

Statutory Public Consultation

Shuttleworth College – Academy Conversion

Final Report on the Statutory Consultation – February 2016

Consultation Report for The Department for Education

Document Status/Issue No: 1

Date of Issue: 1st March 2016

Executive Summary

This proposal is to convert Shuttleworth College into an academy by **1st August 2016** with the Education Partnership Trust (EPT) as sponsor. The school has been given approval by the Secretary of State to enter the Pre-Conversion phase and this statutory consultation is part of the work we are doing to get final ministerial approval.

Consultation has been carried out to meet the requirements of Section 5 of the Academies Act 2010. ***The statutory consultation started on Monday 18th January 2016 and finished on Monday 29th February 2016.*** Stakeholders were identified from the contact details of people/organisations known to the school and included staff, parents, governors, local residents, other local schools and education organisations, Burnley LA, health and other community groups. All stakeholders were invited to respond to the proposals via a questionnaire (paper or online), attending a public meeting and replying to direct email or letters.

The consultation attracted 24 questionnaire responses. There were no other written responses. Comments were also recorded at the main public meeting, held on 11th February 2016. The outcome has been substantially in support of the proposal with many positive comments and few concerns about how the proposal should be implemented. There were 2 responses in opposition to the proposal to convert Shuttleworth College into an academy. The consultation exercise therefore supports the decision that Shuttleworth College should convert to academy status in August 2016.

Purpose

The purpose and objectives of the stakeholder consultation were to:

- Understand the diversity of views of local stakeholders towards the proposed academy conversion
- Explain the process of converting to academy status
- Provide reassurance and accurate information to any stakeholders who might have concerns about the project
- Further consolidate links with key education, business, and community contacts with which the proposed academy will work with, as part of its development
- Survey the opinions of staff, parents/carers, the management committee and the wider community and draw together where appropriate the differing aspirations, needs and requirements of stakeholders

This report sets out the methods of consultation used and the responses received.

Concern and Opposition

There were 2 expression of concerns (as outlined above).

Support

The proposals were well supported by the majority of stakeholders that responded – the community wants to see the proposals go ahead. Stakeholders recognise the numerous benefits the academy conversion will bring to young people in Burnley, Pendle and surrounding areas.

Conclusion and Recommendations

On the basis of the overall support expressed for the proposals it is recommended that the **EPT**:

1. **Enter into a Funding Agreement with the Secretary of State to convert Shuttleworth College into an academy in August 2016**
2. **Make the consultation report available on the website**
3. **Take note of comments made at the Stakeholder Consultation meeting and via the questionnaire responses when finalising their plans for conversion**

Introduction and reasons for wanting to become an academy

This consultation provides details of our proposals to convert Shuttleworth College into an academy by **1st August 2016**. The school has been given approval by the Secretary of State to enter the Pre Conversion phase and this statutory consultation is part of the work necessary to obtain ministerial approval.

The reasons we want to convert Shuttleworth College into an academy are as follows;

- **Academies are independent of Local Authority control** – this means that Academies have more freedom about how they conduct themselves
- **Academies receive their funding direct from central government** – this means that Academies receive more funding because none is retained by the Local Authority for the provision of central services
- **Academies have more choice over how they spend the school's budget** - the school can be far more selective about services, this helps to ensure best value
- **Academies have more freedom over the curriculum taught** – this means that Academies can tailor the curriculum to meet the needs of the children and to reflect the values of the local community
- **Being an academy means we take more control of our own future** – the educational landscape is fast changing and we would prefer to be making decisions ourselves to ensure the best opportunities for the children
- **The local authority has reduced in size and no longer provides all the services that a school needs** – the range of services are now extremely limited and this means that schools must look to provide these opportunities for children themselves. We believe the Multi Academy Trust will be able to offer a more comprehensive range of support than a school staying with the LA

Key Features of Shuttleworth College and the EPT

Shuttleworth College Mission Statement

Shuttleworth College aims to ensure that all students experience an enjoyable and well-rounded education that will prepare them for further study and future success. We believe that achievement is realised when students feel part of a supportive learning community and are taught to have resilience, perseverance and pride in themselves and their school. It is our mission that through living our values, every student will excel.

