

North Beckton Primary School

Proposal to convert to academy and join The Tapscott Learning Trust

Report of formal consultation process

15 January 2019

Background

In September 2018 the governing board of North Beckton Primary School conducted an informal consultation process to seek the views of parents/carers, staff and the local authority on the proposal to convert to academy and join The Tapscott Learning Trust.

The report of the informal consultation process, including the questions asked and the responses received and minutes of the governing board meetings was published on the school's website at:

<https://www.northbeckton.newham.sch.uk/page/?title=Informal+Consultation&pid=106>

Having considered all the responses received during the informal consultation process the governing board concluded that there was sufficient support to take the proposal forward. The governors agreed unanimously to apply to the Secretary of State for an Academy Order for the school to convert to academy and join The Tapscott Learning Trust and to conduct a formal consultation on the proposal to comply with the Academies Act 2010. Section 5 of the Act states:

Before a maintained school in England is converted into an Academy, the school's governing body must consult such persons as they think appropriate about whether the conversion should take place.

Consultation for the purposes of this section may be carried out before or after an Academy order, or an application for an Academy order, has been made in respect of the school

Formal consultation

The formal consultation started on Monday 15 October 2018 and concluded at midnight on Sunday 25 November 2018. This is a period of six weeks and included the mid-term break (one week).

The Chair of Governors wrote to parents/guardians/carers, staff, the local authority, neighbouring schools and ward councillors to invite responses to the governing board's proposal. The letter to parents/guardians/carers was published on the school's website at:

<https://www.northbeckton.newham.sch.uk/page/?title=Letter+from+the+Chair+of+Governors&pid=105>

Consultees were invited to complete an on-line questionnaire and to attend a public meeting on 7 November 2018.

Public consultation meeting

The public consultation meeting was held on Wednesday 7 November 2018 at 6pm in North Beckton Primary School. There were 26 attendees including, parents (3), staff (14), governors (6) and members of the local community (3). The meeting was opened by Jackie Withnall, a member of the governing board, who welcomed those attending and invited them to share their opinions and ask questions on the governing board's proposal.

The meeting was independently chaired and organised using the local authority's public consultation model. Attendees sat in small groups facilitated by staff and governors and they were asked to discuss the following questions:

1. Do you agree that you have seen improvements at North Beckton Primary School since we started working in partnership with The Tapscott Learning Trust?
2. Do you agree that North Beckton Primary School should join The Tapscott Learning Trust on 1st April 2019?

Each table was also asked to identify further questions that were then put to a panel comprising of: Alison Helm (Headteacher of North Beckton Primary School), Jackie Withnall (North Beckton primary school governing board), Andi Smith (Chair of Trustees, The Tapscott Learning Trust) and Paul Harris (Chief Executive Officer – The Tapscott Learning Trust) for response at the meeting.

The responses to the questions put to the panel and those recorded on each table are attached as appendix A. These were published on the school's website during the consultation period on 16 November 2018, adding to the questions and responses recorded during the informal consultation stage.

(<https://www.northbeckton.newham.sch.uk/page/?title=FAQ%27s&pid=103>)

On-line survey

An on-line survey was opened on Monday 15 October 2018 and closed at midnight on Sunday 25 November 2018. The survey was accessed via the school's website and consultees were prompted to complete the questionnaire throughout the consultation period. The survey was configured to prevent multiple entries from the same individual.

The survey asked the following questions:

1. Please identify if you are a parent, staff or other below
2. Do you agree that you have seen improvements at North Beckton Primary School since we started working in partnership with The Tapscott Learning Trust?
3. Do you agree that North Beckton Primary School should join The Tapscott Learning Trust on 1st April 2019?
4. Do you have any comments about either the process of becoming an academy or the conversion into The Tapscott Learning Trust which you would like to share with us?

The answer choices for questions 2 and 3 were “yes” or “no” and respondents were given the opportunity to add comments to their answers.

Overall 163 responses were received. These broke down as follows:

- Parents – 72 (44% of all respondents and 7.5% of overall group)
- Staff – 70 (43% of all respondents and 64% of overall group)
- Other – 21 (13% of all respondents)

The responses to the two substantive questions were:

Question	Yes	No
Do you agree that you have seen improvements at North Beckton Primary School since we started working in partnership with The Tapscott Learning Trust?	96% (156)	4% (7)
Do you agree that North Beckton Primary School should join The Tapscott Learning Trust on 1st April 2019?	91% (149)	9% (14)

The full on-line survey responses and comments are attached as appendix B.

Other related activities during the formal consultation period

At the request of trade unions, Councillor Julianne Marriott held an open meeting with staff on 16 October 2018.

The minutes of this meeting are attached as appendix C.

Analysis of responses to consultation and issues for consideration

1. Public meeting

There was no dissent to the proposal expressed at the public meeting. Written responses to all the questions put were published on the school's website seven working days after the meeting and one week ahead of the close of consultation.

Issues for consideration:

- The number of parents attending the public consultation meeting.

2. On-line survey

The vast majority of respondents supported the proposal for the school to convert to academy and made positive comments (113 out of 121 comments are assessed as positive).

