



**LINGHAM PRIMARY SCHOOL
STAKEHOLDER CONSULTATION
REPORT**

June 2017

Contents

1. Executive Summary.....	3
2 Introduction	3
3 Overview of the Engagement Process	5
3.1 Table of stakeholder engagement activities:.....	5
3.2 Timeline.....	6
4 Consultation Responses and Feedback.....	7
4.1 Consultation Events	7
4.2 Analysis of Survey Responses	7
5 Conclusion.....	8
Appendix A – Information Provided to Stakeholders	10
Appendix B – Online Feedback Form	16
Appendix C – Notes of Engagement Meetings	17
Appendix D – Consultation Responses	20

1. Executive Summary

- 1.1 This report has been prepared for the Governors of Lingham Primary School and describes the consultation process that has taken place to inform a decision on the proposed conversion of the School into an academy as part of Chester Diocesan Academies Trust (CDAT).
- 1.2 The Headteacher of Lingham Primary School has led the process, with support from CDAT. Representatives from the school have made clear the implications of conversion through the production of a consultation information pack which included a Frequently Asked Questions (FAQ) document with attached questionnaire, and at consultation meetings that took place on 17th May 2017. During the consultation period, an additional question and answer document was issued to allow more information on the proposal to be shared.
- 1.3 Analysis of the information collected to date shows that stakeholders have questioned the proposal for Lingham Primary School to convert to academy status as part of CDAT. Several questions and comments were collected at consultation events which show that the school's main stakeholders, i.e. staff, parents and carers have engaged in the process, researched information in addition to that provided by the school and articulated their views clearly to the Trust and school.
- 1.4 Prior to this period of consultation, Governors have spent significant time considering the move to academy status and, through their role, have a holistic understanding of the school, its systems and support that may not be available to all members of the community.
- 1.5 The consultation period concluded on 25th May 2017 and Governors will now confirm whether they wish to move ahead with the academy conversion process.

2 Introduction

- 2.1 Representatives of Chester Diocesan Academies Trust (CDAT) have met with the Governing Body of the School to discuss CDAT, a multi-academy trust formed by the Diocese of Chester, which has been put forward as an option for schools in the region that are considering the Academy model.
- 2.2 As a consequence of this, and the continued debate and growth of academies in England, the Governing Body decided to look more closely into adopting the academy model and whether at this time it would be in the best interests of the children, teachers and staff at Lingham Primary School.
- 2.3 Although the primary focus of the consultation exercise has been to gather opinions on the possible conversion of Lingham Primary School, since two other Schools in the Moreton area are undergoing the same process, feedback on the possible formal partnership or hub being developed has also been collected.
- 2.4 The stakeholder engagement and consultation activities were designed to inform and seek opinion on the proposed academy conversion from a range of interested

parties most closely associated with the school. The key activities have included preparing and disseminating consultation materials via the school website, letters to parents and carers and holding face-to-face meetings. Underpinning the process has been a commitment to communicate with all key stakeholders clearly and frequently as to timelines, process and outcomes.