EPT Vision

To create outstanding schools which transform learning, lives and communities.

Our Core Principles

- **High Expectations**

We have the highest expectations of all ourselves, our pupils, our staff and our school community.

- **Partnership**

We will work collaboratively with partners to achieve the best possible outcomes for our pupils.

- **Passionate**

We are passionate about education and learning as a vehicle to life opportunities and committed to our pursuit of excellence in all we do.

- **Innovative**

We relentlessly pursue new ideas that drive best practice, increase our effectiveness and improve outcomes.

The Consultation Process and Programme

The overall consultation process ran from the 18th January 2016 to 29th February 2016.

The objective of the consultation was to gather the views of the stakeholders on the proposals for Shuttleworth College to convert to academy status and for the EPT to become the sponsor. This was in order to inform further development of the proposals and to assist the EPT in its consideration of entering into a Funding Agreement with the Secretary of State. A timeline of the process is summarised below with specific detail given throughout this report.

Within that time various letters and emails were sent to known stakeholders and a formal consultation event was held to help anyone take part in the consultation.

Date	Events and Activities	Purpose of Event	Who is it for?
Thursday 11th February 2016	Formal consultation event including session with Q&A – held at Shuttleworth College, Burnley Road, Padiham, BB12 8ST	To provide information about Shuttleworth College’s reasons for converting to an academy and answer any questions and concerns raised	Stakeholders– Including Shuttleworth College staff, committee members, parents and carers, prospective parents, local schools, community groups, associated partners and local residents

A consultation document was produced which covered key areas such as the proposal, the consultation process and timeline, how to respond, the closing date for responses and where additional information could be found. The document was made available in hard copy and published on www.shuttleworthcollege.org

People wishing to participate in the consultation were advised to do so in several ways. The instructions given on how to respond included:

- Completion of a questionnaire available on the website (www.shuttleworthcollege.org)
- Attendance at a public consultation meeting where representatives of the school and the EPT outlined the proposals for converting to academy status, with opportunities for Q&A

A formal public consultation meeting was arranged on the evening of 11th February 2016 (***details in the table above and notes of meeting further down in this report***).

At this meeting Simon Davies (Chair of Governors, Shuttleworth College) and Ms Sharon Roscoe (Chief Executive of the EPT) presented the proposals for the school to convert to academy status, with sufficient time for attendees to ask questions, express views and contribute.

Notes of the meeting and questions asked were recorded for consideration by the Trust and the Secretary of State. The views expressed during the consultation were recorded, but may have been edited for inclusion in this report on the consultation. This report summarises the consultation process and responses and subject to agreement of the Academy Trust, will be made available as soon as possible in March 2016.

The Consultees

Shuttleworth College has an extensive, established network of contacts including staff and parents and also from within education, health and social care, community groups, employers, government agencies, Burnley LA and Lancashire County Council. All of these individuals and organisations have been contacted directly to invite participation in the consultation process.

The full list of consultees is detailed in Appendix 6 to this report. In summary, the following were directly invited by post or email to participate in the consultation.

Consultees Invited to Participate	Number Invited to Participate
Schools (Primary, Secondary and other provision)	17
Colleges and Alternative Education Providers	3
Other consultants	2
YPS workers	1
LA Officers and Children's Services	8
Health and Public Services	9
Governor Services	1
Other local stakeholders	3
Total	44

In addition, all teaching/support staff (including staff associations) and parents were given the consultation document (including attached questionnaire) and the consultation document and a FAQs (with answers) booklet were posted on the Shuttleworth College website inviting staff, parents, governors, local residents and members of the public to participate, should they wish to do so.

Responses to the Consultation

Questionnaire Results

Questionnaires were completed by 24 respondents. The percentage return was relatively small, perhaps reflecting the view that there was little opposition. Only 2 respondents were against Shuttleworth College converting to an academy.