Issues for consideration

- The number of responses from parents
- There was minority opposition to the proposal
- How much weight should be given to the eight negative comments submitted (copied as submitted):
 - a) Teachers have left the school. Children are being transformed into trained monkey with only one goal- to pass the exam. No more arts and crafts, n. **(response no. 3 to question 2)**
 - b) The bunch of individuals make their own rules, don't follow school's policies and put kids at risk.**(response no. 28 to question 2)**
 - c) Schools should never become money making scheme for some ' national education leader". Instead of paying one head salary, right now we have another "leader" on a payroll. Instead children should have more speaking exercise- the moment they open their mouths, you know what kind of future they will have **(response no. 3 to question 3)**
 - d) I am still not sure that I would like to join the academy but I cannot deny that there has been a very big difference in the past year or so **(response no. 4 to question 3)**
 - e) Not sure **(response no. 15 to question 3)**
 - f) School has been hijacked by money making trust. The only visible change I see is extremely disturbing sight of little girls wearing I scarves to school! It is not a place or time. Previous management would not agree to have those girls compromise their education because of their parents radicalisation **(response no. 4 to question 4)**
 - g) Would it have any affects on learning at school? How will the curriculum or teaching continue? **(response no. 31 to question 4)**
 - h) Complaint policy doesn't followed, school trips dangerous, curriculum reports every year. Sick children forced to go to school. Staff unapproachable, discriminative teachers. Half of the time activities with parents instead of learning **(response no. 42 to question 4)**

3. Other related activities during the formal consultation period

Issue for consideration

- The local authority is keen to retain North Beckton as a maintained school.

4. Reasonableness of consultation process

Issues for consideration

Have the following tests for reasonableness being met?

Test	Response
There was proper consultation conducted when the proposals were at a formative stage.	The governing board conducted informal consultation in September 2018 to assess the level of support for the proposal and before an application was submitted for an Academy Order. The final decision to convert has yet to be taken and will be informed by the responses to formal consultation.
The reasons for the proposals were sufficiently clear to provide for intelligent responses.	It is clear from the responses received during informal and formal consultation that the reasons for the proposals are clear.
Proper account was taken of the responses.	The governing board considered the responses to consultation at its meeting of 15 January 2019.
Equality assessment reflects any disadvantage to people with protected characteristics with remedies.	An equality assessment (appendix D) has not any identified any disadvantage to people with protected characteristics
If the proposal deprives someone of an existing benefit, a higher test is applied to assess fairness.	Not relevant

Academy Order

On 7 December 2018, Department for Education officials informed The Tapscott Learning Trust that the school's application to convert to academy and join the Trust was approved at the Head Teacher Board meeting on 6 December 2018. The Academy Order is therefore granted.

Review

The governing board is asked to consider whether:

1. it is content that formal consultation has been conducted in line with requirements of the Academies Act 2010
2. the report provides an accurate reflection of the consultation process
3. the issues for further consideration set out in the report have been properly assessed,
4. proper account has been taken of the response
5. the public consultation period needs to be extended

Decision

Having considered the outcome of public consultation, the governing board resolves:

- a. to complete the conversion of the school into an academy as part of The Tapscott Learning Trust on 1 April 2019 or as soon as possible thereafter; and
- b. to delegate to the Chair of Governors and the Headteacher of the current school the authority to take all necessary steps to complete the process of academy conversion on behalf of the current Governing Body, and to sign the appropriate documents on behalf of the Governing Body.

Paul Baglee
Project Manager
NPW Consultancy Services
15 January 2019

Questions and responses from the public meeting held on 7 November 2018 at North Beckton Primary School

What additional learning opportunities will our children receive to enrich their development in the wider community, should the school join the Trust?

The Trust believes that these are exciting times for everyone at North Beckton. Since working in partnership over the last eighteen months there have been many developments at the school for the children. However, North Beckton has a lot to offer the Trust including facilities that would be attractive to other schools. Pupils at North Beckton would also join together with the Pupil Parliament at the other schools and work collaboratively on many different projects e.g. sports and PE, Head Start, Bounce Back and other national and local projects that the Trust will join and take part in, as and when they become available.

What further changes will there be at North Beckton should the school join the Trust?

The school has already seen many changes during the last eighteen months. By working with the Trust, the school has been able to make use of many areas such as cost savings with new photo copiers. However, we do not envisage that there would be major changes and it would be for school to decide items such as the curriculum, the uniform and its opening hours. There are other improvements taking place at the other schools such as an upgrade to the Wi-Fi that we have not been able to include North Beckton in at the present.

Can a school leave the academy/trust at any time?

Under current rules, a school may leave a Trust to join another MAT but it is not possible to re-join the Local Authority. However, the school has over the last eighteen months built a strong relationship with the Trust and with staff at the other Trust schools. Both sides know what to expect from each in future.

The only reason why this would happen is if the school was failing and the government would step in and move North Beckton to another trust. The school will be a part of the decision making for the trust. Before any school can join a trust, they need to look at whether it will be a good fit. If there are any disagreements then it needs to come back to what is in the best interests of the children.

Can staff be redeployed to other TTLT schools?

TTLT are committed to ensuring that staff are not redeployed to other schools within the Trust. However, staff are welcome to apply for other roles within the Trust as part of their professional development.