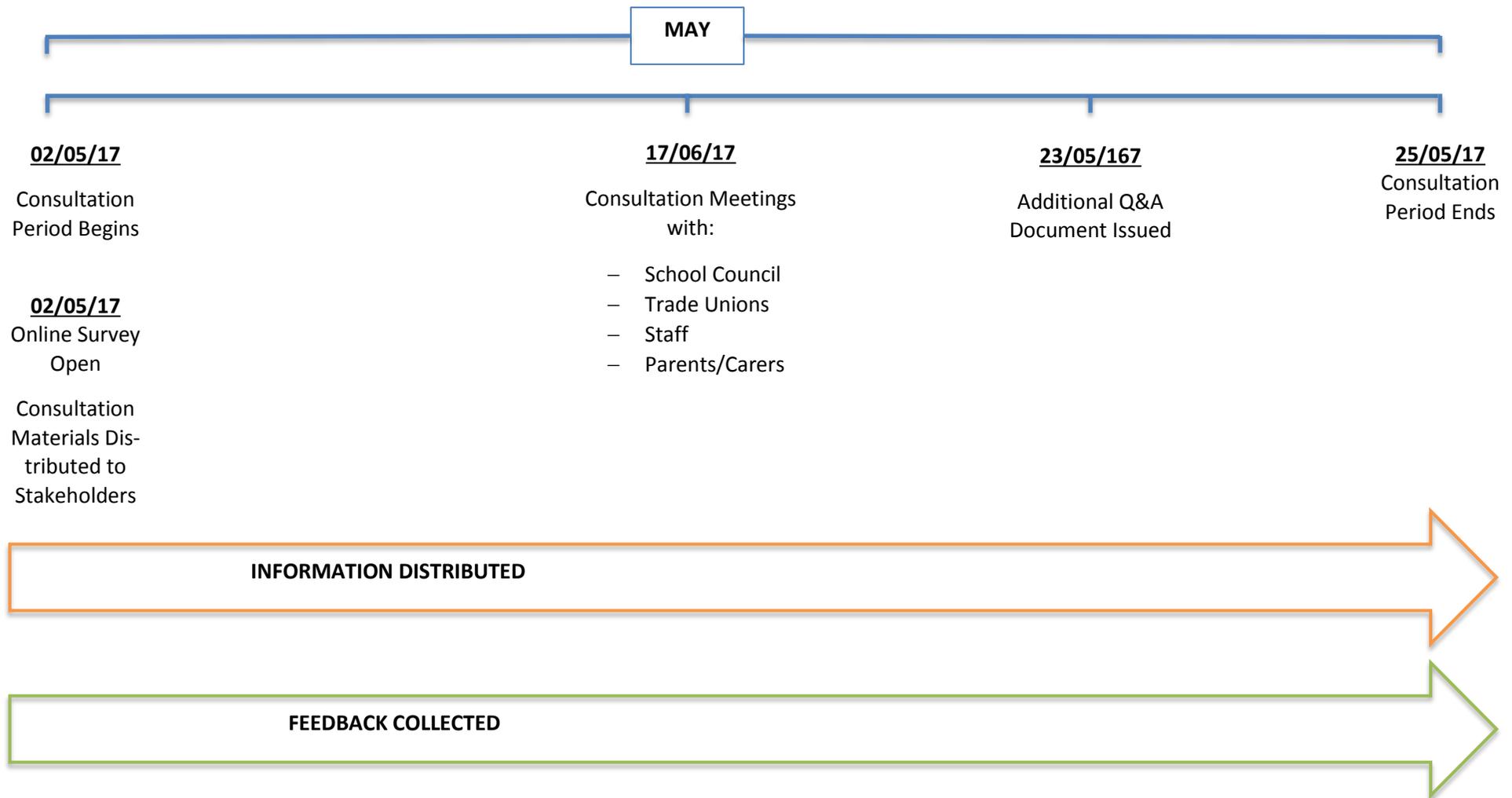
- 2.5 The remainder of this report details the full range of engagement activities that have taken place and an analysis of the responses received and conclusions drawn from all feedback received.

3 Overview of the Engagement Process

3.1 Table of stakeholder engagement activities:

Date	Activity undertaken	Stakeholders engaged	Response / Number in Attendance
19/04/17	Head teacher notify the LA of the intention to consult on whether the school should apply to convert to Academy status	Local Authority	-
20/04/17	Head teacher notify staff at the school of the intention to consult on whether the school should apply to convert to Academy status	All staff in the school (teaching and support)	-
20/04/17	A workshop for Governors from all three Moreton schools who are consulting on whether to apply to convert is held at Eastway Primary. The aims of this event are to: provide information on the academy conversion process, develop key messages for consultation and agree the timeline of key project milestones.	Governors	-
02/05/17	Consultation starts across all three schools with a letter and FAQ factsheet sent to all parents / carers, staff and other key stakeholders via pupil post. This consultation pack contains a questionnaire inviting stakeholders to anonymously submit feedback, questions or comments about the academy process.	All Stakeholders	-
02/05/17	Online survey open inviting stakeholders to anonymously leave questions or comments about the academy proposal.	All Stakeholders	5 online response received
02/05/17	1 copy of consultation pack hand delivered to all staff along with an invite to a staff consultation meeting	All staff in the school (teaching and support)	-
05/05/17	Email consultation meeting invitation sent to all regional Trade Union Representatives with copy of consultation FAQ	Representatives from: NUT, ATL, Unison, NASUWT, GMB, NAHT	3 x Trade Union Representative attended meetings
17/05/17	Meeting with Student Council	Pupils	17 x Pupils
17/05/17	Meeting with Trade Union Representatives	Trade Unions	1 x Trade Union Representative
17/05/17	Meeting with all staff and additional meeting for office staff	Staff and Trade Unions	37 x Members of Staff Headteacher
17/05/17	Open Meeting with Parents / Carers / Members of Community	Parents / Carers / Community	6 x Parents/Carers Headteacher
23/05/17	Additional Q&A Document Issued to Staff and Parents/Carers	Parents / Carers / Staff	-
25/05/17	Consultation closed		24 questionnaire responses received

3.2 Timeline



4 Consultation Responses and Feedback

4.1 Consultation Events

On Wednesday 17th May 2017 a series of consultation events and activities were held at the school. Key stakeholders were invited in advance to the events. As a result of question raised during the consultation activities an additional “Frequently Asked Question” document was produced and circulated to the school community. A high-level summary of each event can be found below. A more detailed description of each meeting is available in Appendix C.

