

Date: 4th July 2019

Full Responses

This document contains the responses we have received from staff, parents and members of the community via questionnaire, Parent event, Staff meetings and correspondence. Any data that might lead to the identification of the responder has been removed as have any comments or opinions that could be deemed to bring the school into disrepute or criticise any staff member. The opinions stated within this document do not necessarily reflect the opinion of the School or Governing Body. The statements that are made are the understanding of the responder and may not be accurate. We have not edited out inaccurate statements.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Benefits will be temporary, but change is permanent. Benefits do not outweigh risks
The other schools in the trust are not as good as Round Hill, so the benefits are all for them and none for us.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Unconvinced by any the letters have set out.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I'm not clear on what the balance of advantages and disadvantages is. I'm aware governors are also weighing up lots of factors

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Better transition to secondary school for children who move up to a school within the mat, more flexible finances?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Until I have all the information regarding what joining the trust will mean and the impact it will have on the school (staff and children) I'm unsure about the specific concerns.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Better links to alderman white... although I'm not certain that the school needs to join the trust to enable the links to be strengthened!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, my main concerns are that Academies have not been proved to improve educational standards, and of the motives behind the White Hills Park Trust making this offer

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't know what these are. I feel a responsibility for ensuring that the current provision enjoyed remains available for future attendees.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are. No, I have a child at Alderman White and am happy with how the Trust is run. My only concern would be protection of staff positions

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Shared experience and expertise. Access to improved resources

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

No, I have a child at Alderman White and am happy with how the Trust is run. My only concern would be protection of staff positions

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Shared experience and expertise. Access to improved resources

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

From all the data i can lay my hands on the White Hills Park Trust does not appear to be a top performing Trust. The schools in its care are not in any way outstanding and Bramcote in particular is cause for concern. So key question is why would Roundhill school want to join a Trust which is clearly underperforming and has no record of being managed successfully.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None for Roundhill.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

pay protection pension protection loss of employment

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Respondent skipped this question

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

No

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Most of the kids go to Alderman White and it seems a well run happy school so the links make sense.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

none

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I could see this would enhance the teaching/learning standards to a better level

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, I feel very unhappy about the prospect.

I have yet to be convinced in any way that any short-term gains made by joining will offset long term issues of staffing, economics and teaching Round Hill has - and especially at the moment.

Round Hill has a well-deserved reputation for teaching quality, good leadership and happy pupils and I see no good reason to risk this for a change which provides no proven benefits.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Making idealogues happy. And frankly that's not a good enough reason.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Only after watching the panorama programme about Academies. Financial transparency is a must

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Opportunity to share best practice amongst the school

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Less having talked to Mr Heery. Maybe it would be useful to produce a very short summary of the advantages and risks to round hill of joining the mat. Just the headlines for parents who find it easier to digest small amounts of info including parents with English as an additional language.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Seems like employers pension contributions would go down, and we'd have a smaller organisation than the lea to work with but that has disadvantages too

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Unknown

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. Too reliant on leadership of small group of people - mistakes by them would have grave consequences for the finances and organisation of the school. Too businesslike - what if they start selling off school assets like the wild area. Reduces the community aspect of the school.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Being able to opt out of the national curriculum

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Don't know enough yet to make an informed decision

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Haven't been made aware of benefits that come with being part of a trust

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

No, I think it is a good idea and am open to it.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Expertise of other teachers in the WHP trust to help drive improvements in KS2 results which have been comparatively poor

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

My xxx attends Alderman White School and is happy there, as far as I am aware it is run very well. There has been some bad press about other academies, it would be good to have reassurance that this academy is very different to those that attracted bad press.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Stronger ties with feeder schools could be positive.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

My concerns surround the 'Lead Primary School' status as there are no other primary schools interested in joining and it was made clear that the trust would not go looking for other schools so why would it benefit Round Hill to become a lead primary in this case also pensions as the 2% deficit that will take place has to be taken up by someone so who? Who will this affect. The TUPE regulations state that the pensions would stay the same but on transfer to the trust they can change them as they wish.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

It really isn't clear as to the overall benefit to Round Hill joining the trust

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

That the land is protected from being sold for development or extending the school building. That senior leadership is maintained within the school.

That the wraparound care provided remains solely for Roundhill pupils and is protected from external childcare providers coming in and setting up a "for profit" venture.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Continuity from primary to secondary Access to specialist staff

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

My concern is that the children who fall behind in classes may not have as much support as now.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

unsure yet

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Using the school's funding to support other schools in the trust's deficit budget. Staff's pay and conditions changing, therefore quality, retention and hiring of staff. Risk of selling school land. Unclear objectives as to why Roundhill needs to join now (when it has been turned down in the past).

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Potentially better transition to secondary school.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. I am not convinced that there are any benefits for the children or staff. I have concerns about the fact that no other primary has looked to join- what benefits are there?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None at all!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Selling off school land for development particularly loss of wild area

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Closer ties with secondary schools. Pooling of resources

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

In my experience academies can be run like a business. I don't think this should be the case in education.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Greater team work. Even better transition. Greater expertise.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Will this lower the standard at Roundhill?

Will this encourage teachers to teach for the test? Will this merge reduce the staff turnover at Roundhill? Will all kids have to go to Alderman white secondary?

Will funding be shared between the schools and does this mean Alderman white are their plans to modernise this school which is very old and out of date?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

It benefits the mangement and allows school more flexibility over the syllabus However I can't see how this benefits the kids?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Does Round Hill need to share resources after joining the trust? For example: Being at the center of Beeston with very good public transport links, trust may decide to have different events take place in Round Hill?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Easier transition to secondary school

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

My concerns would be about the long term impact ie. if all the promises made at this stage changed in the future.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Smooth transition to Alderman White, shared knowledge and expertise, shared CPD opportunities, joint events, mentoring between secondary and primary pupils.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. Round Hill is a fantastic school with a wide and varied curriculum. Nurturing pupils interests is given higher priority than SATS results. There is no reason to make any changes as the school already has good links with Alderman White. There does not appear to be any benefit to joining the MAT.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

There are no long term assurances that things won't drastically change in terms of school structure and how managed. Natural attrition happens and likelihood is those who are talking to us now will not be in positions in the future so any current assurances can not be fulfilled.

Where does money come from and what happens "if / when" the pot runs out?

Eventhough most maintained schools follow Nat curriculum, they don't have to what impact would this have on kids futures if they don't have same standard of qualifications as peers?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I can't see any benefits

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Giving control to a private organisation

The future of the school if changes to management and trustees Concern about a focus on money/ driven by results

The school function completely fine already. No guarantees about the future

Removing public ownership Lack of accountability

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see any benefits. 50000 is a small amount of money relative to overall costs

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Our opinion as parent will be less heard

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Absolutely 0 benefits!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I'm sceptical about academisation in general, as I prefer for schools to be run by local authorities for the good of every student within the local authority and the local authority run by a democratically elected council.