Would there be more opportunities for staff to develop?

North Beckton staff already make use of the many staff development training courses that are run by the Trust's Training Hub and we would expect this to not just continue but to expand. However, this is a two way exercise as staff in the Trust schools can also learn a lot from North Beckton staff who are very experienced in many different areas. Working collaboratively will ensure that staff in all schools are able to develop their skills.

Will the building improvements continue?

The building at North Beckton had fallen into disrepair over the few years before the school started working in partnership with the Trust but improvements over the last eighteen months are evident for all to see. The Head Teacher has agreed with the Local Authority that improvements will continue and a scheme of works has been agreed that the Local Authority has committed to funding. In addition to this, the Trust can apply for grants to aid these works and further improvements.

What is the plan for the school if the decision is made not to join the Tapscott Trust?

A local councillor met with school governors on 25th September to outline the Local Authorities plans for its schools. However, this plan is still in development and it is unclear what the council could be able to offer to North Beckton should the school not join the Trust. Should the school decide not to join, the Trust would hope to continue a partnership with the school but would not be able to continue the level of support that has been seen over the last eighteen months.

Why can't the school continue to work in partnership with the Trust rather than joining it formally?

The school could indeed continue to work in partnership with the Trust rather than formally joining but this would not be at the current level. The Trust has financially supported North Beckton for the last eighteen months as the Local Authority were unable to do so and because the Trust believes that the right of an excellent education should be available to all children, both within or outside of the Trust. However, the Trust could not continue to offer the same level of support without a firm commitment from the school.

TTLT has supported the school heavily over the last eighteen months in terms of staff development, training and leadership

What does the borough plans look like?

The borough does not have any plans yet, but have a different attitude now and are keen to help; proposed plans will be presented in December. The idea is to have a similar model to Tower Hamlets, Camden and Redbridge.

After TUPE, will pay and conditions change?

Once the formal consultation period is finished and if approved, the school would begin the TUPE process and during this time staff will receive a measures letter stating clearly that there will be no changes to pay and conditions. TUPE refers to the "Transfer of Undertakings (Protection of Employment) Regulations 2006" as amended by the "Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014". Both the old and new employers are required to inform and consult staff affected directly or indirectly by the transfer of ownership. Employment rights are also protected as part of the transfer.

The Trust follows the model pay policy set out by the London Borough of Newham but enhances the pay and conditions to its staff to ensure that the best staff are retained and attracted to work and in our schools and also that staff turnover continues to be at a very low rate, well below that of the rate of the Local Authority. The Trust works closely and meets on a termly basis with a joint committee of unions who approve all enhancements. The Trust is also passionate about the wellbeing of its staff and services such as Perkbox and Employee Assist are now available to all of the Trust staff. Any enhancements to staff pay and conditions also include any new members of staff joining us and there is no two tier system within the Trust. The Trust is very proud of how it has enhanced what it can offer its staff.

How long does the TUPE process last for?

TUPE lasts for two years after which time after which time any changes that a Trust would wish to make would need to go to a full consultation with the unions. This is the same process that the Local Authority would use to make any changes.

What happens to pensions?

No changes, under the TUPE process all staff pensions will continue as they are now.

What further changes are there likely to be if the school were to become part of the Trust?

Parents and staff will probably not notice many changes. The uniform, term dates and school hours will remain the same, unless the school and its governors decide to make these changes.

North Beckton is in need of help now, what are the plans for now?

LA have asked schools why they became academies, their response was that historically they have not received enough support from the LA. The LA is trying to improve the service that they are providing i.e. SEN team and EHCPs. The idea is to group some maintained schools together to share CPD etc. to re-create TTLT benefits, so will work like a MAT but not be a MAT. It will take 12-18 months to formalise plans.

What changes does the school foresee if the school does not join the Tapscott Trust?

Before the Trust was involved with North Beckton Primary School it had received two consecutive Ofsted ratings of Requires Improvement and a plan was required to be put in place showing how the school intended to improve. If the school decides not to join the Trust, our governors will need to discuss with the Local Authority what should happen next. Ms. Helm, the named Head Teacher at North Beckton, has met with the Local Authority who were not able at the current time explain what their plan would be.

What sanctions can be imposed by the Trust if the school doesn't meet its expectations?

This is not how the Tapscott Trust works. The Trust has supported the school for the last eighteen months and would continue to offer this support. By working in partnership together the Trust is very aware of what is happening at the school. If the school requires more support it would be for the Trust to take actions to do so for the benefit of the children.

What structure will be put in place if there is parent/child/teacher conflict?

This would be a question for the school and not the Trust. The school would follow its complaint procedures and the Trust would only become involved in the event of an appeal against any decision made.

Is there a blanket policy for all schools follow?

There are some policies and guidelines that the Trust would expect that all schools follow such as the pay policy. However, many policies regarding education and the curriculum are retained and agreed at local levels within the school by its Governors. The Trust would monitor the effectiveness of this and offer advice, if required.

Will the Trust introduce cost cutting measures as North Beckton is in deficit?

The school is currently in a deficit and the Trust would continue to support the school to improve its financial situation, looking at value for money and effective savings rather than pure cost cutting exercises. Also by sharing more resources across the schools we can support each other and this can lead to cost effective savings that can be reinvested into our core business which is the education of the children. With the help of the Trust the school is looking to clear the deficit within 3 years.

