

## **Dales Academies Trust (DAT) - Survey Monkey Comments**

As at 8 September 2017

The questions and answers below are a summary of the feedback received on the online Survey Monkey questionnaires as at 8 September 2017.

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### **Ravensworth CE Primary School**

#### **Have you received enough information regarding our proposal?**

Question: More detailed information on the implications to all staff members. Salary, job descriptions - will they be amended? Workload expectations, job security. Why have we all not been spoken to individually and been given a full & frank explanation as to why Governors and senior management think this is a good idea when the government have postponed plans to force some schools to convert to academies? Our school is not a failing school and so this exercise is not in my eyes necessary.

Answer: Staff will transfer as is with no changes to their existing contracts of employment, same job descriptions, same roles, same pensions etc. The trust will recognise all Unions and national agreements. We have held a staff meeting and there will be an opportunity to have another meeting in September should this be something staff want, whether collectively or one to one.

#### **Do you agree that the Secretary of State should enter into a Funding Agreement for Ravensworth Primary School?**

Comment: Transferring to Academy status will have a serious detrimental effect on the unique ethos that our school currently has

#### **Any other comments?**

Comment: I am very disappointed in the Headteacher and the Governors for considering academy status. I am on the whole a forward-thinking member of staff. After one year the TUPE agreement is not worth the paper that it is written on and so I cannot accept that our jobs are safe regardless of any reassurances that you give. There is a fine line between work life balance and once Governors start to interfere with staff salaries, the line has been crossed. This is our livelihood and

I think it is very wrong to assume that we will all agree. This is consultation but not 'meaningful consultation' as I get the impression that the decision is already made which saddens me considerably.

Comment: All Saints Academy parental consultation letter states that they are already working closely with the schools on the list. Very mis-leading, I've never heard of this school. There is at least one school on the list that have had more than one poor ofsted & as a result have a stigmatised name. Why would the management of our school want to be closely associated with a poorly performing school? This is an expensive exercise and I personally feel that the money would be better spent on our own pupils where we have more control over how we use it. I am very against this proposal and feel it is very sad that our unique village school could be swallowed up into a faceless Academy run by a management team that we never see but they have complete control of our school's destiny. All Saints Academy is a fledgling Academy of only 2 years who are still 'finding their way' in my opinion they are not established enough to embark on this chapter. Should this go ahead, it is likely that I will seek alternative employment so strong are my views.

Answer: All Saints is working closely with the schools proposed to go into DAT and has been since before their governors made the decision to join the Trust. The Trust won't be faceless and the CEO and Trustees will be as involved locally as Governors and Headteachers want them to be. The proposal is to delegate as much as possible to the schools so you retain the same control as you do currently whilst appreciating there is a new layer of governance with the Trustees.

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