4.1.1 *Parents / community open meetings*

Parents and carers were given the option to attend a morning or afternoon open meeting to discuss and ask questions about the proposals. Six parents (all present at the evening session) attended the events and the questions raised indicated that they were engaged in the process of academy conversion. Parents were generally positive about the proposal but were concerned about the impact on funding and maintaining the good performance of the school.

4.1.2 *Student Council*

The consultation meeting with pupils was positive with pupils asking valid questions regarding the differences between maintained schools and academies, and what will be the impact on them.

A poll taken during the meeting showed that the majority of the School Council would be happy with becoming an Academy.

4.1.3 *Trade Union*

During the consultation meeting held with Trade Union representatives, many wider (political) issues were discussed. Trade Union representatives stated their opposition to the academy conversion of schools.

4.1.4 *Staff meeting*

During the consultation meetings with staff, several questions were asked relating to the TUPE regulations and the protection of staff terms and conditions on conversion, including any implications for pensions.

4.1.5 *Office Staff*

The Headteacher and representatives of CDAT met with office staff at the school as it is recognised that academy conversion is likely to impact mostly on their roles. Staff members had prepared a number of questions relating to the changes to processes post-conversion.

4.2 Analysis of Survey Responses

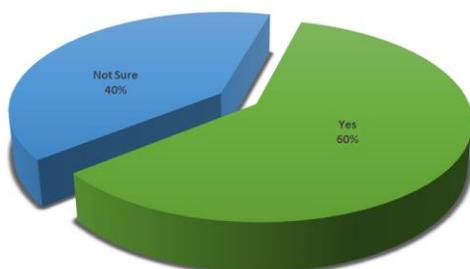
4.2.1 5 survey responses were received from the following stakeholder groups:

- A member of school staff = 1
- A pupil at the school = 0
- A parent / carer of a pupil = 4

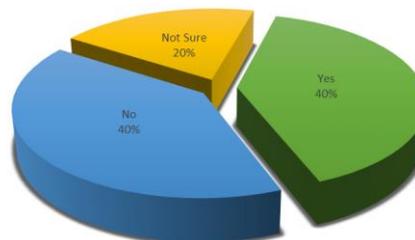
- A member of the community = 0
- A school governor = 0
- Total = 5

4.2.2 A summary of the responses received can be found below:

Do you support the decision for the school to become an academy?



The proposal is that the school will be an Academy within Chester Diocesan Academies Trust. Do you agree with this partnership arrangement?



- Overall 60% of the responses received support the decisions to become an academy with 40% of all responded agreeing with the partnership arrangement.
- 50% of parent/carers who responded stated that they supported the decision for the school to become an academy with 50% not sure.
- 100% of staff who responded stated that they agreed with the partnership arrangement with CDAT.
- Regarding the partnership arrangement with CDAT, 50% disagreed, 25% agreed and 25% were not sure.

5 Conclusion

5.1 All engagement meetings held on 17th May 2017 facilitated open discussion about a wide range of implications of academy status. Questions received by the school and Academy Trust showed a high level of engagement and understanding by stakeholders. The small number of respondents is acknowledged in terms of representing the views of stakeholder groups as a whole. However, it is assessed that as information was distributed widely, stakeholders had adequate opportunity to respond to the proposals and make their views known. Email communication was sent to the Headteacher of Lingham Primary School shortly after the consultation meetings to express gratitude that initial concerns had been addressed and stating that they felt 'reassured' by the information provided.

5.2 Two main areas of concern were recorded at consultation meetings as follows:

- The influence of a Church organisation on the school (parent/carer);
- The privatisation of education (staff).

5.3 The purpose of this consultation exercise is to establish whether there is significant objection to the plans for the school to covert to academy status. Information gathered and presented in this report identifies that although there are some concerns, there isn't overwhelming evidence to suggest that there is significant objection.

- 5.4 The Governing Body should use the information presented in this report to determine whether the school should progress the academy conversion resulting in the Academy Trust entering into a Funding Agreement with the Secretary of State.

