



Consultation Report Clayton Village Primary School

December 2021



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1. Introduction

Following a successful application in September 2021 Clayton Village Primary School were issued with an Academy Order by the Secretary of State for Education. The approval meant that the school could move forward in the next stage of planning which proposes that the school will become an Academy and join Pennine Academies Yorkshire on the 1 April 2022.

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 8 November 2021 and concluded on 6 December 2021 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.

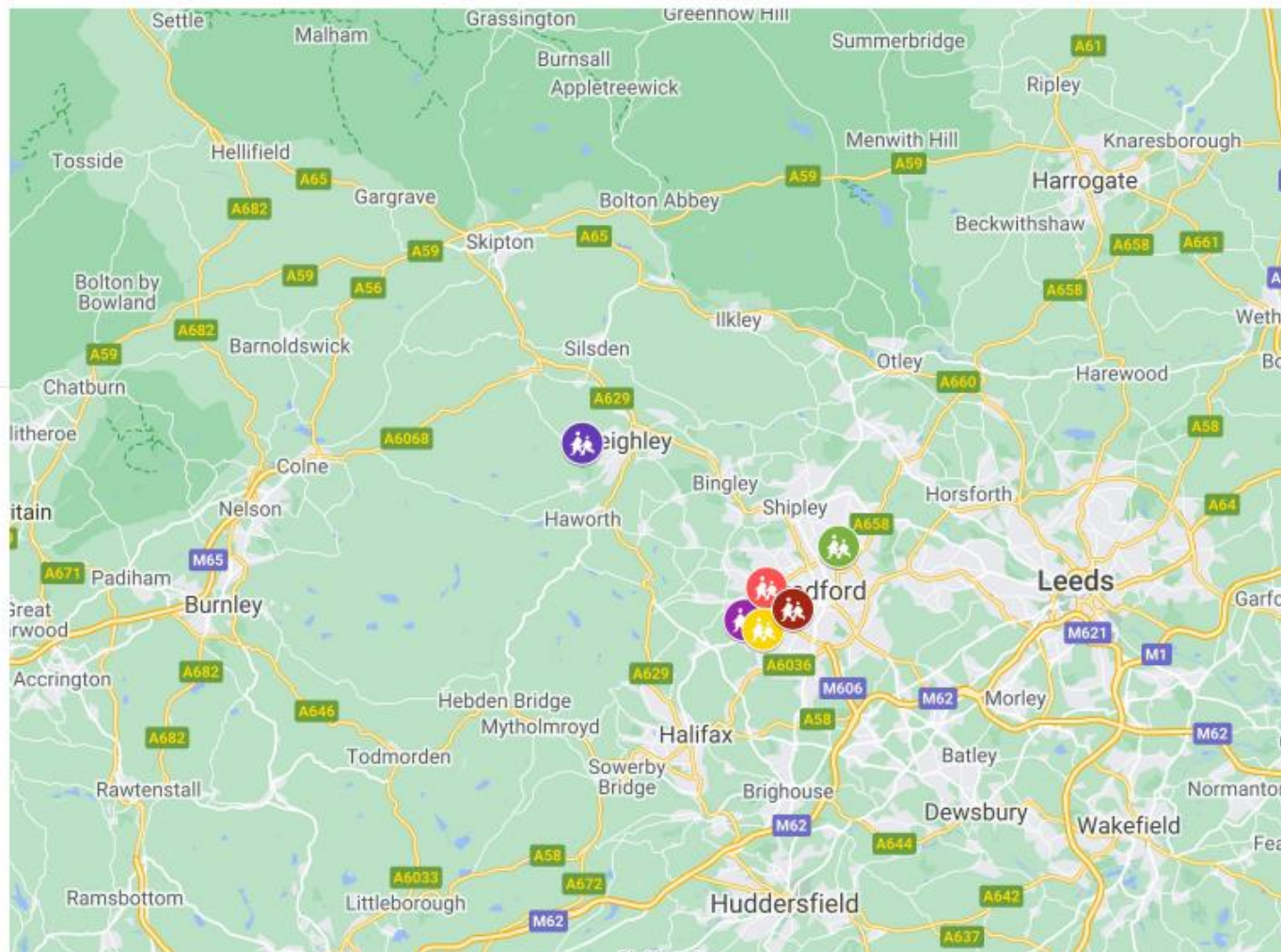
1.1 Geographic position of the school(s)

The map on the next page shows where Clayton Village Primary School is in relation to where other Pennine Academies Yorkshire (PAY) schools are located. All schools within PAY are based in the Bradford district. 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.

