



# Amwell View School and Specialist Sports College

Stanstead Abbots, Nr. Ware, Station Road, Hertfordshire, SG12 8EH

**Headteacher:** Mrs Jan Liversage  
B. Ed., Ad. Dip., B. Phil. (MSI)

6<sup>th</sup> February 2017

## Consultation Process as part of Academisation - Staff

Led by Senior Leadership Team: Jan Liversage (Headteacher), Neil Ward (Staff Governor Representative and Deputy Head) and Jane Connolly (Deputy Headteacher)  
Note Taker: Janet Warrington (clerk to the Governors)

### Staff Present:

Karen Fox  
Abbey-Gayle Barnwell  
Harvey Barrington  
Laura Wing  
Sinead Slater  
Debbie Webb  
Charleigh Edwards

## MINUTES

JSL welcomed the staff and explained that this meeting was part of the consultation process that the governors had called to enable them to decide whether the time was right for Amwell View School and Specialist Sports Club to become an Academy.

JSL explained that consultation letters had been sent to parents and stakeholders (including local organisations) who may have an interest if the school became an Academy. So far no feedback has been received.

When considering what it means for staff, JSL explained that the employment laws will protect staff and contracts will remain the same. There would be no difference. The only change would be if staff moved from Amwell View to another local authority maintained school which would affect their pensions. It is likely that you would have to freeze your pension and then start a new one.

Q. How many schools have now become an Academy?

A. Over 60% maintained schools are now an Academy.

Q. Will our school name change?

A. We would like to keep the name, however you have to identify yourself as an Academy.

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Q. Being an academy didn't have a good reputation?

A. Yes that is right, if you were a failing or improving school you were forced to become an Academy and this then gave Academy a bad image, however, we are now in a position that by 2022 all schools must be an Academy. If we are not careful we may be forced to become an academy.

Because we are an Outstanding school we can still become a Single Academy Trust (SAT).

Q. Will that change in 2022.

A. Yes in 2022 we may not be able to become a SAT and we are more likely to be forced into a Multi Academy Trust (MAT) where we would have a Trust that would be making the decisions for us.

Q. So if we don't change now might we have to be with other schools?

A. Yes, so that is why we are doing it now.

Q. So if we have a lot of schools together, then there will be a 'man' in the office and he will need to make a profit!

A. Yes, you could interpret it that way

Q. Are you sure that as a SAT you will not be asked to go with another school?

A. Yes.

Q. As a SAT can we have other schools under us and we be at the top of the pyramid?

A. Yes, however there would then have to be a Trust above the schools and we would be classed as a MAT.

Q. Does it affect the National Curriculum, can we decide what we want to teach?

A. We already have the power to make decisions about the curriculum, however Ofsted will still inspect us as an Academy and make recommendations, so you can't really teach what you want.

Once we become a SAT the Governments can't then 'force' us to become a MAT.

Q. Will it affect the budget?

A. Yes, it will come direct from the Government. We already buy in services now, but we can buy these services anywhere.

Q. Will we be paid by Hertfordshire County Council?

A. No, the academy would pay you through a payroll provider that the academy buy in, like HCC does now using SERCO. We already have our own catering and cleaning services.

Q. Will the Trustees make the decisions for us?

A. The Governors will become the Trustees as they are at the moment which will not make an impact. Things will remain as they are now.

A. 'Herts for Learning' are looking for schools as part of a MAT. That would be our worst-case scenario.

A. It is about keeping the ethos and autonomy of our school. If we have any good ideas we would want control, not to have to say 'we need to go to the board of trustees' in the case of a MAT set up.

Q. How do the Governors feel? Are they daunted by the prospect of becoming an academy?

A. They were comfortable and felt it is the right decision at the right time. They do not want to be forced into becoming an academy. They want to take control now to steer it and take responsibility. They wanted to make sure the Consultation Period was thorough.

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Q. How long does it take to become an academy?

A. About 5 months

We went through a consultation period eight years ago and at that time I felt it would not have made it better for the children, however, I believe it could now. If we don't do it could affect the children if we are forced into a MAT, therefore, I recommend that we take control and become a SAT now.

If anyone has any questions, please jot them down and come and ask one of the SLT.

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