Appendix A – Information Provided to Stakeholders



Lingham Primary School,
Town Meadow Lane,
Moreton,
Wirral
CH46 7UQ

Telephone 0151-677-5381
Fax 0151-677-9347

Email: schooloffice@lingham.wirral.sch.uk

Headteacher
Miss P J Malcolm
2nd May, 2017

Dear Parents / Carers,

At a recent Governing body meeting, the Diocese of Chester provided information to the Board of Governors on the Diocese's Multi-Academy Trust (Chester Diocesan Academies Trust - CDAT), which is being offered to schools within the region who wish to take advantage of an Academy model.

Rationale

As a consequence of the national picture and continued debate and growth of academies in England, the Board of Governors have decided to now look more closely into whether an academy model would be in the best interests of the children, teachers and staff at Lingham Primary School. The Governors are keen that Lingham have full control of when and how they go forward with academy status, without pressure from Government departments. As one of a number of schools currently considering academy status, Governors consider that joining CDAT now will be a positive step for the school.

Over the past few years the staff of Lingham, Eastway and Christchurch primary schools have been working successfully together as a small group. This hub of three schools would like to continue working together in a more formal partnership, as part of CDAT, to serve the children and families in Moreton.

CDAT

Becoming an academy would give us increased access to support from a partner that we know and for whom we share a common ethos. CDAT have received significant interest from other schools across the region who would like to join the Trust, demand has been high especially from those schools that are judged to be Good or Outstanding. Strengthening our partnerships with these schools would have clear benefits for our school and the additional support available through a Trust model would be an advantage of becoming an

academy.

Advantages of Academy Status

In addition to the advantages mentioned above, as Governors and Headteacher of Lingham Primary School we believe that the opportunity to work with new partners and schools, working together to ensure standards across the Trust are consistently high, is an exciting new proposition. However, we will continue to actively work with all local schools and current partners, ensuring the best of both worlds. CDAT has made it clear that academy status will not change all the things that work so well for our school.

Disadvantages of Academy Status

As an academy, there are a number of additional responsibilities placed on the school in terms of financial management and reporting. It is expected that on a day-to-day basis the pupils and their parents and carers, teachers and staff will not notice the difference when we become an academy. There will however be additional workloads for members of staff in the school office. CDAT recognise the additional pressures and will provide the school with a significant amount of support from specialists who will be able to pick up the majority of this additional work.

Questions and Feedback

We know that the debate around academies is especially predominant at the moment and we would like to make sure that the entire school community has had an opportunity to ask questions about what academy status means for Lingham Primary School. We are therefore holding a meeting whereby we would welcome the opportunity to talk to you about academy status. The meeting will be held as follows:

Drop-in Q&A Sessions: Wednesday 17th May 2017, 9.15am OR 6.00pm, School Hall

We have included a feedback form with this letter that we would be grateful if you could submit to us by 25th May 2017 with any questions, comments, or concerns you may have. You can also complete an online survey available at:

<https://www.surveymonkey.co.uk/r/RHR3MKD>

You can leave your feedback forms in the box at reception and forms received will be kept completely anonymous.

Additional Information

We have included some additional information with this letter:

- An outline of the CDAT Vision (information also available at www.cdat.co.uk)
- A Frequently Asked Questions Document

Finally, we would like to thank you for your continued support of Lingham Primary School. We believe that we have a truly wonderful school here and we are committed to ensuring

we provide the very best for our family.

Yours sincerely,

A handwritten signature in black ink, appearing to read "P. Malcolm". The signature is written in a cursive, slightly slanted style.

Chair of Governors

Headteacher

Feedback Form - Let us know your views!

1 Do you support the decision for the school to become an academy?

- Yes
- No
- Not sure

Comments:

.....
.....
.....

2 The proposal is that the school will be an Academy within Chester Diocesan Academies Trust. Do you agree with this partnership arrangement?

- Yes
- No
- Not sure

Comments:

.....
.....
.....

3 Do you have concerns about this proposal? If so what are they?

.....
.....
.....

4 Please indicate whether you are:

- A member of school staff
- A pupil at the school
- A parent/carer of a pupil
- A member of the community
- A school governor
- Other (Please specify)

Thank you for your comments!
Please return this form to the School Office (Reception) by 25th May 2017.



