

**Master Collective Feedback from Unions, Staff, Parent/Carers, Governors, Stakeholders & Community partners Engagement Meetings; Online Surveys, Engagement Email Account  
24 September 2025 – 22 October 2025**

**PAY Union Representatives Engagement Meeting  
Friday 3 October 2025 at 10:00am  
Online Virtual Meeting**

**Question** Will you continue to invest in H&S visits?

**Answer** Yes

**Comment** Unions would ensure they nominated the most appropriate representative for any future merged JCNC and would liaise with the regional partners

**Question** What is your plan regarding staffing policies? Will you adopt all Impact policies?

**Answer** Lots of policies complement and can align straight away, some areas to strengthen, we will develop a plan of policy priorities and work with unions to finalise.

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**Impact Union Representatives Engagement Meeting  
Friday 3 October 2025 at 12:00pm  
Online Virtual Meeting**

No questions asked

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**PAY Staff and Union Representatives Engagement Meeting**  
**Wednesday 8 October 2025 at 3:45pm**  
**Online Virtual Meeting**

**Comment**      **May be useful to attend schools individually to present face to face**

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**Impact Staff and Union Representatives Engagement Meeting**  
**Wednesday 8 October 2025 at 5:00pm**  
**Online Virtual Meeting**

No questions asked

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**PAY/Impact Parents/Carers, Governors and wider Stakeholders/community partners**  
**Engagement Meeting**  
**Wednesday 8 October 2025, 6:00pm**  
**Online Virtual Meeting**

No questions asked

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## **Impact Online Survey**

**Question**      **Berry Brow and Newsome - What impact will this have on the school? Will there be new uniforms again? The communication from the school since the academy had taken over has been very poor, what are your plans to address this? Will the school receive more funding as part of this merge? The school has a high proportion of SEN children, will there be a budget for more TAs? How are teachers being supported to manage the massive variations of learning needs in each class? Will there be more support?**

**Answer**      There will be no further uniform changes, and we will review your concerns regarding communication matters. Both Trusts have a strong commitment to inclusivity, with significant expertise in SEND and Additional Resourced Provisions. This merger will enable further expansion of specialist provision and joint commissioning, ensuring every child receives high-quality, inclusive education. Due to economies of scale, a larger multi-academy trust (MAT) can achieve greater value for money when procuring essential services, aligning with the DfE's focus on efficient resource management to support school operations, including in class.



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- Comment** I can't currently see any positives or negatives as the letter didn't say what the impact of the merger would be on the school.
- Comment** Financial burden of extra schools to manage. More schools in the trust means less focus on Berry Brow and Newsome, particularly after the recent, poor Ofsted rating
- Comment** Opportunities - Greater staff opportunities, broader experience and knowledge impacting on children and staff development especially around children with increased complex needs
- Comment** Challenges - Making sure alignment of vision and values and ensuring all stakeholders feel involved, need to ensure Governance is fit for new larger Trust

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### **PAY Online Survey**

- Question** How is SEN going to be better?  
**Answer** Under a merged Trust we will have the ability to pool SEND resources and expertise which will include expertise in alternative provision places from Impact.
- Comment** What do you see are the opportunities of bringing both Trusts together - not really sure as since school became part of Pennine academy there does not seem to have been any changes? Maybe less teaching assistants! My son is in year 5 they currently don't have a teaching assistant! This has not even been communicated by school!
- Comment** What do you see are the opportunities of bringing both Trusts together - Greater collaboration. Greater opportunities for economic savings
- Question** Will there be any improvement? More funding? There hasn't been so far!  
**Answer** Government funding is the Trust's main source of income, meaning it must carefully balance its spending against the allocated amount. Schools are informed of their funding each year in February or March. By growing larger and stronger, the Trust gains economies of scale, allowing the funding received to stretch further.
- Question** Funding is already low, there's not enough provision for SEN and I can't see how having so many schools is going to make this any better? Staffing... We already have too little staff, merging seems like it will hinder the staff and they will be sent where needed... What's the proposal for staff? Will it stay as is, improve?  
**Answer** Currently no staff are deployed to other schools other than by agreement. A larger Trust will provide more development opportunities and promotion opportunities for staff. Meaning that will we be able to retain staff more easily. Staffing levels are determined by schools individually who prioritise their needs on an annual basis.

**Comment**      **A lot of work in a short space in time.**

**Question**      **When are school going to get enough teaching assistants?**

**Answer**      Current education endowment funding research makes it very clear that increasing the number of TAs does not directly impact quality of school improvement. Protecting and maintaining staffing levels is the priority of the Trust.

**Question**      **My daughter is in year 5, there's no class TA. No information how she's getting on. Ask for updates and they come weeks later. No help for her speech needs or support that's consistent. Staff is short at the school as it is. Is merging going to make the staffing situation worse?**

**Answer**      The merger will offer more opportunities for economies of scale and staff retention and will allow us to maximise staffing levels.

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### **Impact Engagement Email Account**

No questions or comments received

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### **PAY Engagement Email Account**

**Question**      **Will the meeting on 8 October be recorded please and if so where will it be posted? There are a number of staff at Hollingwood who run after school clubs that evening but would like the information.**

**Answer**      Some staff who could not attend requested a copy of the information which will be shared. The full Engagement Report and a copy of the presentation will also be made available on the Trust websites.

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