



Consultation Report Hanley St Luke's CofE Primary School

February 2023



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1. Introduction

Hanley St Luke's CofE Primary School submitted an application to become an academy to the Secretary of State for Education and awaits the decision/outcome of that application.

Approval will mean that the school can move forward in the next stage of planning which proposes that the school will become an Academy and join Three Spires Trust in Autumn 2023.

This decision followed a period of research which had been conducted by the school's governing body to help inform their final decisions and recommendations which in turn has subsequently informed this consultation. Consideration was given to what was in the best interests of learners now and in the future as well as what the implications of the options would be for staff, parents and the community that the school serves.

One of the first priorities in this phase is stakeholder consultation. Consultation commenced on the 7 November 2022 and concluded on 2 December 2022 and views have been sought from parents and carers, staff, trade unions, councillors and agency partners. Further within the report we have shared a breakdown of meetings that happened, communications which were issued and a copy of all feedback received as part of the process.

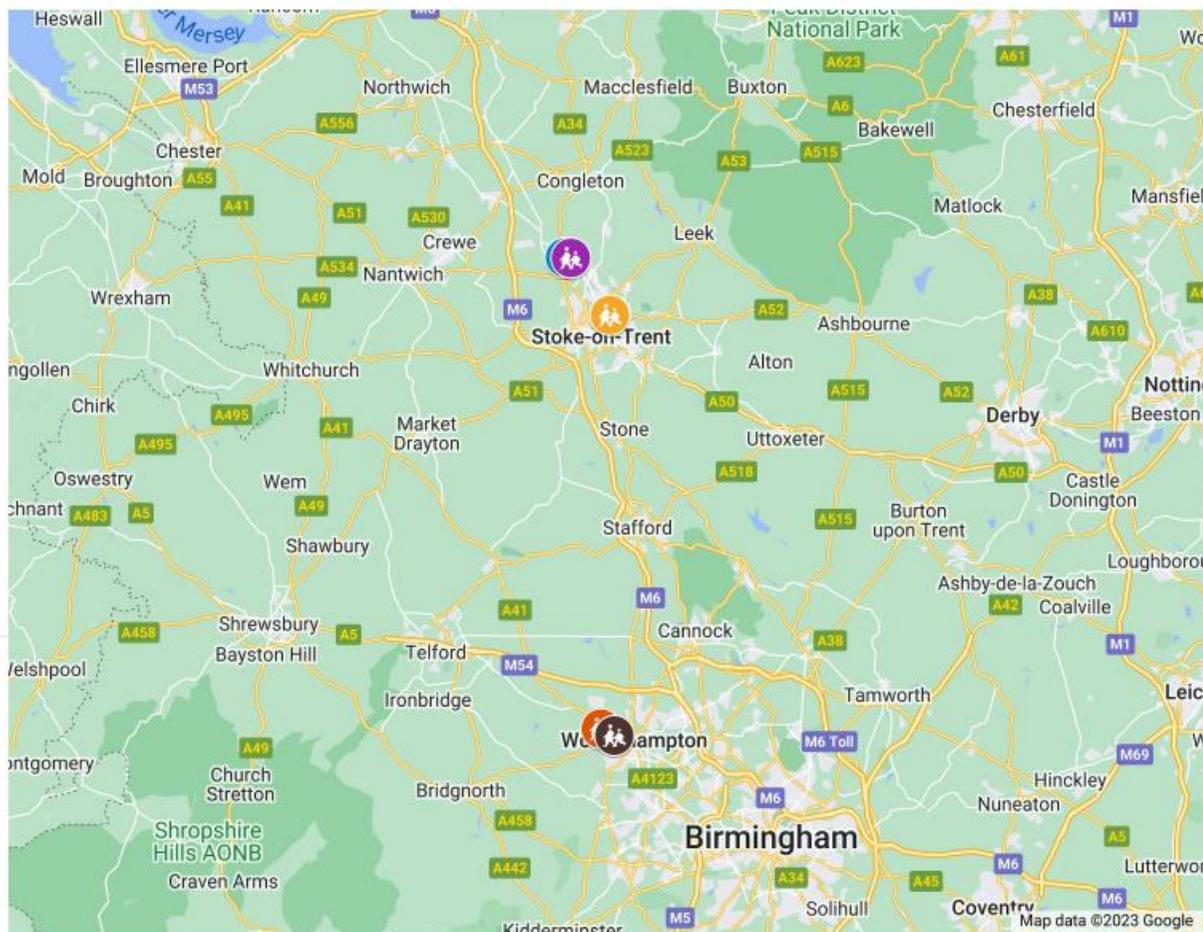
1.1 Geographic position of the school(s)