My main concern is about assurances: there is no assurance that the school will stick to the national curriculum, that it will continue to employ qualified teachers, that it will maintain its current governance structure, that it will maintain current employment and pay standards, etc.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see a real benefit.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Accountability of the school. What regulation, financially and academically will the school adhere to. Every teacher I know is extremely resistant and disapproving of academies which causes concern.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

More autonomy in decision making

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

None particularly - just concerned the school will go downhill as it's a very good school right now

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Closer link to Alderman White add the feeder school

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have serious doubts that the promised savings are realistic unless they mean a real-term decrease in quality. For instance why would we expect to save a seventh of the cleaning cost with keeping the same cleanliness?

Someone is trying to earn money here and I can't see a net benefit without someone earning substantially less. Do we really want happier manager with all this nice sounding empty manager talk and unhappy people actually working for our children?

I deeply distrust the numbers brought forward by the trust.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Other than financial there are certainly no benefits and as explained above I do not believe the financial side is convincing. Maybe some ideas in the trust's proposals for savings can be done without joining the trust.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, but they might get allayed as we go through the process. I will email my specific points. It is also an unknown versus a known, although we don't actually know what the future holds for LEA schools either. It is also a risk, but is there more upside risk than downside risk??

Funding capital expenditure on the fabric of the building is a concern. Also whether the promises that we buy into get changed once we sign up.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Not being forced to academise against our will with no choice of which academy we join (although there is a risk the trust is forcibly disbanded or taken over).

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I trust the Governors to make the correct decision in the best interests of the school after speaking to teachers/parents etc. I would hope the trust will confirm that all the teachers t&c of employment stay the same and they can guarantee that no land will be sold off.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

1st primary school in trust, so can shape things? Alderman is already in trust which is great! The senior leaders in trust all seem very positive and trustworthy.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes I don't feel like there is any clear evidence that Round hill will benefit from joining, either in terms of benefit for pupils or staff. I would like to see further collaboration between the local primary schools. I also have concerns about the future of the trust that there are no assurances on how it might run in the future and governors would lose their influence.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I like the idea that Round hill might benefit from specialist teachers from WHP but on the other hand I think that there are other ways of accessing specialist staff.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I feel very uneasy for many reasons. I do not wish for my child to attend an academy. If I had wanted that I would have sent x to one begin with. I wanted local authority simple. I have many more concerns and my younger child will hopefully be attending Roundhill too.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I've heard the potential benefits but I feel they outweigh the cons.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Too many negative stories around Academy trusts.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

NoneQ3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Why join a trust that only contains secondary schools?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Money

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I cannot see that the benefits outweigh the risks. I also do not believe that it is not a financial decision, particularly on the side of the MAT. I think you will lose confidence of parents if you agree to the proposal and perhaps even lose pupils- I've heard of parents who may consider moving schools. If there was teacher support then I think there may be a case for taking this forward but from what I understand, the teachers are as sceptical as the parents.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Maybe slightly more money and extra control over budget.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Cost of restructuring and limited evidence on the positive impact of academies on children attainment (see <http://cep.lse.ac.uk/pubs/download/cp490.pdf>)

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Increase in flexibility of curriculum design

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

financial problems in the future; is the board of governors aware of all the potential benefits and risks? who is driving this initiative? and for what reasons, i.e. is this for personal reasons and to further the career progression of just a few, who will abandon ship when matters are out of control?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

currently none - teaching can already be aligned now to ease the transition of pupils from primary to secondary school - without being in a trust

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

School assets sold particularly the land to fund other schools in the trust.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

More training and CPD for staff.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have concerns about school governors and head of school losing control of the school.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I am not convinced there are any.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

no

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

my older child is at Alderman White so already a member of the WHP Trust. More alignment between schools would be positive - both practically for things like inset days but also to promote more shared events/learnings/agendas etc.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, don't believe that pupils will get a fair deal

4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Respondent skipped this question

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

What this will mean for staff contracts, pay and conditions. Disruption in the process of the change and the focus being taken away from school development and priorities by the head which is already happening even during this engagement period.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Very unclear what the benefits will be especially as we will be the only primary. The benefits seem to be financial and not of any benefit to staff or children.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

How is it going to improve RH and what are the direct & specific benefits for the children and staff ?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't feel these have been fully explained apart from 'CPD' but this is a very wide ranging area.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, significant concerns.

I would like to know why a secondary academy needs to be brought in to help with the 'problems' in a primary school? Have staff been asked how the necessary improvements could be made? I'm under the impression they haven't. Before any consideration is given to going down a road that cannot be returned on, staff and other agencies should be consulted - not just leaders (as I wonder if it will be in these areas the school is found to be wanting!) and a trial period for the suggested strategies implemented. It would be irresponsible to take Roundhill into an academy trust (which itself does not have great outcomes and is in its infancy) without first having explored all other avenues for suggested improvements. If the head teacher and managers are suggesting otherwise, then I would think, it's their competency and motives that should be a concern rather than deep-rooted issues with the school not being good enough!

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

At this time I don't see why this question is being asked. There is no reason to join and other avenues for school improvement should absolutely be explored first.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Even after attending the event on 2nd April it is still no clear the benefits are for joining the MAT.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I'm not clear about what the actual benefits will be.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Only concern is that by joining van academy will the benefits outweigh concerns and will standard of school improve

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Access to a wider community/experts to ensure school is staffed with professional, motivated staff and funds are available for areas where funds are needed

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

No concerns

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Aligned Inset days!!!!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. The school is currently a good school. Your customers (pupils and parents), are satisfied and your key people (teachers) are respected by parents and happy. Ofsted seemingly agree. Therefore there is no need to change especially a no turning back academy "final solution." I believe the head teacher can not find a way to improve the school currently hence why we are at this point of engagement with the academy. I respect the need to improve but surely before the "no turning back academy route" there is an obvious option change the head teacher and let someone else have a go at improving it.
If changing the head doesn't work then I will consider an academy.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Paul seemed ok and genuine my concern is the risk of change when it's not a necessity and this is the talk of the playground when we do drop offs. As said above I don't think we are at the final solution of an academy.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have several concerns, and the balance of benefits and risks seems to suggest not joining the Trust. The projected benefits seem very minor financially, and issues such as CPD could be effectively pursued in the current status. The risks are significant and far outweigh these. This is a very good school and I see no need to change, indeed when the Trust emphasizes that things will not change significantly that begs the question of what point there is in shifting to an academy. However this is a question of long term structures, not short term intentions, and however good the intentions are of the Trust this does not remove longer term risks as to the financial resilience of a small trust, the consequent risk to assets (whether or not this is now intended), the effect of changes in management structure and personnel in the Trust, and possible decisions to change curricula. Joining the Trust would also potentially reduce rather than enhance the school's autonomy, from being a small fish in a large pond inhabited by many other small fishes, to being a small fish in a small pond inhabited by larger fishes. All this means that on balance the proposal should be rejected. Many parents strongly value the current status of the school.