CDAT has a distinctive ethos that is clearly rooted in the Gospel. Christian values impact on every area of our work and are communicated and shared in such a way that all member schools can understand them. These are more than general moral values which people of different faith backgrounds or no faith might share. Rather they are distinctively Christian values, based on the Bible and centred on the example of Jesus Christ. Our church schools fully demonstrate and exemplify these values whereas **our non-church schools demonstrate the values shared by our society but will not be expected to adopt church specific policies.**

It is important that all those engaging with CDAT have a clear appreciation of its distinctively Christian vision.

CDAT will seek to be a successful family of schools providing distinctive and loving environments which ensure effective education for all children, through excellent teaching, innovation and the sharing of good practice as schools work together across the Trust. We will:

- build a thriving community of schools with common moral purpose rooted in Christian values and ambition for children, but encouraging each academy to develop in the best way to serve its community;
- provide a culture of healthy dialogue and listening between CDAT and its academies;
- provide mutual support and improvement to develop the practice of all our professional staff so that all can improve;
- empower effective school leaders and local governing bodies to take courageous decisions in the best interest of young people;
- provide systems and services that aim to reduce the administrative burden and support school leaders with the professional management of their academies;
- provide purposeful and supportive early intervention for academies that would benefit from accelerated school improvement.

CDAT will seek to provide the very best education for every child in its schools so that they succeed and are well prepared to move onto their next phase of education. Our strong Christian ethos will be the foundation of all we do and by guiding and informing the actions of children, staff and governors we will:

- ensure that all children achieve their full potential – making at least the expected level of progress and with many exceeding;
- value and respect children from all faiths and beliefs – and taking into account their beliefs when planning for their learning and the learning of others;
- provide a curriculum that is broad, rich and balanced; focused on developing knowledge and skills; and meeting the needs of each child;
- provide learning opportunities that are inclusive, engaging and challenging for every child;
- create a learning environment within which children are happy and motivated learner;
- support our leaders to be highly effective in leading school improvements;
- support our teachers and support staff to be outstanding practitioners – providing high quality teaching so that every child learns;
- listen to the children and taking their views into account;
- work with parents to enable them to contribute to their children’s learning;
- work with other schools and the wider community to ensure that we maximise on the learning opportunities that they can provide for our children and staff.

Converting to an Academy Q&A Document

WHY ARE WE LOOKING AT BECOMING AN ACADEMY?

1. What is an academy? Academy schools are funded by central government (specifically, the Department for Education) and are not under direct control by the Local Authority.

2. Are all academies the same? No. There are many different types of academies. Some schools have become academies independent of the Local Authority. Some are part of a Multi Academy Trust (MAT) whilst others have become part of an academy chain. Different academies have different arrangements.

3. Why are we considering converting to an academy? We are funded via our Local Authority, Wirral Council. Wirral Council of Chester has established a Multi Academy Trust (CDAT) to provide an academy option for its member schools.

The current educational climate is changing and many schools are considering academy status. The Government has recently announced that from 2020 and many schools wish to make the most of these changes when it is right for their own school.

We have been in discussion with CDAT about this option moving forward.

4. Are any other schools in our local area also considering becoming an academy? In our area and region. However, all academies are funded by central government.

WHAT DAY-TO-DAY CHANGES WILL HAPPEN?

5. Will a move to academy status mean a new name for the school? We are called Eastway Primary School. Other schools that have become academies have chosen to retain their existing names.

6. Will a proposed new academy have a new name? No.

7. Will a proposed new academy still be open to all children currently provisioned at the school? Yes, the current provision and use of the school by all children will remain.

8. What will be the impact on our children and staff? The support provided. Eastway Primary School will continue to have the right to be included as a valued, respected member of the community.

9. Will the school hours be any different as an academy? No, school hours will not be changed, it is the decision of the CDA. The decision is usually delegated to the local governing body. It is our authority in this regard. As is the case now, we will continue to have the same hours, although no change is envisaged.

10. Will pupils' education be disrupted by a transition to academy status? No. When an academy is approved to go ahead, it will do so with minimal disruption to the staff and students. Most of the changes will take place behind the scenes with support from a dedicated team from the Diocese, who have gone through this process before with other schools.

11. If we move to being an academy will this change what is taught? We would be expected to continue to offer the full range of National Curriculum subjects. OFSTED continue to inspect academies and their handbook for inspection is the same one as used in any other school. The academy would be expected to strive to be outstanding in OFSTED. In other words, there may be no change in what or how pupils are taught.

WHAT WILL THIS MEAN FOR OUR SCHOOL FINANCES?