Question 1 - Your details:

(This question is asked to help us analyse responses to the questionnaire)

Question 2 - Who are you? Please tick alternatives

Category	No of responses	% of overall response
Parents	17	71%
Member of staff	1	4%
Governor at school	1	4%
Unions	0	0%
Training Provider	2	8%
Local Employer/Business	1	4%
Employed at another school	2	8%
Total of responses	24	100*

N.B. *% rounded down to make 100%

Question 3

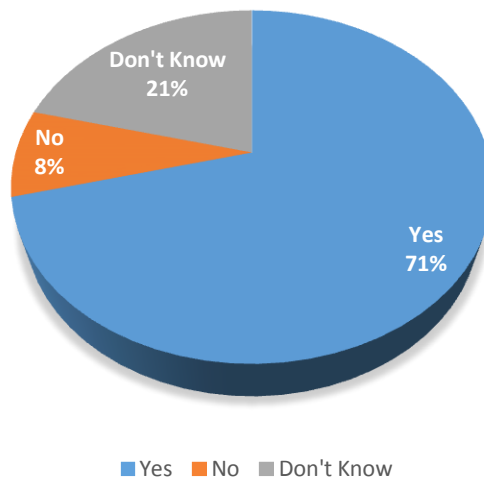
Do you agree that Shuttleworth College should convert to become an academy?

Response	No of responses	% of overall response
Yes	17	71%
No	2	8%
Don't know	5	21%
Positive Comments in addition to a YES answer - 5		
Negative Comments in addition to a NO answer – 0		
Other comments in addition to a DON'T KNOW answer - 0		

Question 3 with YES comments

No.	Comment
1	I think it would be a great idea as it means the school can spend money/funding where it is needed.
2	I feel this would be a beneficial movement for the school as a whole.
3	Best wishes and we will help if we can
4	This will allow access to more resources, support and opportunities for students
5	This positive move will provide a school for the Padiham community to be proud of

Do you agree that Shuttleworth College should convert to become an academy?



Stakeholder Meeting, Thursday 11th February 2016

Introduction

There were 4 people in attendance. All attendees were given a copy of the Specific Academy Conversion Questions/Answers Sheet and a Consultation Document which included the Stakeholder Consultation questionnaire.

Meeting

Meeting Details	Present – Speakers / Contributors	
Date 11 th February 2016	Ruth England	Shuttleworth College
	Sharon Roscoe	Education Partnership Trust
	Natalie Parker	Education Partnership Trust
	Simon Davies	Chair of Governors, Shuttleworth College
	Des Callaghan	St Bedes R.C. High School
	Natalie Parker	Education Partnership Trust

Questions and Answers	Parent	Q) Are there any staff wanting to leave with the academy status?
	SR/DC	A) All schools will eventually become academies in line with the Government agenda. Shuttleworth Staff have been given opportunities to attend presentations and meetings with the EPT team and also chance to talk to the EPT HR team in regards to the TUPE process.
	Parent	Q) Do good schools convert to academy status?
	SR/DC	A) Yes, all schools will be encouraged to. There is no support left for LA schools.

Introduction Consultation Process	SD	Simon Davies explained when a school undergoes a change of status they are legally required to follow the consultation procedure and it is important to collate all of the questionnaires and feedback from all involved.
Background to Shuttleworth	SD	Simon Davies summarised the background of Shuttleworth College and the intentions of becoming an academy with the Education Partnership Trust as the sponsor.
Education Partnership Trust	SR/DC	Sharon Roscoe and Des Callaghan provided a comprehensive PowerPoint presentation about EPT.

The meeting ended at 7.15pm

Appendix 1 Stakeholder Consultation Questions

Question Number	Consultation Question
1	Your details
2	Who are you? Please tick alternatives
3	Do you agree that Shuttleworth College should convert to become an academy?