I would also ask two specific questions:

Other primary schools have apparently chosen not to join the Trust, and it would be interesting to reflect on why that was and what we might learn from those cases. I am also curious as to why, given that the invitation was apparently made last summer, this issue was not mentioned in the context of the governors' elections late last year. Did the people standing for election know of the proposal? If not, why not? If they did, why did none of them mention it? What the answer, this would not seem to have been a fully-informed democratic process, for the electorate and possibly for the candidates.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

See answer to question 3 above.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

yes, I know that in other academies, even though the staff were told nothing would change, they did by redundancies, pension and work conditions.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see any benefits.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

LA schools have better Ofsted reports (more outstanding and good school) so potentially the level of Round Hill could be compromised by this change. As well as the teacher retention (statistics show that teachers in Academy are more likely to leave) and teaching level change (lack of funds attracts less formed and skilled teachers)

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

NO. For the reasons above and ""Underperforming schools are more likely to improve when supported by their local council than by an academy sponsor."

Local Authorities provide more stability and funds to schools

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Good

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I like it

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Am am opposed to academies and am concerned that prioritisation of attainment for students will ultimately undermine the excellent pastoral culture at the school. I am so so concerned that the playing fields would be sold for redevelopment.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None other than initial money, but this is not without condition

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Hi, my main hope is that Roundhill keep up the amazing work and support for the children and staff that they do now.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I honestly do not understand what the benefits are. Nothing jumped out at the meeting.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

no

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I am hoping that being part of a trust will address the inadequate SEND/SENCO provision at Roundhill School.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, I do.

The discernible benefits are few, and even they may disappear with time. In comparison, there are several possible disadvantages.

I have three significant issues that I would like to raise:

1) Non-reversible process.

If Roundhill transfers to the academy, then it is an irreversible process. It MIGHT well be that the current leadership of the WHPT provides a friendly and welcome environment. BUT, what if there is a new leadership, or they are taken over in the future by a much larger federation? All of the supposed selling points will have gone - this will be completely beyond the School's control.

2) Sale of assets.

One of the most wonderful parts of Roundhill are the extensive grounds, including the wild area. On transfer to the WHPT, these would become saleable assets - what is to stop the current federation or a future federation from selling this land? If this was done, then it would not necessarily benefit the School, as the funds could presumably be used for other resources within the federation.

As a side issue, I do not understand how a local authority that has cared and maintained a School for decades can lose that asset without any compensation, albeit to a charitable trust?

If the School were to join the WHPT, then one solution might be to include a covenant that absolutely prevents the sale of this land.

3) Loss of autonomy.

I appreciate that Roundhill currently operates under the constraints of the board of governors and the local authority. However, the new arrangement would cede almost all authority to the senior leaders of the WHPT. In comparison, I positively like the fact that Roundhill is able to take its own path in deciding how to organise and teach its students.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Even though I attended the meeting on Tuesday 2nd with an open mind, on writing this on Friday, I am unable to recall any significant benefits to Roundhill. As mentioned at the meeting, the financial incentive is quite trivial - if it the benefit is ~£50k then this is less than one teacher per year, once pensions are accounted for.

I can see how there might be benefits to WHPT, but not to Roundhill.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes

Concerns that joint a MAT is permanent and although the package of a small MAT may have appeal there are likely to be expansions in the future so what is signed up for now could change

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. We have been given very little information. The reduced focus will surely only be worse during the conversion process. Many talented staff are already leaving due to his lack of leadership and many more will follow if the conversion goes ahead.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I'm really concerned about academisation. I am concerned about {a child with SEND} needs being met in an academy or the potential that they could be on a large school site in the future. Academies already have a poor track record with SEND pupils who are already at greater risk of poor attainment and of exclusion. Academy behaviour policies do not meet the needs of vulnerable children.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't think it would benefit EDUCATIONALLY. Maybe fancier buildings but this is not what primary school is about. It is about the joy of learning, inclusion, community.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Round Hill is a fantastic school and I am very happy with the provision. Any change to this should not be taken lightly and should ensure that there are only benefits to the current teaching and learning practices. Academies can become too 'results orientated' which is something that I feel Round Hill has always managed to avoid.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Opportunities to share best practice. Utilising skills across all schools, particularly using experienced teachers in the secondary schools to support the teaching of MFL and Music (in particular). Open conversations to ensure progression and assessment opportunities are made from primary to secondary.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Unsure as to the quality of the MAT we are joining - in principal think academisation can be very positive but only if the lead school is excellent! WHP will present the best of themselves which is understandable. Can they also be open about their own weaknesses? What do Roundhill think of WHP's most recent Ofsted reports? Is Roundhill satisfied there are enough checks and balances built into the potential leadership structure if there are issues which are disagreed on?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Hopefully; shared expertise eg internal and external CPD for staff development and system improvement. Better accountability. Potential reduction in some costs. More coordinated transition arrangements. Sharing staff

resources when schools are in need to avoid paying high costs for cover teachers? Strengthened reputation overall if all schools are doing well. Shared identity and values. More opportunities for staff career progression.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. I have experience of working in a small MAT of 3 schools that worked well for 3 years with some outstanding practitioners and leading professionals and excellent CPD opportunities. But the model was not sustainable because of changing government goals 'progress was not rapid enough' and the Trust merged with a larger MAT. This merger has devastated what was once a thriving community school with drastic cuts and an archaic approach to a curriculum that solely drives core subject results. It appears a broad timetabled curriculum is becoming the privilege of a few. It also seems apparent to the majority of communities that there are cracks appearing in the Academy/ business models across the country. Let's not join their downfall.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Working closely with a good feeder school. However it is not the only one in the community.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, I think it is a big mistake. From what I have heard, transition is already good between Roundhill and secondary schools and therefore I don't think that is a good enough reason to want to become part of the academy trust. There are currently no other primary schools in the trust so, it would not be a great support network for the staff or children at Roundhill. I feel that it could be more of a money making thing to help the secondary schools get funding for a new build and that definitely isn't in the interest of the children currently at Roundhill. I also believe that when you become part of an academy trust you then lose your identity and all of the wonderful things about the school.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see any

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Financial -

Governance- Why would we swap 17 governors (a 17 out of 17 vote) for 1 place on a board of 7 (a 1 in 7 vote)? Especially considering the members can choose who is on the board and get rid of anyone who opposes their

opinions? We would be buying into a model that gives us LESS control, not more. The only difference is that academies are less regulated than the local authority.