The map on the next page shows where Hanley St Luke's CofE Primary School is in relation to where other Three Spires Trust (TST) schools are located. All schools within TST are based in Staffordshire. They have excellent road connectivity due to the proximity of the schools to each other meaning that travel time between schools permits staff to meet regularly in support of school improvement and their professional development.

Hanley St Luke's - Three Spires Trust

Schools

-  The King's CE (A) School, Staffordshire
-  St Thomas C Of E Aided Primary School, Staffordshire
-  The King's Church Of England School, Wolverhampton
-  St Peter's Collegiate Church of England School, Wolverhampton
-  Hanley St Luke's C of E Aided Primary School



2. Consultation Methodology

The overall aim of the consultation process was to ensure that everyone who has a stake in the decision of the school to become an Academy and join Three Spires Trust had the opportunity to hear about the plans and to share their views.

The objectives of the process were to:

- Provide relevant background information for stakeholders;
- Explain the reasons for the proposed transition to academy status;
- Set out the stages in the process for the school to become an academy with Three Spires Trust and the associated timelines;
- Answer questions raised.

The principles laid down by the project team for the consultation were that it should be:

- An open and transparent process;
- Accessible to all stakeholders in terms of:
 - The times of the events;
 - The language used (jargon-free wherever possible and acronyms fully explained);
 - Being well-publicised.

A variety of media were used to consult including:

- Direct letters;
- Text messaging;
- Publicised meetings involving presentations and questions and answer sessions;
- Frequently asked questions and comments slips;
- Online survey; (See Appendix 6)
- School website (See Appendix 1).

2.1 Direct letters

Letters introducing the consultation were sent to the following groups and copies are included in Appendix 2a, 2b, 2c.

- Parents/Carers/Community members;
- School Staff;
- Trade Unions.

2.2 Online survey

A Google Survey was created and used as an online tool to provide everyone with an opportunity to have their say and to gauge reaction to the proposal to convert to academy status and join Three Spires Trust. The results of the survey can be found in this report under section 3.2.

2.3 Publicised meetings

The following timetable of events was communicated to stakeholders and carried out during the consultation period:

Date	Time	Event	Venue
17 November	2:45pm	Unions Consultation Meeting	School
17 November	3:30pm	School Staff Consultation Meeting	School
17 November	5:30pm	Parent and Community Consultation Meeting	School

2.4 Staff, Parent/Carer and Community Meetings

At each of the consultation meetings a presentation was shared with information about Three Spires Trust and why Hanley St Luke's CofE Primary School is proposing to convert to an academy. A sample copy of the presentation can be found in Appendix 3a and 3b.

2.5 Frequently Asked Questions (FAQs)

At Appendix 4 is the FAQs document that was distributed to parents/carers, unions, governors and staff in the school and a copy was also displayed on the school website.

3. Overview of the Feedback received

Appendix 5 contains all the questions, comments and feedback received from the various meetings and surveys which took place throughout the consultation period. The number of participants in meetings and survey responses are outlined on the next page.

3.1 Attendance at Consultation Meetings

Date	Event	Venue	Number in attendance
17 November	Unions Consultation Meeting	School	8
17 November	School Staff Consultation Meeting	School	32
17 November	Parent and Community Consultation Meeting	School	6

3.2 Google Online Survey

We received 8 completed surveys online. Full detailed feedback is provided on pages 8-9.