Appendix 2 Letter to Stakeholders

Mr/Mrs AA
House/School
Road
Area
Burnley
Postcode

Date

Re - Proposed Academy Conversion of Shuttleworth College

Dear Colleague

The Secretary of State has agreed for Shuttleworth College to become an academy sponsored by the Education Partnership Trust (EPT) in April 2016. We are currently in the Pre-Conversion phase and as part of this phase we are undertaking a Statutory Public Consultation.

Please find enclosed our Consultation Document, which includes a questionnaire.

We would very much appreciate if you would get involved in this process and either complete the questionnaire online at www.shuttleworthcollege.org or fill in and then return a paper copy (see end of the consultation document enclosed with this letter) to us by post **c/o Suzanne Taggart Shuttleworth College, Burnley Road, Padiham, Lancs, BB12 8ST** or via email to **admin@shuttleworth.lancs.sc.uk**

You can also come along to our public consultation event on Thursday 11th February 2016 at 6pm and complete the questionnaire. See consultation document for further information.

The public consultation will end on Monday 29th February 2016.

Yours Faithfully

Simon Davies
Chair of Governors
Shuttleworth College

Appendix 3 Letter to Parents

Dear Parent/Carer

Re – Proposed Academy Conversion of Shuttleworth College

As Chair of Governors at Shuttleworth College, I am writing to you to provide information regarding the consultation on whether **Shuttleworth College should become an academy**.

The Secretary of State has agreed for Shuttleworth College to become an academy sponsored by the Education Partnership Trust (EPT) in April 2016. We are currently in the Pre-Conversion phase and as part of this phase we are undertaking a Statutory Public Consultation.

Please find enclosed our Consultation Document, which includes a questionnaire.

We recognise that you will want information about proposed changes and that many of you may have questions about the process and what it will all mean for the future of Shuttleworth College and specifically, your child. **As a result, we have included key pieces of information in the Stakeholder Consultation document and have also produced a Frequently Asked Questions (FAQs) booklet, with answers about the academy conversion and academies in general.** The FAQs booklet can be downloaded from the school website at www.shuttleworthcollege.org.

We would very much appreciate if you would get involved in this process and either complete the questionnaire online at www.shuttleworthcollege.org or fill in and then return a paper copy (see end of the consultation document enclosed with this letter) to the school reception or by post **c/o Suzanne Taggart, Shuttleworth College, Burnley Road, Padiham, Lancs, BB12 8ST** or via email to admin@shuttleworth.lancs.sch.uk.

You can also come along to our public consultation event on Thursday 11th February 2016 at 6pm and complete the questionnaire. See consultation document for further information.

The public consultation will end on Monday 29th February.

Yours Faithfully

Simon Davies
Chair of Governors
Shuttleworth College

Appendix 4 Letter to Staff

Dear Colleague

Re – Proposed Academy Conversion of Shuttleworth College

As Chair of Governors at Shuttleworth College, I am writing to you to provide information regarding the consultation on whether **Shuttleworth College should become an academy**.

The Secretary of State has agreed for Shuttleworth College to become an academy sponsored by the Education Partnership Trust (EPT) in April 2016. We are currently in the Pre-Conversion phase and as part of this phase we are undertaking a Statutory Public Consultation.

Please find enclosed our Consultation Document, which includes a questionnaire.

We recognise that you will want information about proposed changes and that many of you may have questions about the process and what it will all mean for yourselves and your school. **As a result, we have included key pieces of information in the Stakeholder Consultation document itself and have also produced a Frequently Asked Questions (FAQs) booklet, with answers about the academy conversion and academies in general.** The FAQs booklet can be downloaded from the school website at www.shuttleworthcollege.org

We do not envisage any changes of note, regarding staff jobs, roles and responsibilities.

We would very much appreciate if you would get involved in this process and either complete the questionnaire online at www.shuttleworthcollege.org or fill in and then return a paper copy (see end of the consultation document enclosed with this letter) to the school reception or by post **c/o Suzanne Taggart, Shuttleworth Collge, Burnley Road, Padiham, Lancs, BB12 8ST** or via email to **admin@shuttleworth.lancs.sch.uk**.