Land - why would we sign public land over to a private company? They claimed they had no intention of selling land but are CURRENTLY selling Bramcote Hills school land for housing!

I am increasingly concerned about the Academy 'model' as it seems too easy to be fraudulent / cut costs in a way that will be detrimental to the children / control the curriculum in a way that focuses too much on maths English etc and not enough on rounded educational subjects such as P.E. music and RE / creates unfair staff contracts and penalises quality teachers for being 'too expensive'

Even if you like and trust WHP, there is no knowledge of the future. There is too much evidence out there that academies are consistently failing. If WHP fail, we could get absorbed by a much worse academy trust.

I'm not a fan of mixed year groups. WHP think they could save Round Hill a measly £50,000 (3.3%, not great). Round Hill would need £60,000 - £90,000 to invest in 3 more teachers if they wanted to go back to standard year groups (which I think would be a good idea). £50,000 won't go far!!!

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I think that Academies are an absolute scandal and will leave a tragic legacy on our children. I watched Panorama who explored the terrible flaws within academy trusts and I personally know people who teach at Academies who are effectively being bullied out of jobs because the academy wants to get cheaper NQTs in to roles. I absolutely disagree with the proposal to make Roundhill an academy. I understand it was proposed that a £50k saving will be made. Number 1 - that is a tiny saving in the grand scheme of things. Number 2 - the only way to make savings is to reduce costs, therefore it seems apparent more bullying out of teachers will take place. I hate everything about academies and implore the school and governors to seriously rethink this proposal. I know a number of parents who plan to remove their children from Roundhill should it become an academy.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see any benefits, literally none whatsoever.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Concerns I have are of the possibility of unfair/unethical distribution of funds, the school employing poorly paid, lower qualified staff employed over more experienced/well paid seniors, Risk of money centred targets being made as opposed to children centred and the lack of accountability of academies on a higher level.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have worked for a school which was academies. It was a disaster. The school became absolutely dictated do by the umbrella academy and funds were squeezed away from much needed support for pupils and special needs pupils were left unsupported. I urge you not to go this way.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Long term there will not be any. You can have ties with other schools through networks, as you already do, but it will ultimately disadvantage the teaching and learning. The consultation period is very misleading in my opinion.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I disagree with the transfer of public assets (buildings, playing fields, equipment) to a non- public Accademy Trust. I am concerned that an Accademy has no local accountability and evidence of other Trust chains suggests that individual school autonomy is severely eroded and parents voices are increasingly ignored to a point where they are made powerless to have any say in the school AND have no democratic means of expressing an opinion via the Local Authority and Council because Accademies are not answerable to those bodies. Finally I think promises of extra money are spurious - Accademy chains cost more to run and cream layers of expensive management.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I do. I think the WHP federation is not performing sufficiently well to oversee this. It is a pragmatist's move based on flawed logic and will result in Roundhill suffering as a consequence. My experience is that WHP federation is a highly stressed environment where the results are generally below what should be expected. The culture is not supportive of children.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I do not see benefits beyond some financial savings in the short term which will be outweighed by longer term problems relating to staff retention, stretching of resources and a negative culture.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I was not happy with WHP as the carer of a pupil

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

The whole idea is abhorrent.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

More salary for the senior management

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes I have concerns:

1. The land will go out of local authority control and could be sold in future - Roundhill is very lucky to have as much outside space as it does, especially the wild area. I feel being in public ownership would be safer.
2. Roundhill would give up what little autonomy and decision making powers it has, to the WHPT
3. Very little gain for Roundhill at present
4. In future the goals, aims and values of the WHPT could change, away from those of Roundhill
5. Teachers without qualified teacher status could be employed by WHPT - i.e. less/not qualified teachers

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Potential to have some increase in resources, but these seem minimal

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I really can't see what the benefits would be to an already 'good' school. The 'benefits' outlined in the information pack are vague and speculative. In my experience only schools judged inadequate and/or in special measure have been known to join a MAT. I understand that other primary schools in the area have also been approached but that they have all turned down the invitation to join the White Hills Park Trust. I hope Round Hill will do the same!

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see any benefits. I feel Round Hill already have an established and good relationship with the secondary schools in the White Hills Park Trust.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

No

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Economy of scales

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Ensuring that the Section 106 Agreement will remain in place and that there will be no fencing constructed between the school and The Pearson Centre for Young People. Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Staff don't have to be qualified concerns us, you could employ non QTS staff saving money but risking the children's education Looking at the fact you have jobs going now - uncertainty.
Pay for staff and how you could pay them less - would lead to demoralised staff.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. The so-called benefits of academisation has be achieved without tying the school in this way.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

There are none that I can see.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, lack of control

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I am concerned about the future of roundhill, the sustainability of the MAT and my childs future at the school.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I do not really see many benefits

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Most certainly, the point is not whether to join this particular multi-academy trust or, indeed, any other, but whether it makes sense to transform so radically the status of Round Hill by engaging in an academization process. We must consider carefully the repercussions of our agreeing to change essential elements of the school as a part of the state's provision (fulfilling a right to education of all citizens and embodying the duty of the state to deliver it). As with any individual public institution that provides a service, rather than owners of it each one of us is actually part of a team of caretakers to whom the proud history of Round Hill in the community has been trusted, and it is our duty as citizens to guarantee that future generations are able to benefit from and

enjoy its services. Even if there were troubling signals or actual indicators (pedagogically, financially or relating to its governance) in the performance of the School, it is highly doubtful, to say the least, that an ethically sound solution would involve relinquishing public social resources (including, but not only, taxpayer's money) into what currently constitutes irreversible private management.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

The formulation of the questions in this document is interesting. We are asked to consider 'benefits' but, instead of being also explicitly queried about whether we see any hindrance or disadvantage (the logical antonyms of benefit) we were simply asked to express our 'concerns', clearly a more diluted/confused/ambiguous term. Would that constitute a discursive symptom of a particular inclination from (a majority in) the governing body of the School? We must surely contemplate whether we would like to be accomplices in an ongoing and already long-established process of endangering public services in this country. Current legislation on academization makes sufficiently clear that the individual investment and control of each stakeholder in the future of a school becomes less direct by diluting the degree and processes of accountability under which the different layers of the private management of the school may operate. Only remaining firmly in the hands of the state (ie in public hands) as a maintained school can guarantee a more direct participation in the management and governing of the School. Public authorities (local and national) are public servants, accountable to and removable by the electorate based on policies as expressed in political manifestoes. Not so the directors and trustees of an academy trust. We need to consider the future of our School in the long term.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Why change things, Round Hill is a great school as it is. Financial risk

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Transition to Alderman White

Support and development for teachers

If the Academy stays small I think it would be better but I have concerns if they academy gets too big

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I am generally very concerned about academy's and the turning education into a business. I feel the two should be kept separate and I've seen the huge detrimental impact that the change has had. Schools are poorly funded, teacher turnover is higher and standard of education delivered is declined. I would consider removing my child from an academy school.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't. I think it's an awful idea that will see the school stripped of assets and then the money will be used to renovate older schools in the trust

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

A lot!!!

