

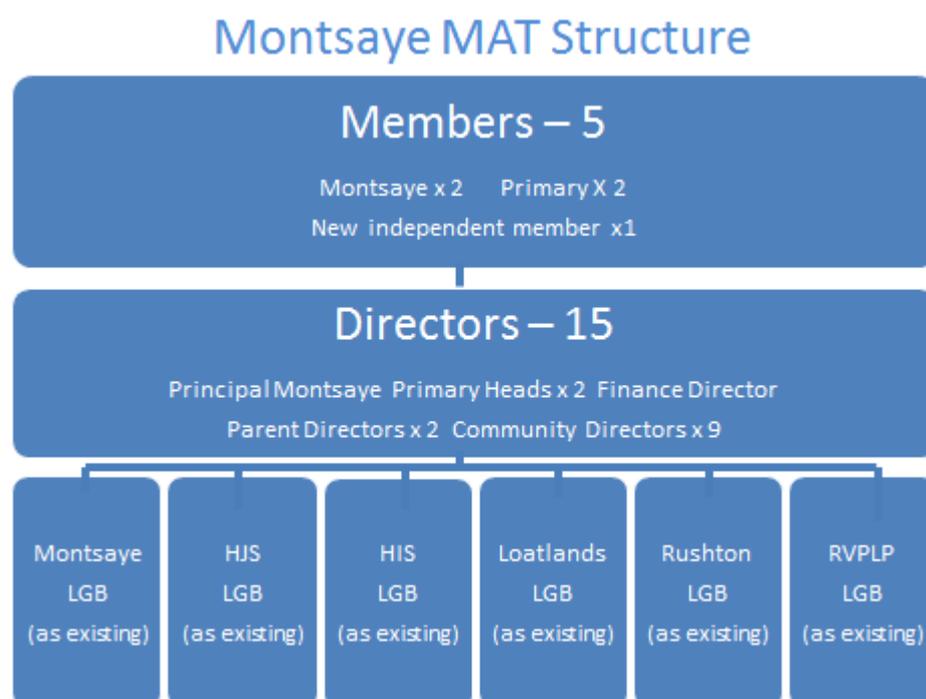
Notes from Staff Consultation Meeting re Montsaye Multi Academy Trust (MAT)

Thursday 22nd November 2012 4:00 p.m. RVIS

LH thanked staff for their attendance and noted apologies had been received from staff who had other commitments.

LH introduced Peter Leaver, (PL) Business Manager at Montsaye Academy and thanked him for attending the meeting to assist in answering staff questions. LH also thanked Steve Hill, Chair of Governors for attending.

LH showed the following slide which gives the structure of the MAT.



PL explained that the Members have a strategic role within the MAT, and that they meet once or twice a year.

A question was asked re the 'fairness' of the make of the Members in that there would be two Members from Montsaye and two from the primaries, who would make up 5 or 6 schools if RVPLP and Wilbarston do join the MAT. PL answered that the members were there to represent and look after the needs of all the stakeholders within the MAT.

A further point was raised in relation to the Members who are already in place as part of the Montsaye Academy in that it would be helpful to meet them and learn more about their roles. It has been agreed that Adrian Ward, Chair of Governors at Montsaye and a current Member of the Montsaye Academy would visit each setting

during a lunchtime to allow staff to meet with him informally and ask any questions they may have. PL & LH to action this.

LH informed the meeting that at Director level it was very likely that the primaries would have greater representation as it has been agreed that at least 1 Community Director would be elected from each of the Governing Bodies (GB) and there would be 2 primary heads as Directors. The two primary Directors representatives would be agreed by the primary heads in the MAT. LH stated that if RVPLP were to join he would stand for one of these positions. However it was stressed again that as with the Members, the Directors were there to represent and look after the needs of all stakeholders within the MAT and not their individual schools.

Schools will retain the own GB. A question was asked about schools retaining their own values and identity. It was answered that this will be the case with the day to day running of the each school remaining in the hands of the GB. The only situation which might affect this would be if any of the schools within the MAT fell into a category of concern and then the other schools in the MAT would be responsible for helping to secure improvement.

A question was asked about funding arrangements. PL explained that each schools full funding allocation would come into the MAT from the DfE and then be passed onto each school. LH explained that at present a % of the allocation from the DfE is retained by the LA.

A question was asked about the deployment of part time staff within the MAT. Schools would still use part-time staff as they do at present to meet the schools need.

A question was asked about teaching staff deployment within the MAT. Teachers would continue to work for the establishment they were appointed to. LH pointed out that as currently within PVPLP staff could have the opportunity to experience other settings if they wished to and it was able to be facilitated.

PL pointed out that with an increasing number of schools becoming Academies if staff were to move to an Academy they would need to be aware that the terms and conditions of their new employer may differ.

LH asked the questions provided by staff prior to the meeting:

What would be the impact on Teachers' Pensions? - PL stated there would be no changes to the teachers' scheme.

Will my NCC pension & contribution be affected? - PL stated that employees contributions are driven by national conditions that will affect all, employers

contributions will be affected by the outcome of the revaluation that must take place before being transferred into the Montsaye employer "pot"

Will there be any change to the current class teacher's job description and terms of employment? - PL stated that teachers' terms of employment and job descriptions would remain unchanged as part of the TUPE agreement. Staff would transfer to the MAT on their current terms of employment and contracts.

Will is till be employed by NCC? - PL stated that the MAT would be the employer.

A TUPE meeting with NCC as current the employer and all unions has been arranged for those schools already signed up to the MAT. If the RVPLP agrees to join after the consultation then staff would attend this meeting (19th Feb 2012).

LH thanked everyone for their attendance.

Meeting closed at 5:00 p.m.