Some trusts hire non-qualified teachers, is this something North Beckton will do?

Across our schools all classed based teachers are qualified as are a vast majority of our staff. However, as in maintained schools we do employ non-qualified teachers who are experts in particular areas such as PE, music and drama, The Trust will continue to work with these experts as they have an in depth knowledge to better support children in some areas of their learning. We are also very proud of supporting teachers to become qualified and employ salaried direct staff.

Are staff happy with proposal to join TTLT?

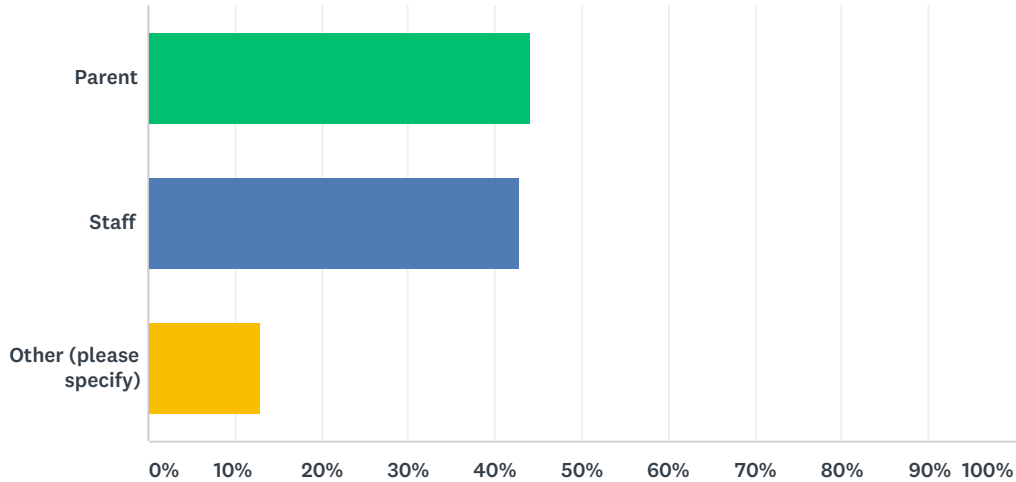
Staff are positive as there is clear direction and they are receiving support from the Head Teacher. Staff understand that the school will continue to have its own ethos but they will be able to share experience and ideas with staff throughout the Trust. .

Some Trusts expect schools to specialise in a certain area i.e. music, science, IT, would this be expected from North Beckton?

No. Other schools have expertise in many areas and there are cross overs in expertise e.g. Kensington Primary has extensive experience with EAL children and other schools may approach them for help. North Beckton may be approached about its Forest School. There may be crossovers to share expertise but the school will not be forced to specialise in a certain area.

Q1 Please identify if you are a parent, staff or other below

Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent	44.17%	72
Staff	42.94%	70
Other (please specify)	12.88%	21
TOTAL		163

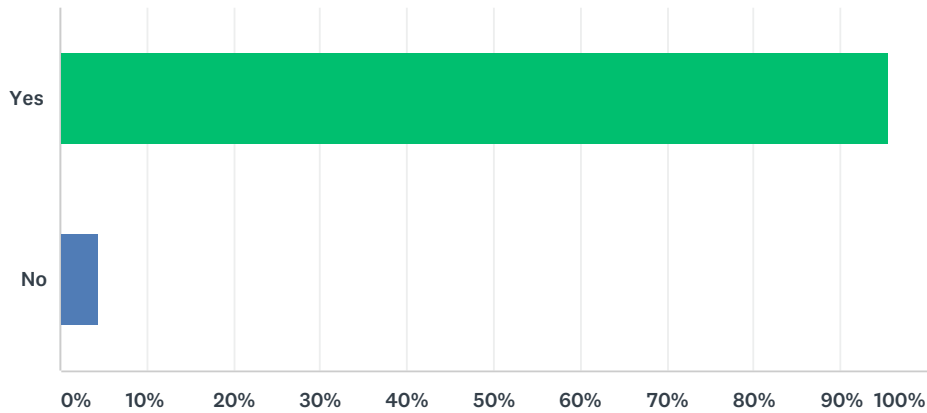
#	OTHER (PLEASE SPECIFY)	DATE
1	Family Friend	11/19/2018 1:30 PM
2	Sister to pupil in year 1	11/19/2018 1:28 PM
3	Uncle	11/16/2018 10:15 AM
4	Nan to 2 children at North Beckton	11/16/2018 10:14 AM
5	TTLT teacher	11/16/2018 6:40 AM
6	staff from a TTLT school	11/7/2018 1:30 PM
7	Staff at Curwen	11/5/2018 5:26 PM
8	Tapscott Staff	11/5/2018 9:16 AM
9	School governor	10/22/2018 9:32 PM
10	teacher in another school	10/21/2018 11:43 AM
11	Governor	10/18/2018 1:17 PM
12	Aunt	10/18/2018 4:16 AM
13	Aunt	10/18/2018 4:16 AM
14	aunty	10/17/2018 3:36 PM
15	local resident	10/16/2018 1:57 PM
16	TTLT Trust teacher	10/16/2018 7:19 AM
17	Already Part of The Tapscott Leaning Trust	10/15/2018 10:13 AM
18	A staff memeber from the same MAT	10/15/2018 10:09 AM

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19	Governor	10/15/2018 9:29 AM
20	Trust Team	10/15/2018 9:03 AM
21	Governor	10/15/2018 9:00 AM

Q2 Do you agree that you have seen improvements at North Beckton Primary School since we started working in partnership with The Tapscott Learning Trust?

Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	95.71%	156
No	4.29%	7
TOTAL		163

#	COMMENTS	DATE
1	The school is much better now	11/20/2018 11:52 AM
2	amazing improvements - keep up the good work!	11/20/2018 11:51 AM
3	Teachers have left the school. Children are being transformed into trained monkey with only one goal- to pass the exam. No more arts and crafts, n	11/20/2018 7:47 AM
4	It is amazing how much of a difference there has been in the school and I think it is because of Ms Helm and working with tltt	11/16/2018 10:12 AM
5	I can only comment on what i have seen since sept and i believe the changes are in the correct direction	11/15/2018 4:45 PM
6	I have seen an improvement in the children's attitude towards their learning. Overall, the behaviour of children has improved; much more attentive to other children's feelings etc.	11/15/2018 4:28 PM
7	The school is improving well and making good improvements. We can see the positive changes.	11/15/2018 4:10 PM
8	There have been huge improvements made since I have started at North Beckton. In particular the opportunity for CPD and management training has been excellent. The teaching and learning has developed and there are a wide range of learning opportunities for the children.	11/13/2018 12:10 PM
9	I am an NQT this year and I find the support I receive from the trust extremely helpful and something I haven't seen anywhere else.	11/5/2018 12:21 PM
10	I feel that there is a strong partnership with North Beckton and the Tapcott Learning Trust, this is as we are building strong relationships with the children and staff across all the schools. This allows staff to share good practice and ideas to support teaching and learning.	10/29/2018 11:05 AM
11	There have been several improvements including purposeful learning in most classrooms. Behaviour in classrooms and around the school has dramatically improved. Parental engagement is on the up and support for middle leaders that was non-existent is now in place. Staff are deployed more effectively and help to account.	10/22/2018 12:25 PM

Academisation Consultation

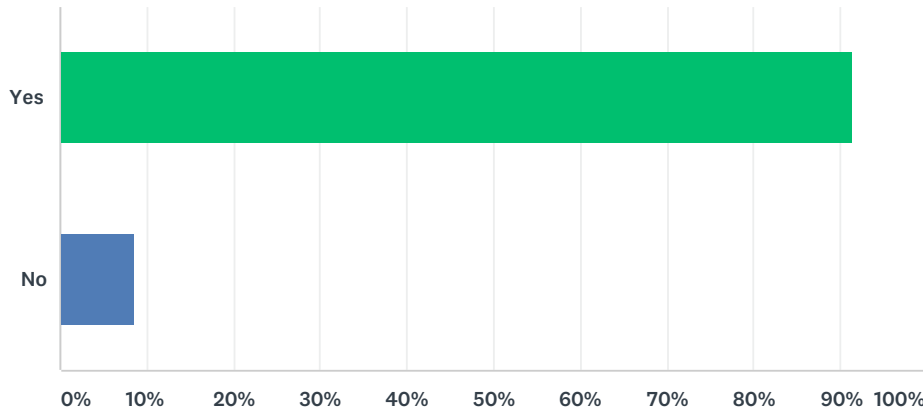
12	For the vast majority of the staff - the introduction of support from the TTLT has been a completely positive experience. They transformed the school from one that had it lost it's way where many of the staff were disaffected and morale was very low, to one with a clear vision and purpose. Line management structures are focussed and all staff have a clearer understanding of their job roles and function within the school. We are all aware of what needs to be done to effect positive change and there is a sense of optimism and purpose which wasn't in place before. CPD opportunities for all staff have improved a great deal and staff are fully supported in any areas of development you need or areas of your career/skills you would like to develop or persue. Most importantly the outcomes/trajectories for the pupils are much improved and they receive a far higher, consistent level of quality education than prior to the Trust's interventions and support.	10/19/2018 10:45 AM
13	Yes. Several key areas within the school have shown vast improvements; ranging from the S.E.N department, leadership amongst senior colleagues within the school, the delivery of education to pupils and overall the staff moral. The school seems a lot more organised. Continual Professional Development is also being encouraged which makes colleagues (including myself) want to work harder, and further contribute to the upcoming success the school will inevitably achieve.	10/18/2018 11:49 AM
14	The School seems to have better structure, planning and communication,	10/18/2018 9:48 AM
15	I have seen that the relationships between staff have got a lot better	10/18/2018 9:41 AM
16	Huge improvements	10/18/2018 4:16 AM
17	The children seem more focused and there are lots of outings and fun days that parents and children enjoy.	10/17/2018 5:04 PM
18	i have seen a lot of positive changes around the school. i feel my children are more keen towards there learning and enjoy school more.	10/17/2018 4:37 PM
19	There has been a number of improvements since working in partnership with the Tapscott group. The development of staff via CPD. Structure and systems are in place.	10/17/2018 4:21 PM
20	We have seen some improvement on children's learning.	10/17/2018 4:17 PM
21	The teachers seem as though they are really interested in the children's welfare and learning.	10/17/2018 4:03 PM
22	staffs are lot more approachable.	10/17/2018 3:46 PM
23	Yes, we can see improvements.	10/17/2018 3:41 PM
24	Yes, we can see improvements.	10/17/2018 3:41 PM
25	Lot of positive new changes have come into place and my child already feels like the standard has improved his learning.	10/17/2018 3:39 PM
26	cant specify in words	10/17/2018 3:35 PM
27	cant specify in words	10/17/2018 3:32 PM
28	The bunch of individuals make their own rules, don't follow school's policies and put kids at risk.	10/17/2018 1:02 PM
29	i look forward to working with the trust	10/17/2018 12:10 PM
30	now this is a good school	10/17/2018 12:07 PM
31	i was thinking of leaving before the trust started working here. now i am much more confident and happier at work	10/17/2018 12:01 PM
32	this school much better	10/17/2018 11:53 AM
33	My neighbour who is a parent has said how much the school has improved. There is more teaching and the teachers give a clearer picture of what children are learning.	10/16/2018 1:57 PM
34	Working with the school to develop the curriculum, I have seen great improvements in teaching and learning.	10/16/2018 7:19 AM
35	The staff seem calmer.	10/15/2018 4:39 PM
36	Amazing improvements when I visited for training.	10/15/2018 3:30 PM
37	Better workforce. Better provision for the children. Better opportunities for the children. Improvement and development for staff. New head providing better opportunities with the community, staff and children. Better PE proviison for the children.	10/15/2018 3:19 PM

