



St Andrew and St Francis C of E Primary School Academy Proposal Consultation Summary of Responses

The IEB received a total of 69 responses by the consultation closing date of Monday 23 February 2015. There were responses from 55 parents/carers, nine members of staff and responses from Brent Teachers Panel, Brent Unison, two Brent councillors and the chair of a local school governing body.

The responses to the consultation questions are given below. Comments made by respondents which made references to individual people have not been included.

1. Do you agree with the proposal that St Andrew and St Francis C of E Primary School becomes an academy?

Parents – 32 Yes; 23 No
Staff - 3 Yes 6 No
Other responses – Brent Teachers Panel No; Unison No; One councillor Yes and one councillor No;
Chair of local school Governing Body Yes
2. If St Andrew and St Francis does become an academy, do you agree with the proposal that the London Diocesan Board of Schools (LDBS) Academies Trust is the sponsor?

Parents – 35 Yes; 18 No; 2 Abstentions
Staff - 5 Yes; 3 No; 1 Abstention
Other responses – Unison No; Two councillors Yes; Chair of local school Governing Body Yes
3. If St Andrew and St Francis does become an academy, do you agree that the school would benefit from strong links with other LDBS schools?

Parents – 34 Yes; 20 No; 1 Abstention
Staff - 3 Yes; 5 No; 1 Abstention
Other responses – Brent Teachers Panel No; Unison No; Two councillor Yes; Chair of local school Governing Body Yes
4. If St Andrew and St Francis did become an LDBS academy, the LDBS Academies Trust would want to preserve what is best about the school. What do you think are the best aspects of the school?

Parents and carers responses:
 - *The name of the school*
 - *The school welcomes children from different faiths and backgrounds*
 - *For respecting the cultural values of each and everyone in the school community*

- *Links to the local community*
- *All the staff and the church*
- *The teachers are good, as well as the staff they are very helpful, friendly and supportive. The school is good because of its diversity of people*
- *The teachers and office staff. The wide mix of children from all different backgrounds who attend the school*
- *Teachers are good as well as staff are excellent. In general it is really good as there is diversity of people and children*
- *The staff and pupils would transfer, same Christian values, such as humility, endurance, service, trust, peace, forgiveness, friendship, justice etc.*
- *The staff, school mass service, external visits (study purpose)*
- *Start to rebuild good relationships with the Church, by having the Vicar as a governor*
- *Teachers are very kind to my children. I always get positive feedback from my kids about their teachers.*
- *Support from the teaching staff to parents*
- *Teachers and staff (x2)*
- *The staff are very easy to talk to. Always there to help with enquiries*
- *Teachers are nice to students*
- *Good quality teachers who are still at the school, as many good teachers have left*
- *Teachers are very helpful.*
- *The teachers and staff, and children*
- *The teachers and teaching styles*
- *Good routine that everyone in the school is aware of and is used to*
- *A consistent outstanding performance in quality education*
- *Everything is great the way it is*
- *I would like to see it as it is. I want to see more improvements that the school can deliver the best possible education for the children*
- *Reduces travel time to go to another academy's school and my children will continue at the same school*
- *Good governance*
- *It will be good to be an LDBS academy*
- *Do not want the playground facilities to change as they are very nice. However, improvements can always be made*
- *The good aspects for children is more trips*
- *The assemblies are the best aspect*
- *Health and safety*

Staff responses:

- *Links to the church and the church ethos*
- *Links with the community. Promoting harmony, church links mass and having a unique identity*
- *The school's values and the traditions that the school carries out*
- *To go back to its Christian values and ethos, which has been lost since Ofsted took the heart out of the school. Poor leadership is having a detrimental effect on the staff and pupils*
- *The staff and children with an emphasis on inclusion (not being selective)*
- *The long term staff who have proven their commitment to the school*

Other respondents:

- *Relationships – staff and children; shared respect for faiths; regular links with church and congregations; level of care for children*
- *The ethos and its inclusive nature*

5. If you do agree that St Andrew and St Francis should become an LDBS academy, what changes would you like to see made to the school?

Parents and carers responses:

- *Better education for children and better results*
- *Rules and teaching*
- *The children should get a higher standard of education*
- *We need satisfaction of children and parents about their children's education*
- *Children should get the best possible education*
- *Children should be delivered the best possible education*
- *The school could really benefit from a name change and maybe a management change also*
- *New leadership in place*
- *A change for the better*
- *No changes*
- *Care for the children's education and wellbeing, not just Ofsted. Care for children's learning, give them more subjects to enjoy, not just English and mathematics.*
- *All my children are in the same school, they would learn more at an academy*
- *Cleanliness: especially the children's bathrooms*
- *More changes to the curriculum and homework to pupils*
- *For the children to have their own PE teachers, not the same teachers who teach all subjects*
- *To decrease the number of bullying which has increased*
- *Handle issues more efficiently during playground time.*
- *I would like to see new uniform*

Staff responses:

- *A structure of leadership*
- *A stable management team so that the school can continue to make progress*
- *We need a good headteacher*
- *Fair opportunity for progression*
- *Less focus on hitting government targets and more on the holistic development of the child. Putting education back into schools not testing and less of a "prove it" attitude*

Other respondents:

- *Boost to staff and parents' morale; more involvement of local people; strengthen relationship with Church and other CofE schools, creating a partnership of schools*
- *Would like the school to operate staff arrangements (including contractors) to guarantee that a living wage is paid, and local government pay increases are honoured.*

6 Do you have any other comments or queries about the proposal?

Parents and carers responses:

- *I'm not happy that unqualified people may be teaching my children in an academy (x2)*
- *Unfair that the staff have been left in the dark about the changes which may happen. I am not happy that my children may be taught by unqualified teachers in the academy*
- *The school should continue as it is and not change*
- *Why is the school rushing to be an academy?*

Staff responses:

- *What other options are there? We offer children chances (normally two or more) so why are we not being accorded that same respect?*
- *The school achieved outstanding results with the old teachers*
- *The LEA is staffed by career professionals whereas the academies did not exist at all a few years ago. I see nothing in this plan to explain why these newcomers would do a better job making of managing the school than the professionals. The only evident driver of this proposal is that it allows staff cost to be driven down because new staff can be employed on lower salaries across the country this is resulting in the devaluation of the entire profession which is why I oppose it absolutely.*
- *What other options have been looked at by the IEB other than the academy proposal? Are the IEB working in the best interest of SASF or for the government?*

Other respondents:

- *Would welcome involvement with the school... very much in favour of LDBS being umbrella for school*
- *Fundamentally opposed to academies, though I believe that within this context, this would be a good idea*
- *Unison is fundamentally opposed to academies. There is no evidence that academisation improves the education of children. The government and DfE are being dictatorial in academisation. Schools should be allowed to progress without becoming an academy. The views of the staff and parents should be taken on board. The school seems quite hostile to trade unions. A secret independent ballot should be held to ascertain the views of all concerned.*
- *A detailed response was made by the Teachers Panel. This included the following points: The teachers unions are against any school becoming an academy. We say that it is part of the Government's plan to privatise state education just like they want to privatise the NHS. There is no evidence that turning a school into an academy improves the education of the children....St Andrew and St Francis school is being forced to become an academy when there is no evidence that it will benefit the children's education....Parents and staff should have a secret independently overseen ballot to properly seek their views, after they have heard the arguments for and against. The unions have offered to pay for this. In this way the IEB would have the clear views of staff and parents. If the IEB believe in democracy then they would act on this result*