The increased autonomy of the head teacher and the executive heads with little accountability.

The risk to the curriculum and freedom of speech and space for holistic education in the face of image and wanting to be top in a results driven culture. Comparison between future schools that may join so we lose our identity as we all become one academy.

***** increased CPD for staff- this opportunity already exists within the LA and there are hundreds of resources that can be tapped into, this has to be a priority of the headteacher and if it isn't already then it never will be. It's not the lack of CPD offered that's the issue it's the willingness to staff it in supply costs!! I doubt this will change. It's more likely generic training will occur on a larger number of inset days- I'm sure working parents are not aware of the legality surrounding this! My friends school is an academy and have 9 inset days in the school year now!!

The claimed benefit of an easy transition between primary and secondary is not founded as you already state this is good. I dislike the assumption that ***** children will want to go to WHP school and the idea that this decision is made at age 4 repulses me!!!

Extra curricular activities are already good, parents pay for these and staff give up time to make these happen, tho is not going to change, in fact it may change for the worse if we become an academy as staff will likely begrudge doing anything more for any less, morale is vital to make camps, shows etc happen. We should be mindful that it is the parents who have to pay for these experiences therefore the possible academisation has offered no financial incentive around this.

Finance- the fact that 50k doesn't go very far when teachers in WHP are being paid 72k+ the injustice that TAs and hard working teachers are being paid lower wages. Concern this gap will increase with little accountability. Unfair expenditure - cutting corners on resources and equipment and health and safety and staffing to suit the bigger business plans of the executive heads. School substituting finances to support financial crisis of others in the alliance. If money can't be carried over at the end of the year how can savings be made to be at the ready in case of emergency repairs or staffing?

Roundhill will have to work more closely with other school scrutinising work and providing samples of work etc which will dramatically increase teacher work load and take the focus away from our kids and any experiential learning even more so and it will become just a tick box exercise for comparison and data. This will come as a shock to Roundhill as I am lead to believe there is little collaboration between us and other local schools when it comes to moderation- why not start through friendly relationships rather than deferring straight to academisation??!

I believe the roundhill vision and values are pretty vague at present and am concerned that jumping into a MAT will make our identity even less clear as we will inevitable just take on their values- are these appropriate for younger learners and are they what I wanted my child to esteem towards, I don't know!!

Roundhill is already a large school, I already feel like a number and that my child isn't understood very well if we become part of a MAT we become an even smaller number which is a horrible thought!!

Access to specialist services will decrease and be totally up to the MAT powers to decide how to spend resources which scares me when it comes to children with any additional needs. The threshold for exclusions can be changed, sadly this could lead to the isolation of people within our community.

Just because you may trust or like the people who are suggesting this offer now doesn't mean we will like the successors but we are stuck, forever!

Building on green site land is not a good thing and should not be approved, the selling of land to fund new school buildings shouldn't happen and is happening thanks to WHP. This could happen in beeston- roundhill land is public property and should remain so!

I could go on.... nobody I know who works at an academy school is happy and nobody reports any positives... and on....

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

NONE

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Joining an Academy Trust is always a danger to a thriving school community and is creating dependencies which will be very difficult to control. The Academy Trust will need funding for the running of the Trust rather than solely the education of children, which I consider to be wrong. Academy Trust ein schools are Not attractive to strong teaching staff and unusually see a higher staff turn over, which is detrimental to the students' education. Control over budgets and funding will be held ultimately by a business, that is wrong in itself.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see any benefits of joining a Trust. I will not send my children to Roundhill in the future if it is to become an Academy, even though ***** offered a place *****

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. I do not believe that education should be for profit, but to educate. I do not see any real benefit for the school or pupils. I have concerns over how safeguarding issues will be prioritised when looking at a 4-19 trust that will be heavily skewed to a 11+ population

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None for Round Hill, but profit from additional pupils, land and assets for WHP.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes I have many concerns about this.

1 we currently have a well run school by local people who care, it has a great ethos and are in a budget surplus. We have absolutely no need to do something as drastic as joining an academy. The possible benefits seem to be beyond insignificant. In fact I doubt in reality this will benefit roundhill in any way.

2. The first concern (and the least of my concerns) is Roundhills finances. The academy will have to balance its budgets between all of the schools. The running of the academy will take monies away from a well run school. A saving of £50k will be eaten up by the additional cost of the academy's staff salaries. I understand a typical head of the academy is paid approximately £75k per annum plus pension etc. Between 3 schools that takes up over half of the saving before we have even started. This will cost money rather than save it.

I was at the meeting where finances being ring fenced was mentioned. It was also confirmed that that would not be possible and monies were indeed moved between schools within the trust and that it was only ringfenced if a school then left the trust so that it left with that which it came in with, but of course you would have to go back to another academy trust as you can't go back to the way the school is run currently.

3. Academy finances and size.

It was very clear that the academy is currently small in size (and for some reason it was believed that it may stay that way despite all the evidence to the contrary) It was also stated that the governments 'sweet spot' is an academy of around 20 schools. It was repeatedly stated that the current size of the trust was what was attracting the roundhill governors to this but also that a trust of this size was not financially viable and that at least 8 schools would need to join. I hope that the governors can see that this does not stack up. It will not remain the same as it currently is.

The academy badly need us to join and I suspect will say anything to get you to do so. Once we are in we can't leave and will have no say over it's direction it will clearly continue to grow become geographically wider spread and it will not be what is being put forward as a proposal to you now. I suspect their preference is to remain locally based but they can't as no one else is even considering joining so they will be forced by financial constraint to take in schools from further afield and I suspect schools with less in common with our school. Once the local options are exhausted this is likely to become clear.