13. How is an academy funded? In maintained schools all revenue funding (building funding is slightly different) goes directly to the Local Authority. The Local Authority (LA) takes a proportion of the money from the school budget to provide essential services to the school and the rest is delegated under the Local Management of Schools. Schools can, and do, buy additional services from the LA and other providers. As a result schools currently depend upon the local authority for many services such as school improvement, HR, finance, etc.

Academies will receive a similar level of per-pupil funding as maintained schools, plus funding to meet additional responsibilities that are no longer provided for them by the Local Authority (LA). With CDAT, the money that would have been provided to the LA to run the school is provided directly to CDAT. CDAT does retain some of the budget in order to provide services to the academy. Local authorities fund their core services in a similar way.

14. Does this improve on current funding arrangements?

Converting to an academy will not be to our detriment financially, although there may be the potential for some financial gain (see below). However, any decision is not motivated by money. Funding is available to cover the costs of the conversion process itself, which is provided by central government once the decision to convert has been approved. On a day-to-day basis, schools such as ours are charged less to belong to the Multi Academy Trust and we will also have opportunities to support other schools and to benefit financially from doing so. In addition, the MAT Board has access to capacity funding from the Department for Education as well as opportunities to bid for capital funding on an annual basis.

WHAT WILL THIS MEAN FOR TEACHERS AND STAFF?

15. What are the Terms and Conditions for staff? On conversion to academy status teachers and staff employed by the school will transfer with the same terms and conditions, via a formal TUPE (Transfer of Undertakings Protection of Employment) process. In addition, conversion will not affect any union memberships.

16. Who will employ teachers and staff following conversion?

At present Eastway Primary School staff are employed by the Local Authority. Following conversion, all staff will be employed directly by CDAT.

17. Will CDAT employ non-qualified teachers? All class groups of pupils will be registered to a qualified teacher, as is the case in schools currently.

WHAT WILL THIS MEAN FOR STANDARDS?

18. Does CDAT have the capacity to support our educational standards? CDAT has established its own school improvement capacity for those schools choosing to become an academy which includes an Education Officer and team of consultants. The education officer is an ex-HMI with experience in school improvement with all types of schools, with a proven track record and capable of working at the highest levels. Consultants also have experience in supporting and challenging schools in a variety of ways, including as inspectors for Ofsted and as local authority and Diocesan consultants.

Collectively, the team is experienced and qualified to support and challenge schools in data analysis, teaching, behaviour, safeguarding, pupils' spiritual, moral, social and cultural development, Christian distinctiveness, special educational needs and disabilities, and leadership and management. The school improvement package will include support and challenge for governance and the team are able to draw on further support from the Diocese and National Leaders in Governance as appropriate.

19. How will an academy raise achievement? The whole structure of CDAT's Multi Academy Trust has been designed to challenge and support schools in equal measure. We would receive a number of days of school improvement support from a school improvement professional, irrespective of whether the school is outstanding or inadequate.

These visits are not inspections but an opportunity for senior leaders to benchmark their judgments through shared lesson observation, work scrutiny, analysis of data, supported self-evaluation and school improvement planning. Indeed the outcome of these visits will confirm the development state of the school.

CDAT will intervene rapidly in schools that are underperforming or on a downward trajectory based on OFSTED criteria.

Appendix B – Online Feedback Form

Proposed Academy Conversion

Questionnaire

We want to know what you think about the proposed academy conversion.

To take part in the discussion please complete the questionnaire below and return to the school office by 25th May 2017

1. Please select your school from the list below:

- Lingham Primary School
- Eastway Primary School
- Christ Church Monston C of E Primary School

2. Do you support the decision for the school to become an academy?

- Yes
- No
- Not sure

Comments

3. The proposal is that the school will be an Academy within Chester Diocesan Academies Trust. Do you agree with this partnership arrangement?

- Yes
- No
- Not sure

Comments:

4. Do you have concerns about this proposal?

- Yes
- No
- If yes, what are they?

5. Please indicate whether you are

- A member of school staff
- A pupil at the school
- A parent/carer of a pupil
- A member of the community
- A school governor
- Other (please specify)

Appendix C – Notes of Engagement Meetings

Lingham Primary School Parents Consultation Meeting 17th May 2017, 6pm

Attendees:

Headteacher, Lingham Primary School
2 x CDAT Representatives
Headteacher, Christ Church Moreton
Headteacher, Eastway Primary School
2 x Governors
6 x Parents / Carers