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38	The vibe in school is much better, staff and children look more happier. Happy staff and children lead to a better future for all.	10/15/2018 10:13 AM
39	Fundamentally around the leadership of the school	10/15/2018 9:29 AM
40	+Yearly overviews for each year group +Planning overviews for core and foundation subjects +Bespoke 1-1 support for teachers +Additional training sessions for all leaders +Improved staff morale	10/15/2018 9:03 AM
41	Leadership support and development has been pivotal in developing the quality of teaching and learning. A certain drive towards raising standards is clearly seen.	10/15/2018 8:32 AM
42	There have been huge improvements in many areas such as our results, staff and parent morale and also to the building which had been very run down.	10/15/2018 8:25 AM

Q3 Do you agree that North Beckton Primary School should join The Tapscott Learning Trust on 1st April 2019?

Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	91.41%	149
No	8.59%	14
TOTAL		163

#	COMMENTS	DATE
1	Without doubt the school is much more effective and will be better	11/20/2018 11:52 AM
2	Definitely ! we need to keep the school at this amazing level and not let it go back to how it was.	11/20/2018 11:51 AM
3	Schools should never become money making scheme for some ' national education leader". Instead of paying one head salary, right now we have another " leader" on a payroll. Instead children should have more speaking exercise- the moment they open their mouths, you know what kind of future they will have	11/20/2018 7:47 AM
4	I am still not sure that I would like to join the academy but I cannot deny that there has been a very big difference in the past year or so.	11/19/2018 1:27 PM
5	I think if we join my children will have a brigrter futrue	11/19/2018 1:26 PM
6	Very much agree	11/16/2018 10:15 AM
7	I believe it will allow NBP to grow and support staff and children	11/15/2018 4:45 PM
8	I think the The Tapscott Learning Trust has had a positive influence on the changing and improvement of North Beckton Primary School therefore recommend that they do join the Trust.	11/15/2018 4:28 PM
9	I feel the improvements that have been implemented already have been excellent and these have been made possible through the trust. Through joining the trust these improvements and others will be able to develop further for the improvement of the school	11/13/2018 12:10 PM
10	Since Curwen joined The Tapscott Learning Trust I have noticed that there are more oppotunities for children and staff.	11/5/2018 3:59 PM
11	I believe that North Beckton should join the Tapscott Learning Trust as we would like to continue our positive partnership for our pupils, staff and parents across the schools.	10/29/2018 11:05 AM
12	I overwhelmingly support the more for North Beckton Primary School to join the Tapscott Learning Trust as soon as possible, providing that it is financially stable.	10/22/2018 12:25 PM

