

The Priory Parish CofE Primary School

Conversion Engagement Questions & Answers

Parents/ Carers Meeting, Tuesday 16 May 2023, 5.00pm

Attendees:

Deborah Wilkinson – Co-Chair of Governors
Sheena Marriot – Co-Chair of Governors
Greg Edwards – Headteacher
Emma Neal – CDAT
Hardip Hayer, Senior Project Manager, AMF UK (Ltd)
Michelle Phillips – Senior Project Support Officer, AMF UK (Ltd)
1 Parent/ Carer

COMMENT: I don't know what an academy is and I am interested in finding out.

RESPONSE: [At this point the parent was talked through the prepared presentation in a more informal manner as there were no other parents present.](#)

QUESTION: What is the difference of what the LA can offer compared to CDAT

ANSWER: [There is much more support available through CDAT compared to the LA.](#)

Staff Meeting, Wednesday 17 May 2023, 3.30pm

Attendees:

Deborah Wilkinson – Co-Chair of Governors
Sheena Marriot – Co-Chair of Governors
Greg Edwards – Headteacher
Sheena Marriot – Governor
Emma Neal – CDAT
Hardip Hayer, Senior Project Manager, AMF UK (Ltd)
Michelle Phillips – Senior Project Support Officer, AMF UK (Ltd)
12 staff

QUESTION: If we move to CDAT the pay and conditions are the same and we have continuous service. If a member of staff then wanted to apply for a job at a local authority school or another academy would their continuous service be recognised? If not, what is the impact of this? I guess with academies it depends on the academy but I'm not sure about the LA.

ANSWER: [CDAT is signed up to what is called the Redundancy Payments \(Continuity of Employment in Local Government\) \(Modification\) Order 1999.](#)

[This means that when transferring employment, continuous service should apply for the purposes of annual leave, sick/maternity pay entitlement and redundancy.](#)

[This means that we as a Trust recognise service when people join us from the LA and in theory, the LA should do the same.](#)

[We can't promise completely as we cannot control what each LA choose to do but it isn't usually a problem.](#)

QUESTION: In terms of school improvement - the current school improvement team at CDAT would be stretched once all schools come on board.

ANSWER: The CDAT school improvement team are in its infancy and they are expanding their capacity all the time. The more schools on board, the more capacity there will be.

COMMENT: I am concerned that other academy trusts are making changes to T&Cs and whilst CDAT have said that it would go against their Christian Ethos to make any changes to pay and conditions that is not to say that it won't happen.

QUESTION: Do CDAT use the same appraisal process to review pay and progression.

ANSWER: The internal school processes would not change. It would however change for the Headteacher as he would now be accountable to the Trust and not the LGB and so his review would be carried out by the CEO and the Trust Board.

Staff Feedback Received Through Feedback Form or Email:

QUESTION: Would maternity leave still work on the same basis in terms of the amount of pay and time off?

ANSWER: Yes – staff TUPE across on the same pay and conditions as they are currently on.

QUESTION: Would the school still have a Speech and Language Base Class and would this continue to be supported by the Local Authority?

ANSWER: There is no reason why not, and there are examples of academies with resource bases. I will contact the LA to confirm.