Notes

- The Headteacher of Lingham Primary School thanked all for their attendance and introduced the purpose of the consultation meeting i.e. to seek feedback on the proposal to convert to academy status, joining CDAT as a member of a Moreton hub with Eastway and Christ Church. The Headteacher gave an overview of the consideration Governors had given the proposal, the rationale and how it may affect the school.
- The Acting CEO for CDAT added context for parents and carers around the vision and ethos of CDAT. It was confirmed that the vision for CDAT (which can be viewed on the website) was updated following interest from non-Church schools.
- The Headteachers of Eastway and Christ Church also set out their views on the benefits of working together as a hub serving the community of Moreton.
- Attendees were invited to give feedback and ask any questions, received as follows:
 - Why was an approach made to become an academy when Lingham is a good school?
 - The proposal is in response to what has been happening nationally, and more recently regionally. The school has three options in terms of its future: to do nothing and wait to see what happens; to set up own MAT; to join CDAT. Governors, having considered all of these options believe joining CDAT is the best option and is now therefore consulting on this proposal.
 - What if it doesn't work?
 - The three schools are aware that they are entering into a long-term commitment and that is why the decision is based on vision and values rather than individuals at the schools. It is the Governing Body's responsibility to ensure that a decision is made in the interests of the school for the short, medium and long term.
 - What is the process and timescales?
 - Once the consultation has closed, a report will be prepared for Governors to consider at their meeting in the Summer Term. If Governors decide to go ahead and pursue conversion, an application will be submitted to the DfE. The application is then subject to an approval process before permission is given for the school to begin

- the conversion process itself. The conversion process can vary in terms of time and this is dependant on the legal work involved.
- How does the funding work?
 - Finance is not a motivating factor in this decision. CDAT will take a top slice of the schools general funding to cover central services, in a similar way to the LA. The schools will look at ways to achieve economies of scale by working together to share resources.
 - (Concerns regarding Church influence) – how much say would the Diocese have?
 - The power to make decisions will be delegated from the CDAT Board to the local governing body. However, CDAT will be ultimately accountable for the performance of the school. CDAT was established with education at its core and this will always be the priority. The schools’ legal documentation as an academy will secure its basis as a community school.
 - If there was a disagreement, e.g. if the Trust wanted to improve on something, who would have the final say?
 - This is dependant on the issue but in the majority of cases the Local Governing Body would make decisions for the school. Only if the school began to have difficulties or standards were deteriorating would CDAT start to make some decisions on behalf of the school, but this would be through supporting the governors.
 - Have any other MAT options been considered?
 - Yes, all manner of MATs available have been considered by Governors. However, a decision was made that a ‘commercial’ MAT would not be in the interests of this school.
 - Will parents be kept informed?
 - Yes the school will endeavour to keep all stakeholders informed.
 - Will the school share information on how any costs savings have been reinvested in the school?
 - Any significant investments in a particular area will be shared with parents, however any savings will go back into the day-to-day teaching and learning activities at the school.
 - Additional positive comments were received regarding how closely the schools are working together on this proposal and how well Headteachers knew each others schools.

15th May 2017, 1.00pm

Attendees:

17 x Pupils, Student Council

Headteacher, Lingham Primary School

Acting CEO, CDAT

Project Manager, CDAT

Notes

- SF introduced herself and thanked the School Council for agreeing to meet with her. SF explained the purpose of consultation and stated that the School Council's thoughts and questions would be used in a report for Governors.
- School Council members were asked whether they were aware of the academy proposal to which they confirmed that they were.
- Attendees were asked whether they knew what an academy was. Some of the older pupils had some understanding and knew that it meant that the school would change. It was explained that the school would no longer be maintained by the Local Authority (Wirral Council) and that instead it would join with another 2 primary schools in Moreton and join CDAT.
- Attendees were asked to respond to whether they thought statements about academies were true or false as follows:
 - Only children who are good at sport can go to an academy (pupils confirmed that this was false)
 - Pupils will get a different teacher if they become an academy (pupils confirmed that this was false)
 - The school will get more money as an academy (pupils were unsure about the answer to this question and it was explained that the school would receive the same amount of money that they do now but they can spend it in a different way if they wanted to).
- Pupils were invited to ask questions they had about academies, the following questions were asked:
 - Will the academy change the uniform?
 - If we don't change our name, how will people know that we are an academy?
 - Will we have more money to spend?
 - Will we have more clubs?
 - Will we have more subjects?
- The Student Council were then asked whether they were happy to become an academy, not sure or not happy. 13 pupils stated that they were happy and 4 were unsure.

