



### **Summary of consultation meeting with staff**

Wednesday 10<sup>th</sup> September 2014, Latton Green Primary School

Present: Members of staff, Maxine Evans (Chief Executive, NETAT), Takako Yeung (Director of Operations and Development, NETAT), Ruth Bird (Chair, Interim Executive Board), Liz Laysell (Head of School), Stephen Rodwell (Academies Officer, NETAT), Tracey Read (HR Adviser, Essex County Council), Fran Johnson (IEB), Tosca Boothman (IEB), Jacky Castle (IEB)

What follows is a summary of points raised at the initial meeting between NET Academies Trust (NETAT) and the staff at Latton Green Primary School. A further meeting will be held in October to begin the formal TUPE consultation.

- Introductions by NET representatives included an outline of the purposes of the meeting. Attendees were also advised that any matters of a personal nature associated with the employment of an individual would be reserved for proper negotiation with HR and Trade Union representatives at a later date.
- Staff asked whether NETAT planned to move individuals between the three Harlow schools following conversion.
  - Staff initiated moves may be possible following negotiation between staff members and the new Executive Headteacher (to be formally appointed on 1st January 2015, and introduced before then). Disruption to teaching and learning caused by the unnecessary redeployment of staff will be avoided; staff at Latton Green know their pupils, school and community well, and this is a clear strength to the school.
- Concerns were raised about the need for better communication between NETAT, the IEB and the school.
  - NETAT is committed to making all changes and important information available to staff and parents as soon as possible. Staff are encouraged to email Takako Yeung ([takako@netacademies.net](mailto:takako@netacademies.net)) if they have any concerns or questions.
- Questions were raised about the extent of change that will occur in terms of classrooms, staffing and the rebranding of the school.
  - It was emphasised by NETAT that guidance will be sought from current leaders about what is working and this will continue.

- What is most important is that the best possible outcomes are gained for every child in the school. Therefore, there will be certain 'non-negotiables' in the classroom and staffing will ensure that the school has the right skills set with the right people in the right place.
- Consultation will be sought with the governing body, parents and staff over the issue of the re-branding of the school. It is important that Latton Green retains its unique identity, acknowledging that the school is different in many ways to the other two converting Harlow schools: Abbotsweld Primary School and Longwood Primary School. Name changes to the school are not envisaged.
- Staff asked how the Executive Headteacher would spend his or her time in relation to the three Harlow schools. Would they spend more time in some schools than others for instance?
  - The new Executive Head will spend significant amounts of time in all three schools, with the precise timings to be delineated over time once he or she has better acquainted themselves with the desires and needs of each school. This sharing of time across the schools will undoubtedly change in some weeks if unforeseen events occur.
- Staff warmly welcomed NETAT into their classrooms to view the excellent teaching that is already taking place.
  - NETAT thanked the staff for this invitation, and confirmed that classroom observation is a vital part of the plan going forward. NETAT is committed to the promoting and sharing of excellent practice in teaching and learning, and working together to improve on this. This can only be achieved if staff from NETAT, the governing body and the SLT, have clear insight into what is taking place within the classrooms. (NB Maxine Evans visited the school on 15<sup>th</sup> September).
- Further questions were raised about the new Executive Headteacher, and whether this organisational structure was typical for primary schools.
  - There is a trend, in Harlow and nationally, towards this type of organisational structure. Typically, one senior staff member at Latton Green, often called a "Head of Learning", will be responsible for the day to day running of his or her school and will be the 'face in the playground' for parents, whilst the Executive Headteacher will be responsible for the outcomes of pupils across all three schools. The Executive Head will also be responsible for strategic thinking across the three schools.
- Staff asked whether the Interim Executive Board (IEB) would stay in place following the conversion in January.
  - A new governing body will be appointed post-conversion. To ensure continuity, some members of the current IEB will also sit on the new governing body. NETAT will also seek to represent the school and parent community on the new board.

- A question was raised as to whether the academy conversion would still take place if Latton Green achieved a “Good” or “Outstanding” on its next Ofsted report.
  - This process will still take place, with a planned conversion date of 1<sup>st</sup> January 2015.
- Staff explained that engaging with the parent community has formed an incredibly important part of what Latton School teachers and staff currently spend their time on, and it also forms a vital part of the ethos of the school. Staff sought reassurance that this would remain in place following conversion.
  - NETAT will always try to build on, and not disrupt, the current excellent practice taking place at Latton Green. It is the responsibility and function of NETAT, the new Executive Head and governing body, to better understand the school and its community, in order to act more wisely and effectively. This meeting, and all future meetings and communication, are part of this essential process of gaining information and insight into the school.
- Staff were thanked for their attendance and contributions and invited to send any further comments or questions to Takako Yeung:  
[takako@nationaleducationtrust.net](mailto:takako@nationaleducationtrust.net)

Our websites:

**National Education Trust (NET)** - [www.nationaleducationtrust.net](http://www.nationaleducationtrust.net)

**NET Academies Trust (NETAT)** - [www.netacademies.net](http://www.netacademies.net)