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13	I truly feel that it would be detrimental to the progress of the school and the outcomes for the pupils if we did not join the Trust. The change and level of success as a result of the Trusts support speaks for itself.	10/19/2018 10:45 AM
14	I strongly agree that North Beckton Primary School should join The Tapscott Learning Trust. The collaborative work the trust can provide to this school will have a great impact if the past year is anything to judge by.	10/18/2018 11:49 AM
15	not sure	10/17/2018 4:59 PM
16	North Beckton will continue to develop with the support of Tapscott group	10/17/2018 4:21 PM
17	Yes because North Beckton Primary is a really good school and they teach very well.	10/17/2018 4:00 PM
18	yes it should	10/17/2018 3:59 PM
19	Yes, we believe that it will benefit the school.	10/17/2018 3:41 PM
20	Yes, we believe that it will benefit the school.	10/17/2018 3:41 PM
21	definitely!	10/17/2018 12:10 PM
22	i do not want see school being bad again	10/17/2018 11:53 AM
23	It will build on good work already being done	10/16/2018 1:57 PM
24	I believe that the school is benefiting greatly from collaborating with other schools in the Trust. Teachers are growing in confidence, there is an air of optimism and a real energy and enthusiasm in the school. The CPD and training that staff are receiving from the Trust is developing leadership, greater pedagogical knowledge and, as such, staff are more confident in their abilities in the classroom, with assessment and leading teams. This is having a great impact on pupil process and achievement, as well as their overall well-being and life-experiences.	10/16/2018 7:19 AM
25	As we are already working closely with North Beckton, this appears to be working well and we have already formed a good relationship between the schools and staff.	10/15/2018 3:43 PM
26	The Tapscott Learning Trust staff put pupils and staff at the heart of the trust itself.	10/15/2018 10:13 AM
27	I believe that the Trust is best placed to support the continuing work to see North Beckton great again.	10/15/2018 8:25 AM

Q4 Do you have any comments about either the process of becoming an academy or the conversion into the Tapscott Learning Trust which you would like to share with us?

Answered: 52 Skipped: 111

#	RESPONSES	DATE
1	This is the best thing that can happen	11/22/2018 11:41 AM
2	Join the trust	11/20/2018 11:52 AM
3	It is taking a very long time.	11/20/2018 11:51 AM
4	School has been hijacked by money making trust. The only visible change I see is extremely disturbing sight of little girls wearing I scarves to school! It is not a place or time. Previous management would not agree to have those girls compromise their education because of their parents radicalisation	11/20/2018 7:47 AM
5	The school is heading for a brighter future with the tapscot learning trust.	11/19/2018 1:28 PM
6	It is wonderful to see the school getting better	11/16/2018 10:14 AM
7	no	11/15/2018 4:46 PM
8	Good luck	11/15/2018 4:45 PM
9	just to countinue what u are doing	11/15/2018 4:38 PM
10	I am 100% happy and confident that joining the Trust will help to improve the school.	11/15/2018 4:28 PM
11	no	11/15/2018 4:12 PM
12	Great idea and good for the schools future and the way the teachers deliver learning to the children	11/15/2018 4:10 PM
13	The improvements have been great but the partnership can continue without the school joining the Tapscott Learning Trust.	11/8/2018 12:58 PM
14	no	11/5/2018 5:36 PM
15	n/a	11/5/2018 5:06 PM
16	It was a smooth transition when converting	11/5/2018 3:59 PM
17	no	11/5/2018 9:16 AM
18	This is the only option available to the school as the LA is no longer in a position to offer the level of support needed.	11/5/2018 8:52 AM
19	I also like to work with newham council.	10/29/2018 12:56 PM
20	No	10/22/2018 12:25 PM
21	I have no reservations about joining the trust as a teacher in the school and cannot percieve any negative consequences for converting to become a part of the Trust. To the contrary, the school can only improve as a result.	10/19/2018 10:45 AM
22	No	10/18/2018 9:07 PM
23	No	10/18/2018 1:17 PM
24	No questions as of yet, and the public consultation will provide the opportunity to raise any questions should they arise.	10/18/2018 11:49 AM
25	no	10/17/2018 5:00 PM
26	nope	10/17/2018 4:59 PM
27	no	10/17/2018 4:47 PM

Academisation Consultation

28	have good idea	10/17/2018 4:32 PM
29	As long as improvement continues i will be happy	10/17/2018 4:24 PM
30	No	10/17/2018 4:21 PM
31	Would it have any affects on learning at school? How will the curriculum or teaching continue?	10/17/2018 4:17 PM
32	i think it is a wonderful oppertunity for the school the students and staff	10/17/2018 4:14 PM
33	no	10/17/2018 4:11 PM
34	not at the moment	10/17/2018 3:59 PM
35	I am up for improvement on my child's learning it does not matter what it called.	10/17/2018 3:46 PM
36	no	10/17/2018 3:45 PM
37	no thanks	10/17/2018 3:41 PM
38	no thanks	10/17/2018 3:41 PM
39	no	10/17/2018 3:36 PM
40	i havent	10/17/2018 3:35 PM
41	i havent	10/17/2018 3:32 PM
42	Complaint policy doesn't followed, school trips dangerous, curriculum reports every year. Sick children forced to go to school. Staff unapproachable, discriminative teachers. Half of the time activities with parents instead of learning.	10/17/2018 1:02 PM
43	fully agree to join the trust	10/16/2018 5:40 PM
44	n/a	10/16/2018 11:11 AM
45	Naturally, staff, parents/carer and other stakeholders may be unsure as to whether joining an academy is best for the school, especially considering some of the the negative media coverage and actions of local anti-academy groups. However, through personal experience, I have been through the process twice and can assure the staff and other stakeholders that my experience of TTLT is that the team are honest and trustworthy. Their focus is entirely and unreservedly for the benefit of all of the children they teach.	10/16/2018 7:19 AM
46	more the better	10/16/2018 6:54 AM
47	No	10/15/2018 5:48 PM
48	Very easy process with more benefits e/.g health / perk box...	10/15/2018 3:30 PM
49	People not involved with our communities should not get involved	10/15/2018 3:26 PM
50	Nothing yet	10/15/2018 10:51 AM
51	Not many academies support their pupils and staff as much TTLT does. I would encourage all those in North Beckton Primary School to see this conversion as the light at the end of tunnel. A Better future for ALL.	10/15/2018 10:13 AM
52	It is a natural step which will ensure staff, children and parents continue to build a successful school in the local area	10/15/2018 8:32 AM