**Lingham Primary School
Staff Consultation Meeting
17th May 2017, 3.30pm**

Attendees:

- 37 x Members of staff,
- Headteacher, Lingham Primary School
- 2 x CDAT representatives

Notes

- The Headteacher thanked staff for their attendance. An introduction on the academy proposal was given along with the rationale and overview of the consultation process.
- The Acting CEO of CDAT gave a brief overview of CDAT. It was confirmed that the Church of England has a neutral stance on academies, but CDAT had been formed to protect Church schools. St Matthew's (Stockport) was the first school to join in January 2014, and no further schools were planned to join due to the amount of work required to support this school. Following the Government's 2020 announcement, a large number of schools wanted to quickly secure a place with CDAT. However, since this policy position was amended, the Trust is now looking at growth through the development of 'hubs'.
- Staff members were invited to ask any questions, received as follows:
 - The privatisation of education is a concern. Joining an organisation like CDAT (church-based) is a reassurance but there is still an element of apprehension.
 - How does SEN funding work?
 - This is still a LA statutory responsibility therefore will work in the same way.
 - There doesn't seem to be anything that we can do as an academy that we can't do as a maintained school.
 - The reason the schools are looking at this proposal is about formalising a current partnership arrangement and future-proofing the provision in this area. There needs to be a very good reason for academy conversion, and in Moreton this is to serve the Moreton community.
 - What will it mean for contracts / hours?
 - Current contracts would transfer on conversion under TUPE legislation. No changes are proposed to contracts or hours.
 - What will happen to pensions?
 - Pensions will be unaffected.
 - What happens to the pay scales?
 - CDAT will follow national and local pay agreements; therefore there will be no change.
 - Will we still have childcare vouchers?
 - Yes, all employee benefits will need to be offered by the new employer i.e. CDAT.
 - Will we notice any difference?
 - The day to day running of the school will carry on as normal on the teaching and learning side. Members of staff in the office will notice changes to systems and processes.

- Will we carry on being able to pay our Council Tax directly from wages?
 - This is something that will need investigation as part of the conversion process.
- What has the parental response been?
 - Overall it has been positive to date.
- What is the timescale for conversion?
 - Once the consultation has closed, a report will be prepared for Governors to consider at their meeting in the Summer Term. If Governors decide to go ahead and pursue conversion, an application will be submitted to the DfE. The application is then subject to an approval process before permission is given for the school to begin the conversion process itself. The conversion process can vary in terms of time and this is dependant on the legal work involved.
- Will continuous service transfer over?
 - Yes, continuous service transfers over.

Appendix D – Consultation Responses

Survey 1

Question	Yes	No	Not sure	Total
1. Should Lingham Primary School become an academy?	3	0	2	5
2. Do you agree with the partnership arrangement with CDAT?	2	2	1	5
3. Do you have any concerns about the proposal to convert to academy status?	0	0	0	0
4. Please indicate whether you are*:				
A member of school staff	1			
A pupil at the school	0			
A parent/carer of a pupil	4			
A member of the community	0			
A school governor	0			
Other	0			

Comments / Questions Received	Stakeholder Group
Survey 1, Question 1:	
Have other areas been considered other than Cheshire? What benefits is it going to bring? Have other local Academies been asked about if this has worked? Have all options been investigated?	Parent / Carer
I do not follow the trend for schools to operate in isolation. I believe that they should continue to fall within the responsibility of the Local Authority	Parent / Carer
Government agenda and policies have meant the schools have to make this decision. Working as a geographical MAT hub to serve the Moreton Community seems an exciting opportunity.	Staff
Happy this is the schools decision and that Lingham has been very open with this step and direction the school continues in.	Parent / Carer
Survey 1, Question 2:	
Surely Cheshire Council (Tory Led) will not be as like-minded as Wirral Council. Has this been considered?	Parent / Carer
We are a school in the locality of Wirral and I believe we lose our identity with such an arrangement and where would this take us in the future?	Parent / Carer
After attending meetings this seems a great partnership. Allows Lingham to maintain its own vision while providing what seems to be a great support network.	Parent / Carer
Survey 1, Question 3:	
There are no comparisons in this letter to show benefits. What do Chester Diocesan Academies have that is so great compared to when they were just "schools"? In order to make an informed choice I believe we need more information and proof all other options have been considered. Along with statistical evidence that this is best option, before any leaps to a decision or should be made.	Parent / Carer

I have no concerns about this proposal	Parent / Carer
I believe it is a backdoor way of supporting privatisation. Every child in our community should have the same opportunity, regardless of what school they attend.	Parent / Carer
All concerns were removed during the meeting	Parent / Carer