You can also come along to our public consultation event to be held at Shuttleworth College on Thursday 11th February 2016 at 6pm and complete the questionnaire. See consultation document for further information.

The public consultation will end on Monday 29th February 2016.

Yours Faithfully

Simon Davies
Chair of Governors
Shuttleworth College

Appendix 5 FAQ Academy Conversion

1. Shuttleworth College Academy Conversion – Some Frequently Asked Questions (FAQs) and Answers

Specific Academy Conversion Questions/Answers

Will Shuttleworth College definitely become an Academy?

The Secretary of State has agreed for Shuttleworth College to become an academy sponsored by the Education Partnership Trust (EPT) in April 2016. Shuttleworth College will not officially become an Academy until the contract between the EPT and the Department of Education (DfE) (known as the Funding Agreement) is signed. The EPT will not sign the Funding Agreement until all key stakeholders, (including parents/carers and staff) have had the opportunity to comment on the proposal.

The EPT will not sign the Funding Agreement unless they are satisfied that the conversion would be in the best interests of the school and its pupils.

What is an Academy?

An Academy is an independent school which is funded by the state. It is independent of the Local Authority and receives its funding direct from central government.

What are the benefits of being an Academy?

The benefits are numerous:

- **Academies are independent of Local Authority control** – this means that Academies have more freedom about how they conduct themselves
- **Academies receive their funding direct from central government** – this means that Academies receive more funding because none is retained by the Local Authority for the provision of central services
- **Academies have more freedom over the curriculum taught** – this means that Academies can tailor the curriculum to meet the needs of the children

Will the academy follow the National Curriculum?

Yes, it will.

Are there any disadvantages to becoming an Academy?

As an Academy, Shuttleworth College (under the auspices of the EPT) will be directly liable for matters such as insurance, employment liabilities, pensions and property maintenance. However, as mentioned above, Academies receive more funding from central Government to meet these additional costs.

The EPT does not consider that the staff and pupils will suffer any disadvantages if the school becomes an Academy.

Will the admissions arrangements change?

An Academy deals with its own admission arrangements and would also still be bound by the national Admissions Code, and Admissions Appeals Code. The current admission arrangements will remain in place, but if the Academy wanted to change its admission arrangements in the future, then consultation would be required in the same way that it is now.

Will staff leave?

If the school converts to an Academy, all staff currently employed by the local authority will automatically transfer to the new Academy on their current pay terms and conditions.

Will Shuttleworth College change?

The EPT wants to continue to provide an outstanding education to our pupils. For pupils, it is unlikely that they will see much, if any, change in their day to day school lives, except further improvements in teaching and learning.

How can I find out more?

A meeting will be held at the Shuttleworth College on Thursday 11th February at 6pm. We would encourage you to attend if you have any questions, or simply want to learn more.

There is also more information about Academies on the DfE website.

General Academy Conversion Questions/Answers

Partnerships

Does becoming an academy change the relationship with other local schools and the community?

No. Academy funding arrangements state that the school should still be at the heart of its community, collaborating with other local schools, sharing facilities and expertise.

As an academy, will Shuttleworth College still work with the Local Authority?

Academies are independent of the local authority. However, the School will continue to work with the LA and other local partners.

Governance

How does Governance work?

Shuttleworth College will have a Local Governing Body with responsibility for the vision, ethos and direction of the school. The Governing Body will also be responsible for the educational performance of Shuttleworth College and will work with the Headteacher to make sure good progress is maintained. The Governing Body will have delegated powers and functions as agreed with the Trust Board. Each governing body has parent/carer representation. The EPT is responsible for appointing

the majority of governors, including the Chair. The EPT is ultimately responsible for the standards and outcomes of all schools within the Trust.

Funding

What will happen to the school's funding?

The DfE meets the running costs of the academy in full. Academy funding is calculated on a like-for-like basis with local authority schools. The budget will be similar to the one we have now, but with greater freedoms to spend and procure services from a range of providers and realise more cost efficient use of resources to support school improvement. Like other schools, the academy cannot run at a loss or agree a deficit budget.

