

**Introductory meeting between parents and Executive Headteacher, Jo Coton**

Wednesday 5th November 2014, Latton Green Primary School

Present: 22 parents/carers, Jo Coton (Executive Headteacher from 1 Jan 2015), Maxine Evans (Chief Executive, NETAT), Ruth Bird (Chair, Interim Executive Board), Liz Laysell (Head of School), Stephen Rodwell (Academies Officer, NETAT)

What follows is a summary of the meeting between Jo Coton, the parents of children at Latton Green Primary School and NET Academies Trust (NETAT).

- Jo Coton welcomed parents to the meeting. Jo will be the Executive Headteacher for the three Harlow academies – Abbotsweld, Latton Green and Longwood - from 1 January 2015. Initially, she will be based at Latton Green Primary School. Jo's biography is available via the following link:  
<http://www.netacademies.net/news/?pid=24&nid=6&storyid=4>
- NET Academies Trust have also been successful in appointing James Hollinsley, who will be based at Longwood Primary School as the Head of School, Achievement and Progress Lead. James will also be responsible for achievement and progress across the three Harlow academies. His biography is available via the following link:  
<http://www.netacademies.net/news/?pid=24&nid=6&storyid=5>
- Jo highlighted the most recent report for Latton Green, which demonstrates the progress that has already been made since inspection. Jo plans to work with staff, parents and pupils to build on these achievements.
- Parents asked how Jo intends to split her time across the three schools and whether there would be a day-to-day leadership presence at Latton Green.
  - Jo will initially base herself at Latton Green, though she will travel to both Abbotsweld and Longwood as required. From 1<sup>st</sup> January, Jo will work with current staff to identify internal and external leadership capacity so that there is a leadership presence at Latton Green on a day-to-day basis.
  - Jo will organise a parent forum in the first half term so that she can meet with parents.

- Further questions were raised about the leadership presence at Latton Green, and whether a potential Head of School would be a teaching or a non-teaching post.
  - The Head of School post at Latton Green will predominantly be a non-teaching post.
  
- Jo was asked what her first priority will be for Latton Green and for the three Harlow academies.
  - Jo's focus will be on sustaining the progress that is already taking place. Stability, especially in terms of current staff, will be sought to ensure ongoing high-quality teaching and learning.
  - From January, Jo will collaborate with staff, parents and pupils to ascertain strengths and areas for improvement at Latton Green.
  
- Parents asked how Jo and NET Academies Trust plan to recruit and retain high-quality teaching and support staff.
  - Jo aims to encourage a low turnover of staff by making current employees at Latton Green feel valued. To achieve this, staff will be given frequent opportunities for training, and their ideas and opinions will be continually incorporated into plans going forward.
  - CPD and training is also part of the answer to the current national shortage of high-quality teaching and support staff. Latton Green will attempt to "grow its own" by making links to universities, The Forest Independent Primary Collegiate School Direct Programme, and so on, and by accessing the training offered by the National Education Trust (NET).
  - Staff from the three Harlow schools will also collaborate on group CPD, training and lesson planning.
  
- Jo was asked about arrangements for a new SENCo at Latton Green.
  - Jo confirmed that this issue will be addressed. Jo aims to work with Latton Green from January 2015 to consider the current staffing structure.
  
- Further questions were raised about planned staffing changes at Latton Green and whether current staff would be required to move to either Abbotswold or Longwood Primary School.
  - On the conversion date (1<sup>st</sup> January 2015), all current staff contracts and terms and conditions will be transferred over to the new employer, NET Academies Trust, via the TUPE process. Any new contracts signed after that date will be more flexible, and could mean that these staff members are required to work across more than one Harlow academy.
  - Any changes to current staff contracts after 1<sup>st</sup> January 2015 will be made in full consultation with staff.
  
- Parents were thanked for their attendance and invited to send any further comments or questions to Takako Yeung: [takako@nationaleducationtrust.net](mailto:takako@nationaleducationtrust.net)