16/10/18 – Open meeting between unions, LA and staff at North Beckton

In attendance:

Teachers and Support staff from North Beckton

Alison Helm – Head teacher

Julianne Marriott – LBN

Dani Wade – LBN

Catherine Hanlon – GMB representative

Tina Dobs – Unison representative

Gloria Hanson – Unison representative

Louise Cuffaro – NEU representative

- AH said that the meeting was arranged to discuss the proposed changes and give staff the opportunity to ask the LA any questions as part of a transparent process.
- JM has said the LA is here to support schools and ensure that the situation that NB is in never happens again to other schools in Newham. The LA is trying to work with Heads to see how they can work with maintained schools. Nationally, there has been no evidence to show that becoming an academy improves results. A lot of schools in Newham that are academies are a part of small MATs; there needs to be 10-12 schools for it to be beneficial. Once a school is in a MAT, they have no say in whether they will expand or not. The LA is keen to keep NB as a maintained school.
- **Q: What does the borough plans look like?**
JM: The borough does not have any plans yet, but have a different attitude now and are keen to help; proposed plans will be presented in December. The idea is to have a similar model to Tower Hamlets, Camden and Redbridge.
- **Q: NB is in need of help now, what are the plans for now?**
DW: LA have asked schools why they became academies, their response was that historically they have not received enough support from the LA. The LA is trying to improve the service that they are providing i.e. SEN team and EHCPs. The idea is to group some maintained schools together to share CPD etc. to re-create TTLT benefits, so will work like a MAT but not be a MAT. It will take 12-18 months to formalise plans.
- A member of staff commented they are tired of all the changes that have been happening over the past 5 years, they want consistency. The support received from TTLT has been positive, have previously had limited support from LA and it is scary to go for something that there are no plans for. TTLT is offering something that is guaranteed whereas LA is offering uncertain plans.
- JM believes that MATs will eventually have to expand so there will still be changes.
- A member of staff said that although there is no evidence to show that becoming an academy improves results, they have seen the evidence/improvement themselves since receiving support from TTLT.
- JM said the council is not allowed to open a new school; they have to rely on existing schools. There are some poorly run academies and some well-run academies. If the school governors decide to remain as a maintained school, the LA will be there to provide help immediately. Although there may not be a policy in place yet, the LA still want to help.
- JM and DW's email address can be found on the website. They will be returning for a school visit.
- AH has said she does not want a "them and us" approach between TTLT and LA; she wants a strong partnership in order to get the best for the children of NB.

North Beckton Primary School

Equality impact assessment of Academy Conversion

An Equality Impact Assessment is carried out by public authorities prior to implementing a policy to prevent discrimination against people who are categorised as being disadvantaged or vulnerable.

Protected Characteristic	Vulnerable Group	Mitigating actions or comments
Age (employment)	Young employees	The Trust has developed progressive policies towards delivering apprenticeships. There should be no equality implications.
	Elder employees	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
Disability	Pupils	The Trust schools have been awarded Inclusion Quality Marks and are training partners of the Autism Education Trust. There is a PMLD provision at North Beckton. Pupils with disabilities and mental health issues will benefit from the support of the Trust. The local authority's admissions policy will continue. There should be no equality implications.
	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
	Parents	The Trust is strongly committed to its equality duties. There should be no equality implications
Gender reassignment	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
	Parents	The Trust is strongly committed to its equality duties. There should be no equality implications.
Marriage or civil partnership (in employment)	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
Pregnancy, maternity and paternity	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.

Protected Characteristic	Vulnerable Group	Mitigating actions or comments
Race	Pupils	Two of the three Trust schools have been judged as outstanding by Ofsted. Attainment is high and with the support of the Trust it is improving at North Beckton. There should be no equality implications.
	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
	Parents	Translators are available at key events and information published on the school's website is translatable.
Religion or belief	Pupils	All Trust schools have a RE Quality Mark. Pupils at North Beckton will benefit from the support of the Trust. There should be no equality implications.
	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
	Parents	The Trust is strongly committed to its equality duties. There should be no equality implications
Gender	Pupils	Two of the three Trust schools have been judged as outstanding by Ofsted. Attainment is high and with the support of the Trust it is improving at North Beckton. There should be no equality implications.
	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
	Parents	The Trust has adopted HR policies that are compliant with equalities and employment law. There should be no equality implications.
Sexual orientation	Pupils	Through the school's curriculum, pupils are supported in their understanding of sexual orientation appropriate to their age. The curriculum has been developed in conjunction with Stonewall's primary schools resource.
	Staff	The Trust has adopted HR policies that are compliant with equalities and employment law. It is also working with Stonewall. There should be no equality implications.
	Parents	The Trust is strongly committed to its equality duties. It is also working with Stonewall. There should be no equality implications