Pennine Academies Yorkshire - Clayton Village

Schools within the Trust

-  Laycock Primary School
-  Farnham Primary School
-  Hollingwood Primary School
-  Crossley Hall Primary School
-  Grove House Primary
-  Clayton Village 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 Pennine Academies Yorkshire 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 Pennine Academies Yorkshire 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;
- 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 2.

- 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 Pennine Academies Yorkshire. 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
10 November	2:15pm	Unions Consultation Meeting	Virtual and Physical Meet (school)
10 November	3:15pm	School Staff Consultation Meeting	Virtual and Physical Meet (school)
12 November	8:30am	Parent One Consultation Meeting	School
12 November	1:00pm	Parent Two 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 Pennine Academies Yorkshire and why Clayton Village Primary School is proposing to convert to an academy. A sample copy of the presentation can be found in Appendix 3. The presentation was also shared online via the school website.

2.5 Frequently Asked Questions (FAQs)

At Appendix 4 is a copy of the FAQs document that was distributed to parents/carers, unions, governors and staff in the school and shared 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
10 November	Unions Consultation Meeting	Virtual and Physical Meet (school)	4
10 November	School Staff Consultation Meeting	Virtual and Physical Meet (school)	17
12 November	Parent One Consultation Meeting	School	Approx. 32
12 November	Parent Two and Community Consultation Meeting	School	0

3.2 Google Online Survey

We received 5 completed surveys online. Full detailed feedback is provided on pages 8-10.



Google Survey Responses

Feedback via the online survey was minimal with only 5 responses one from a staff member and four from parents/carers. They were supportive of the proposal to become an academy and join Pennine Academies Yorkshire. In answer to the question do you agree that the Secretary of State should enter into a Funding Agreement (contract) for Clayton Village Primary School? Three answered yea and two said they don't know which is not unusual due to the lack of understanding about what the funding agreement is.

	Parent/Carer
Have you received enough information regarding the reasons why the school is proposing to become an academy and join Pennine Academies Yorkshire?	Yes 3 No 1
Have you received enough information about Pennine Academies Yorkshire?	Yes 3 No 1
Should we keep the school name the same?	Yes 4
Should we keep the school uniform the same?	Yes 4
Do you support the proposal for Clayton Village Primary School to become an academy and join Pennine Academies Yorkshire?	Yes 1 No 1 Don't know 2
Did you (or will you) be attending one of our scheduled consultation meetings?	Yes 2 Don't know 2
Do you agree that the Secretary of State should enter into a Funding Agreement (contract) for Clayton Village Primary School?	Yes 2 Don't know 2

	Staff Member
Have you received enough information regarding the reasons why the school is proposing to become an academy and join Pennine Academies Yorkshire?	Yes 1
Have you received enough information about Pennine Academies Yorkshire?	Yes 1
Should we keep the school name the same?	Yes 1

Should we keep the school uniform the same?	Yes 1
Do you support the proposal for Clayton Village Primary School to become an academy and join Pennine Academies Yorkshire?	Yes 1
Did you (or will you) be attending one of our scheduled consultation meetings?	Yes 1
Do you agree that the Secretary of State should enter into a Funding Agreement (contract) for Clayton Village Primary School?	Yes 1

A summary of all the responses, themes and the messages contained therein, is provided below.

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 Pennine Academies Yorkshire are provided in the remainder of this section.

Stakeholders are most interested in:

3.3.1 Ensuring the school values and identity remain

Parents who attended the consultation meeting were keen to understand the process governors had gone through to choose Pennine and to be reassured that continuity and consistency for children in school now and in the future would remain.

A discussion was held around the curriculum intention, would Pennine dictate the curriculum offer to Clayton Village?

3.3.2 What the change in status means for staff?

The Trust are not proposing any contractual changes for staff as a result of the move to academy status. They will stay in the same roles, with the same terms and conditions and payroll/HR provision. There will be increased opportunities for staff being part of Pennine this includes profession development and training, access to best practice so this can be brought in to the classroom and benefit Clayton children.

Trade unions were also supportive and highlighted to their staff members that there experience of working with Pennine was a positive one.

3.3.3 Pennine Academies Yorkshire

Parents wanted to ask specific questions of Pennine in terms of their intention for Clayton, they had done their research and asked many questions linked to what the Trust had learnt since its inception to what is their approach to growth and do they pool resources?

Parents were engaged, there was a genuine interest in Pennine and an overwhelming support of Clayton Village Primary School.

Following the meeting one parent expressed an interest in going to view one of the Pennine schools.

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 community.

The Trust have demonstrated their commitment to working with Clayton Village Primary School and the Bradford LA and look forward to moving forward together to make a positive difference to the children they will be responsible for.

Thank you to Governors, school leaders, staff and Pennine Academies Yorkshire for responding to the questions raised.

5. List of Appendices

Appendix 1	Extract from School & Websites
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