4. Teaching staff - basic research has shown me that Teachers' pay and conditions are often threatened when a school becomes an academy. Obviously under TUPE the staff would be transferred to the academy on the same pay, I have also found countless examples online of this being followed by a 'restructuring', which leads to lower salaries, fewer staff and worse conditions of service, of course this means good staff tend to leave. You won't be surprised to know that all of these schools when discussing academisation were mostly promised that nothing would change. Of course it then does but no one can then stop it.

5. This is non reversible. Why on earth would we join at this point in the trusts lifecycle? It is at an early stage where it needs to expand but it is not clear where that expansion can come from. Why not wait until that future direction is clear in a few years. I strongly suspect as you can see from the comments above that it will look very different and very unattractive in a few years time. It has to expand! If you really want to keep looking at this then park it for a few years and see to make absolutely sure that this is a good fit as I am very confident that academisation will be terrible for the future of roundhill and there is no pressing need to make this decision now. So why?

6. Sale of land. This was dealt with quickly in the meeting by saying "we can't sell the land at roundhill". I am aware that is (just about) correct under current legislation but as we all know that legislation may well be changed and then you will have an academy board with no emotional attachment to roundhill making a decision as to whether they would rather have a million pounds to help them hit targets or the wild area. Does that really not concern you?

7. Incoming pupil levels. Other local schools are not full to capacity. New pupils will not want to come to an academy. You will see applications drop once this new direction is known. Academy's are toxic nationally and this will drove the schools reputation down.

8. It was said that this would improve relations between roundhill and the other schools in the trust but they are already working very closely together. This is a ludicrously weak argument and frankly shows how much the academy are scraping the barrel in looking for anything at all to say.

Roundhill is excellently run, safe in the Governors hands and secure in its current guise.

I am naturally conservative in character (rather than politically) and so when things are working well (as they are) I am reluctant to take a large risk to change things for at best case a possible very minor gain.

The academy badly needs us to join far more than we need them and I think they are saying anything they can whether it is true or not to get you to join. I don't think they are actively lying to you, I think Paul was a nice guy but things will clearly change quickly and drastically from what's being offered once you join. Don't do it.

I would say that the proposal is a step into the unknown but it isn't is it? it's a step in a direction where all signs nationally are negative on the off chance of a very small saving (to the extent that by my submission even if that gain is made and passed on the the school it is insignificant).

If we had known that this was on the cards we would genuinely never have chosen roundhill for our ***** If this is voted through then your legacy to the school will be truly terrible. ***** is in foundation so sadly will be really affected by this decision.

Do not do this, don't hand the school over.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

See above, absolutely none.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

There seem to be very few, if any advantages. I worry about the lovely school site and what safeguards there would be to protect the site.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I can see no advantages except financial in the first instance and I am not convinced that this would continue.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I am concerned about the potential for a Multi-Academy Trust to make changes in three key areas:

- a) its ability to sell off the playing field or part of it
- b) its ability to alter and potentially downgrade staff contracts; and
- c) its potential to downgrade certain areas of provision such as for children with SENs.

I have seen nice words and assurances from the Trust but these are absolutely not legally binding. While they may hold true in the short term there is no guarantee that views will not change in the longer term. And if they did, the Trust is not democratically accountable to anyone in the same way that a local authority school is. I am

concerned that it is in the very nature of the ways that multi-academy trusts are set up that there is nothing beyond good will that can be done to mitigate these risks.

I have yet to see any convincing good reasons why the school should expose itself to these risks.

A second level of concern is that the school management will be tied up in ever increasing demands on their time for engagement in the trust (endless meetings) with no clear benefits to the school or the pupils.

Finally I am concerned that although there might be a small initial financial gain to the school, actually many schools in MATs are financially worse off after only a few years. Funds may be diverted to other schools in the trust. And the school may be liable to VAT where it is not currently (a significant potential cost).

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I have yet to hear any really clear benefits to Round Hill. All the benefits that have potentially been described are either only short term and come with many down-sides later on, or do not present much 'added value' as they can already be done under the existing arrangements.

For example:

* Finances: potentially the school would benefit with an initial injection of cash suggested to be £50,000 per year. But it seems that the experience nationally is that funds then dry up or are re-allocated elsewhere in the trust. And the school may find itself worse off. I cannot believe £50K of efficiencies can be made just by better procurement!

* Freedom to diversify from the curriculum. Round Hill already does a great job in providing an interesting and rounded education with lots of enriching clubs and experiences. Even in a MAT we would still largely be tied to the national curriculum and to things like SATs. The changes and benefits here seem marginal.

* Closer ties and a smoother transition to secondary school. This seems to work reasonably well already. It doesn't need a MAT to make it work better. There are surely already opportunities for teachers to learn from each other across the schools and to benefit from on-going professional development opportunities while remaining a local authority school.

* Time and capacity of school leaders - again I find this highly questionable. My guess is that school leaders would be even more taken up in questions of management of the overall trust and have less time, not more!

The material provided by WHP Trust was very unbalanced in this regard - only pointing out the benefits and not addressing any potential down-sides.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, many. In particular the finances are a concern. Small MATs are extremely vulnerable from what I can see and there is a risk of other schools that are in financial trouble come into the MAT, then the situation for Roundhill might change dramatically.

I heard WHP had promised around £50k of savings (which is actually very little anyway!). My questions would be:

- will this go directly to Roundhill, and only Roundhill?
- is it guaranteed after the first year or two or are they just initial savings that will then not be re-occurring, or may diminish over time

- how will they manage with new schools (or existing) potentially coming into the MAT in a poor financial state? Will this impact on Roundhill? What are the risks?

WHP themselves are also not in a great financial sit - do they just want Roundhill to help them with savings of their own?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I would say improved transition but I heard this is very good already.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

No

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

It should provide roundhill slt with more time to teach and see children in their classrooms

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes.

***** I am very concerned.

The West/Wolfe report summarises the concerns that I have had over the past few years as schools around me have joined trusts.

