



Innovate Multi Academy Trust  
Rothersthorpe Staff and Community Consultation

Over what period did your consultation take place?	4 weeks: Monday 25th April to Monday 23rd May
How did you disseminate your consultation materials?	<ul style="list-style-type: none"><li>• On the school website</li><li>• Emails to Parents</li><li>• Letters to Parents</li><li>• Letters to wider community</li><li>• Social Media</li></ul>
List the respondents and stakeholders you proactively engaged with in your consultation process:	<ul style="list-style-type: none"><li>• Parents</li><li>• Village Hall Committee</li><li>• Community Groups</li><li>• Local Councillors</li><li>• Wider Community</li></ul>
What information was made available to consultees?	<ul style="list-style-type: none"><li>• Presentation in person to both groups on Tuesday 26th April 2022</li><li>• Presentation on school website</li><li>• Access to Trust Website</li><li>• FAQ Document</li></ul>

Staff Questions asked as part of the Consultation Process:

1. Does iMAT have a dedicated Music teacher across the Trust?  
Not at the present time but this is something that we are looking at.
2. Who manages recruitment and appointments?  
All depends on which level we are talking about. The Trust in consultation with LGB's will appoint senior leaders. The school in consultation with the Trust Leaders will appoint school staff.
3. Are TA's asked to work at other schools within the Trust?  
There may be opportunities for all staff to work across schools, but nobody is forced to work at other sites.

4. If there were redundancies at Rothersthorpe, would the Trust accommodate staff within iMAT?

The first place we will always look is to redeploy staff across the Trust.

5. Are you taking on any further schools?

The Government White paper released in Spring 2022 means that Trusts are being encouraged to grow and flourish. We have been approached by a number of other schools, but nothing is in the pipeline beyond Rothersthorpe and Paulerspury at this time.

6. Does the Trust organise teacher training days?

We have at least 1 whole Trust Teacher Training Day a year as well as a programme of Staff meetings throughout the year.

7. Will 1-1's be organised with iMAT Leaders or will the responsibility stay with the Headteacher? (performance management question)

The Headteacher/Head of School is responsible for appraisal for the staff in their school. The Trust is responsible for the appraisal of the Headteacher/Head of School.

Wider Community Questions asked as part of the Consultation Process:

1. Would a new uniform be needed for September 2022?

*The school has decided as part of the process to update the school logo and this will be available on uniforms from September 2022.*

2. Who would be in-charge of hiring new staff – recruitment?

*The school and the Trust will work together on recruitment, but ultimately for all staff other than senior leadership these decisions come down to the school and the Governors. However the Trust will be involved in the process for appointing all staff. The Trust have their own dedicated Head of People Services who will work with the school on adverts, person specification etc.*

3. How is the Trust financed?

*The School will receive its own budget directly from the ESFA (Education and Skills Funding Agency) rather than the Local Authority. Each school in the Trust pays into the Trust Central Fund to pay for Trust Central Services.*

4. How will the Village Hall arrangement with the School work in a Trust?

*We are working with Solicitors on both sides to come to a mutually satisfactory arrangement to continue this relationship. The Trust has no intention of changing the current arrangement that the school has with the Village Hall.*

5. How will the school be supported to grow? (more pupils)

*iMAT has a history of growing its schools over the last 5 years. Kilsby Primary School has grown from 91 pupils and will have 141 on roll in September. We have done this through a growing reputation locally, as well as use of social media to promote our schools. We are confident that we can replicate this in Rothersthorpe ensuring that the school is the school of choice locally. Joining iMAT will give the staff and children more opportunities and therefore make the school even more attractive to the local community and beyond.*

Letter from Rothersthorpe Village Hall Committee:

### **Response to Stakeholder Consultation – Rothersthorpe CE Primary Academy Conversion**

We are writing on behalf of the Rothersthorpe Village Hall Management Committee and Rothersthorpe Parish Council to express our views on the conversion of the school to academy status.

As you are aware, village fundraising contributed significantly to the construction of the school to provide a hall and facilities which benefit both the school and the local community. The local authority leases part of the school hall to the school trustees and the remainder to the parish council so that both parties can use the building at appropriate times. In practice the arrangements have worked well over the years to the benefit of the school and local community. We wish to ensure that this continues.

As part of the conversion process, we understand that these leases will be replaced by a lease from WNC to Innovate Multi Academy Trust for the whole building, and that IMAT will then sub-let part of the village hall to the parish council. This sub-lease will include the cross charging arrangements which are currently in place to allocate cleaning and maintenance costs between the school and village hall.

We have been assured verbally that both the school and the trust do not intend the conversion to affect the position of the village hall. We are sure that this is the honest intention of those involved at the moment. However, as trustees of the village hall charity, whose governing document is the 1986 lease, we have a duty to ensure that the village hall is not disadvantaged by the conversion. We therefore request that the trust provide a legally binding letter or document to provide assurance that the position of the village hall will not be materially affected by the conversion. In particular, we would like assurance that the cross charging arrangements cannot be altered without the agreement of both parties, that the village hall has security of tenure at least for the term of the current lease, and a right to renew on similar terms. We will ask for legal advice on the efficacy of this letter.

We hope that this will be a route to ensure that the conversion can progress without undue delay or expense, but allowing us confidence that our community facility will not be affected.

*As mentioned above, the Trust are working with our Solicitors to ensure a mutually agreeable solution to the issue.*

*The LA have not engaged with the Village Hall Committee on this at all at this point which is causing some issues.  
We will endeavor to work with all parties to ensure everyone is happy with the arrangement going forward.*