Okoye? –**

Woodford Green Primary School and its staff has been working closely with the Arbor Academy Trust for over a year.

Governors have carried out due diligence in the all the areas required including staff welfare. School Leaders have led many staff consultations and invited their feedback and questions. Staff welfare has also been explored by governors through visits and meetings. Governors will approach the unions to ask for written evidence regarding staff welfare trends across the borough.

**12. Where is all the information on the previous meetings and consultation process? Has this been made available**

**to all parents?**

All information has been made available through the school website, letters and documents emailed to all parents.

**13. Why weren't previous meetings structured as a debate with the pros and cons of academisation?**

The Proposal for Woodford Green to join the Arbor Academy Trust and convert to academy status is a strong recommendation of the Governing Body and comes after two years of consideration and investigation.

Therefore the purpose of the consultation is to establish the views of the school's stakeholders including parents and carers on this proposal.

**14. What are the teacher's opinions? According to the union rep, teachers are going to vote in favour of academisation but has this been explored by governors?**

All the staff at Woodford Green have been part of their own comprehensive consultation process. They will respond using the same Survey Forms as those made available to parents and carers with the same timescale. The governing body is made up of a mixture of staff, parents, and co-opted governors so staff opinion has been represented throughout the process.

**15. What is staff turnover like in Arbor Academy? – There is evidence that staff turnover has reduced since the establishment of the Trust. Staff turnover at Woodford Green Primary school has been lower than before it's formal collaboration with Arbor in 2017.**

**16. Will you consider the option of joining the**

## **Redbridge schools alliance?**

This matter has been referred to the LEA and they will respond.

PJ Prince  
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