1. Loss of identity and autonomy. Once Round Hill joins WHPT it will cease to legally exist and its good reputation will be history. Whatever the documents say, my observations within the system have been that remarkably quickly the voice of the local school is lost. The Round Hill governors seem to think that being the first primary into the Trust will give them some power to mould the future. This will not be the case.
2. Loss of local provision. The report, and my own observations, indicate that local governors become powerless to impact decisions which affect the local community. Children become a herd instead of providing education that is appropriate in a local situation. 'Good' academies focus on improving attendance and results and forget the emotional/social/pastoral needs. As a Head who fought hard to improve provision for individual needs and local social communities, this is a retrograde step. As one who often took pupils who were permanently excluded from schools, I found that once a school joined a MAT there was far less scope for individual provision and I noted that in some cases pupils were 'eased out' strategically when their statistics were unpalatable to the MAT. Yet another retrograde step as education is not about statistics, but about the individual meeting his/her potential. I also believe children should enjoy school; my experience is that this diminishes once a school joins an Academy.
3. The governors have already raised questions about the land. There are many other financial questions that should be raised. Despite assurances, the WHPT will do what it wants with land and finances, regardless of what is best for the children. Accountability and transparency is lacking in MATS, and no matter of verbal or even written assurances will alter this as there is no governance that covers this at present.
4. Teachers will be lost; their salaries will be changed and not for the better; their pensions are at risk as many MATS are now withdrawing from the Teachers' Pensions schemes (and not to make things better for

teachers!). Teachers will be shared across the academy and so there is likely to be instability in the classroom, which will reflect on the children.

5. Autonomy for the academies does not sadly mean autonomy for the individual schools that join. Many simply become a split site of the overarching Academy. The local Head loses control of his school. She cannot withdraw if she feels that the MAT is not being run well or appropriately. Parents, pupils, local governors and even local government are a lost voice. Over the years we have worked so hard to include every one and give them a voice but MATs have destroyed this.

6. As with any large organisation bureaucracy eventually becomes and end in itself. The report amongst other research, has highlighted this issue and its negative impact on the local site.

7. Finances. These will be centrally controlled and each individual 'school' will have to bid for what it needs. I have witnessed classrooms where teachers no longer have access to basic needs. In one school the teacher was buying equipment herself because it was impossible to deal with the new wieldy financial system. There is not yet enough transparency or accountability to ensure that funds are appropriately allocated, and even if there were the needs of a variety of different schools leads to a blanket policy for what is funded.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Frankly I don't.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Firstly, the meeting of 2 April was at least 6 months too late. No decision to start the academisation process should have been taken before consultation with parents. *****

What struck me during the meeting was the keenness of the Roundhill governors for this to go through. A lot of time and effort spent promoting it. I was left with the distinct impression that this is a done deal. And if not why were so many governors so quick to leap to the aid of the WHP Trust speakers when the questioning got tough.

As evidenced on the night, there is nothing an academy can do that a maintained school can't. The benefits outlined of:

- Bringing about continual school improvement
- Making the most of our resources
- Running our schools with maximum efficiency
- Developing our workforce
- Providing opportunities for pupils
- Becoming a force for good in our community
- Establishing effective governance and leadership are all things that are achievable now, aren't they?

What's in it for individuals involved? An academy can pay people more, of course. And by people I mean management. It is generally a hallmark of a takeover of any kind that somebody in the management gets a large pay rise.

The whole process has the feeling of a runaway train

***** that is almost impossible to stop now.

There was the somewhat hollow mantra of don't believe everything you hear about academies, we (the WHP Trust) are different. How so, given all the secrecy until mid-February?

Besides, in the wider world, there is evidence enough that when a school loses out to academisation its governance is less accountable. The traditional constitution of governing bodies was far from perfect, but at least it obliged school managements to balance differing viewpoints in their communities and to make policy that engendered general support and confidence from the parent body.

There is a collapse of democracy inherent in the academisation of local schools. We are faced with largely unknown individuals controlling school policy, behind closed doors, almost without hindrance.

Roundhill is already part of the community, how is turning it into an academy going to improve this? Once it is in private hands the community has no say whatever the best intentions of the trust are. For how long will the Goodwill within community continue? After all, why give up your time to serve private interests?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Respondent skipped this question

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Respondent skipped this question

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes I have many concerns, first of all the teaching staff as if they are unhappy with the situation they could leave and that would be a huge detriment to the school. I don't believe the decision should be based on money but the education of our children. Special needs it is widely documented that spending in this area is decreased when academisation happens. The longevity of the situation there is no way back once this decision is made and how would we leave if things didn't work out. Safeguarding the school and land and would roundhill have a voice

in the wider trust. How can this be locked down/ safeguarded moving forward and that once we had joined things wouldn't change

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Working together but we currently do this and I don't believe it should stop if we decide not to join. Sharing best practice we I believe should happen anyway as surely educating the children is our primary concern.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, joining an academy will take away the community feel of the school. Also it would be the only primary school of the trust

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

More money, but would it be spent in the right way? Would it be spent for language teaching? Performing arts? Or just to buy new computers?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Even if I am happy with the current arrangements of the Academy, these could change at any time. If there is a change of leadership at the top this could result in the school looking very different.

I am also concerned that there appears to be no specialist primary coordinators on the current academy staff. I may be wrong, if I am I apologise. At present, the staff at Round Hill are entitled to CPD from the LA. I don't see how they can have good quality CPD from a MAT that doesn't have a primary specialist on its staff.

Also, if there was a primary specialist on staff to improve Round Hill School then I would love to hear their vision for how it could improve and practically what the staff would have to do.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

The Government want all schools to be academies so it is better to join a MAT before we don't have choice. It's better to jump than be pushed!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

In principle I believe that schools should be local authority run and do not believe that continued acadamisation is a sustainable long term approach to education provision or that it resolves structural problems within the system. I recognise that government policy has created an impetus and some short term opportunities that may make it hard for any individual school to resist change particularly against a concurrent negative impact on the ability of local authorities to make adequate provision. However, it does seem that this is more of an issue for secondary schools and I am concerned to see Roundhill moving to put itself in a position of potential vulnerability by moving away from the local authority, particularly when other local schools have not so far decided to do so.

Principle concerns:

Financial vulnerability and resources being sapped into the wider trust. White Hills Part is relatively small and local, but it is hard for small trusts to remain sustainable. What happens if it is taken over by a larger chain in the future.

Decision making moved one step away from specific interests of roundill and will now have to be made as part of a larger body. Interests may not always align, approaches needed for primary and secondary may well be different. Roundill will always be the smaller partner and have less of a voice.

Staff moral and terms and conditions. They may be the same going in, but they can change over time (and in other academies have) . What issues or development plans that Roundhill had already identified as priorities does this move solve or help with?

Disruption and distraction from core operation of the school.

Lack of long term analysis before decisions made, naievety about the sizer of voice Roundhill will have longer term despite short term promises and good intentions.

Whether the present managment and their resources are capable of delivering change without disruption and distraction from other priorities.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

If it has to go into trust because that is the way all schools are going then, WHP is the obvious partner (although note concerns about the vulnerability of the WHP trust long term)

I would prefer to see focus on the benefits of partnership through existing structures though. The currrent set up delivers well for children transitioning which should be the priority for the relationship.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Round Hill will be the only primary school how will this impact positively on the youngest children in school? Do the trust committee have people on who understand and have experience of primary education from EYFS to Y6?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Unsure

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

That the Trust will get taken over by a larger trust in the future and the governance model will change.