How will the academy be financially accountable?

An academy is governed by the rules and regulations of charitable trusts, for example, we will be required to produce and file accounts. There will be robust systems with an audit conducted by an independent auditor.

How does academy status affect SEN funding?

SEN funding will come directly from the government through the Education Funding Agency (EFA). Funding allocated to a named child would continue to be funded directly by the local authority.

Does it cost to become an academy?

Yes. There are project management and legal costs associated with becoming an academy. **The government gives each converting academy £25,000 to contribute towards the costs. This will be used by the EPT (as Sponsor) to cover all fees and associated work**

Who will own the school building and land?

The local authority will be required to grant a 125 year lease to the academy trust.

What happens to pension schemes of employees?

If someone is a teacher in the current school, his/her pension will continue as part of the teacher's pension scheme, with the Trust continuing with the same employer responsibilities as the predecessor school. Non-teaching staff will usually be members of the local government pension scheme and the Trust will secure 'admitted body' status with the local pension authority to protect pension rights of employees and take an employer responsibility, both for contributions and administration of the scheme. Staff can opt out of either if they wish to make alternative provision.

Appendix 6 List of Stakeholders

Primary - Feeder schools				
Ms B Holmes		Headteacher		St Leonards Primary School
Mrs K Marney		Headteacher		Ightenhill Primary School
Miss J Clarke		Headteacher		Hapton CofE / Methodist Primary School
Mr S Purtill		Headteacher		Padiham Primary School
Mr M Dixon		Headteacher		Padiham Green Primary School
Mrs C Holgate		Headteacher		Lowerhouse Junior School
Ms H Kershaw		Headteacher		Whittlefield Primary School
Ms J Pay		Headteacher		Wellfield Methodist Primary School
Mrs K McKeating		Headteacher		St John the Baptist
Mr D Smith		Headteacher		Read St John's CE Primary school
Schools				
Mr R Varey		Headteacher		Blessed Trinity RC Community College
Mr D Burton		Headteacher		Sir John Thursby Community College
Mrs G Broom		Headteacher		Hameldon Community College
Mrs S Cryer		Headteacher		Unity College
Ms K Dawson		Headteacher		Coal Clough High School
Mrs J Deighton		Headteacher		Hillview School
Mr R Bridge		Headteacher		The Rose School
Local Authority				
Ms C Holden				Cycling at Lancashire County Council
Mrs A Latham				Nelson and Colne College
Mrs L Russell-Hayes		Consultant		LPDS

Lancashire Education Inclusion Service				LEIS
Mr P Dyson-Knight		Consultant		LCC
Ms Helen Tyson		SSCO		Schools Games Organiser
Mr F Cumpstey		Clerk to Gov's		Governor Services
Other Stakeholders				
Mr & Mrs Carmichael				Duke of Lancaster's Regiment
Mrs J Ambler				Aircelle
Ms C Ingham				Padiham Police Station
Anwar Afrasiab				Burnley& Pendle Faith Centre
Mr H Bramwell		Principal		Burnley College
Ms K Buchanan		Deputy Principal		Burnley College
Mrs S Le-Bretton		Speech and Language Therapist		St Peters Health Centre
Mayoress of Padiham				Padiham Town Hall
The School Nurse Team				St Peters Health Centre
Young Carers Burnley				
Youth Offending Team				
Mr G Dugdale				Warbutons Ltd
Mayor and Mayoress of Burnley				Burnley Borough Council
Dany Robson		Media Consultant		
ELCAS				Burnley General Hospital
Ms J Glynn		Psychologist		Acorn Psychology Ltd
Ms S Benga		Recruitment		Hays Education
Ms E Berridge		Service		Cofely

		Manager		
Cllr Mark Townsend				Burnley Borough Council
Ms Pam Smith		Chief Executive		Burnley Borough Council
Ms Julie Cooper		MP		Labour party