Google Survey Responses

Please tick the box which best describes the type of stakeholder you are?	Have you received enough information regarding the reasons why the school is proposing to become an academy and join Three Spires Trust?	Have you received enough information about Three Spires Trust?	Should we keep the school name the same?	We have no plans to change our uniform purely as a result of academisation but would like to consult with parents to ensure our existing uniform policy is as practical and cost efficient as possible, with any agreed changes applied NO EARLIER than September 2023. Do you agree with this approach?	Do you support the proposal for Hanley St Luke's CofE Aided Primary School to become an academy and join Three Spires Trust?	Did you (or will you) be attending one of our scheduled consultation meetings?	Do you agree that the Secretary of State should enter into a Funding Agreement (contract) for Hanley St Luke's CofE Aided Primary School? To understand more about what is a Funding Agreement log onto https://www.gov.uk/government/publications/academy-and-free-school-funding-agreements-multi-academy-trust	Any other comments?
Parent/Carer	No	No	Yes	Would strongly disagree with changing the uniform. I have three children at school and uniform costs a fortune. In the current times it would be hard for me as a single parent to fork out all new uniforms, when my children pass their uniforms down which eases the financial burden already on me each year.	Don't know	Don't know	Yes	
Parent/Carer	No	No	Yes	Any Change of uniforms need to be cost effective to parents as it is currently and not a sudden requirement for named uniform	Don't know	Yes	Yes	



				costing extortionate amounts especially with cost of living currently				
School staff member	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
School staff member	Yes	Yes	Don't know	Yes	Yes	Yes	Yes	
Parent/Carer	No	Yes	Yes	Yes	Yes	Don't know	Don't know	
School staff member	Yes	Yes	Yes	Yes	Don't know	No	Yes	I am a little concerned that I might not be working all of the time at HSL. I would rather spend my time teaching in our school rather than going to other schools in the trust. I would be concerned I might not have a choice and be asked to teach/lead my subject in another school. It's not that I wouldn't want to share any expertise we have in our school, just that I wouldn't want to be going to other schools to do this. I would find this tricky and a bit intimidating.
School staff member	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Parent/Carer	Don't know	No	Yes	Yes	Yes	No	Don't know	I think the name of the school is fine !! It represents Luke !!

3.3 Themes and Key Messages

Appendix 5 contains all the questions, comments and feedback received from the various consultation events / media used throughout the consultation period. A summary of all the responses and the messages contained therein, with implications for the school and Three Spires Trust are provided in the remainder of this section.

Stakeholders are most interested in:

3.3.1 Protecting the school name and ensuring it remains a school at the heart of the community

Those who responded clearly highlighted their desire to ensure the school name stayed the same (or certainly that St Luke's was not lost in the name). The building being in the heart of the community and for the community was also a key message within discussions.

3.3.2 Employees / Unions seeking assurance on employment matters

Staff recognise the opportunities joining Three Spires Trust will bring. Some have had a visit to other schools in the Trust and were impressed and the school and Trust have already worked together for over a year. The Chief Executive of the Trust also met staff during consultation and reinforced messages on the opportunities to develop and progress within the organisation ensuring staff have access to the very best professional development opportunities.

Unions were satisfied that staffs terms and conditions were to be protected which also provided assurances for all.

3.3.3 Future planning, what happens if there is a change in government?

Queries arose of the possibility of this for two reasons, one was the political instability at the time of the consultation and secondly a general election being due in 2024. As far as possible school and Three Spires provided what clarity there is which in summary concludes that academies and MATs will continue to evolve and grow.

4. Conclusion and Recommendations

On compiling all the feedback and reviewing the data received, the conclusion that can be drawn is that there are no apparent legitimate reasons why the school should not become an academy according to the timescales outlined. Stakeholders who raised concerns had their questions answered and were satisfied with the responses. Ultimately stakeholders were provided with the assurances that this is the right decision for the school, its pupils, staff and the community.

The Trust have demonstrated their commitment to working with Hanley St Luke's CofE Primary School over the previous 18 months and continue to do so and look forward to moving forward together to make a positive difference to the children they would be responsible for.

Thank you to Governors, School leaders, staff and Three Spires Trust for responding to the questions raised with this report.

5. List of Appendices

Appendix 1	Extract from School & Website
Appendix 2a	Invite letter to Parents/Carers/Community
Appendix 2b	Invite letter to Staff
Appendix 2c	Invite Letter to Trade Unions
Appendix 3a	Parents/Carers/Community Presentation
Appendix 3b	Staff Presentation
Appendix 4	Frequently Asked Questions for Stakeholders
Appendix 5	Feedback Received from consultation meetings and online survey
Appendix 6	Online Survey Questions