That some of the systems they propose sharing (e.g. data and assessment monitoring) may not be optimal for a primary school.

That they can deliver the promised specialised teaching expertise as it appears this will be done via existing staff who presumably have a full workload as it is.

That if more primary schools join the Trust, as the 'lead primary' the head teacher and senior teachers at Round Hill will have their time taken up with trust activities rather than focusing on the school.

The lack of primary expertise if the existing executive head leaves.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Respondent skipped this question

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

The biggest concern is that this is an irreversible change, with no guarantee that the assurances and good intentions of the current MAT leaders would be continued in the future. The MAT has little accountability compared with the current system, and joining would leave the school, staff and community vulnerable to changes made without their best interests.

There seems to be mixed messages about the ideal size of the MAT - needing to expand to reach the optimum size for purchasing power etc., but keeping it small to only include local schools.

Round Hill is a great school, with fantastic staff, and there seems to be no benefit in joining a MAT, with too much to risk.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I can't see any real benefits. CPD opportunities were mentioned, but as the only primary school in the MAT these would be achieved by joining other schools outside the Trust. This process seems to have pushed the governors to ensure they are continuing to stretch their goals for the school and staff, but achieving these are possible without being part of the WHP Trust.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Risk that change of mat leadership could significantly change principles and set up if mat.

Risk that rh would be judged and affected by performance of secondary schools, over which we would have no control. Mat could easily collapse or be incorporated into another bigger mat.

Risk that head teacher would be away from school a lot attending meetings Putting more work on to deputy head.

Risk teachers would leave.

Risk extra funds all go to paying leadership team. Surely £50000 is tiny compared to school budget would thus even find one extra teacher.

Risk there's more emphasis on results than producing happy caring children.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Links with alderman white - though don't these already exist, so why do we need to join mat. Better professional development for staff + though why can't this happen outside mat system?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have several concerns:

- 1) My biggest concern, which I learned during the April meeting, is that Round Hill could be forced to join a bigger MATs if other schools in the trust are judged 'inadequate'. In This is a HUGE VULNERABILITY as the future of the school could be affected by the performance of other schools, and this risk will increase if more schools join the trust.
- 2) I heard some experience from teachers who were working in school which become part of a MATs (as well as parents whose children's schools become part of MATs) and they all agree that the change will mean DISRUPTION for quite some period of time.
- 3) In general, all the experiences I heard from people (parents/teachers) involved in a change to a MATs have been negative. The governors were quick to dismiss any concerns saying that this is only the case for schools that were forced into MATs, but I honestly can not see why the fact that we will join 'voluntary' will make us 'immune' to the potential problems.
- 4) 4) I am also worried about the future working condition of our teachers, even though the proposal says that the salaries etc. won't change. However, this can not be guaranteed and if the MAT changes leadership they can easily revoke anything they want.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

After I had read the White Hills Park Tust proposal I thought that there were a couple of 'modest' benefits to join the trust, but learn during the April meeting that some of the 'apparent' benefits (e.g. CPD partnership) can be realized without having to join the trust. The only real benefit I can see from joining the Trust will be for the head teacher, as he will have less burden on school management. In summary, I think the benefits are too little and do not outweigh the potential risk and lost of autonomy in joining the trust.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have concerns generally about the academisation agenda and would like to see Round Hill remain a local authority and community school. The more schools that academise the weaker the local authority position becomes and we then become part of the wider issue. Whilst the WHP offer may seem positive as a small trust they are themselves in a vulnerable position to take over and the longer term safety of Round Hill remaining a 'community' school would be at risk.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Some further oversight for a weak senior management. But this could be achieved via other various means and feels like a sledge hammer to crack a nut

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

As far as the information supplied there are no specific benefits related to the proposed change from an educational perspective. It would be much more beneficial to focus on the children of Roundhill rather than spending efforts on the proposal which inevitably will be unnecessarily distracting.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None. The suggestion of improved integration between the Primary and Secondary schools and potential savings for Roundhill simply do not appear reasonable or robust. Why can improved integration occur without the need to be part of an academy?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

It sounds a little like the head teacher will be micro-managed, with fortnightly meetings with the Trust leadership. Is there evidence that this style of management is beneficial, when the extra time spent reporting back to the MAT could be used more flexibly to work through issues in the school?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Research indicates that 'like' schools who voluntarily convert to an academy do not, on average, do any better after conversion. Given that there is actually a cost (at least in terms of staff time etc) in converting, we need any conversion to be a better than average to break even. Ofsted gradings are a very coarse assessment of school

performance and as a parent I would also want to be convinced that this conversion was beneficial in all areas of school performance e.g. inclusivity, ability to cater for SEND students, staff satisfaction etc. What understanding do you have of the other factors which predict whether a school performs worse, the same, or better following academisation in these areas? What can you do to ensure that the WHP Trust would be a better than average conversion? Clearly the standard due diligence phase cannot do this as this is undertaken by all schools before converting. I am particularly concerned about how being the only primary school in the Trust might effect the benefits for Round Hill and hope that the governors can find some conclusive research on this before committing to joining the WHP Trust.

Some additional queries:

What would change in the daily roles of teachers? Is there extra work involved in order to enable the head to report fortnightly on action points etc? Would teachers embrace a potential requirement to work across schools? How much time will teachers from WHP Trust have to come and work in Round Hill, given the intensive workloads of teachers and the additional travel that would be required?

From my reading of the meeting minutes it appeared that new teachers employed with lower pension contributions, this seems a very backward step in a sector struggling to retain staff?

One main benefit appears to be preparing students to enter secondary education within the Trust, what about those who won't be going to one of the trust schools?

Studies have found a correlation between the prevalence of academy schools and socio-economic segregation in schools (as measured by, for example, the proportion of students who are eligible for free school meals, Gorard 2014). In some cases the apparent improvement in Grant maintained secondary schools has been found to be largely due to a decline in the intake of disadvantaged students (Levacic & Hardman 2010). I am concerned that even though Primary Schools cannot invoke a selective admissions process, we would be supporting an educational system that could inadvertently create division in our local community by enabling inequality in educational opportunities.

Stephen Gorard (2014) The link between Academies in England, pupil outcomes and local patterns of socio-economic segregation between schools, *Research Papers in Education*, 29:3,268-284, DOI: 10.1080/02671522.2014.885726

Rosalind Levacic & Jason Hardman (1999) The performance of grant maintained schools in England: an experiment in autonomy, *Journal of Education Policy*, 14:2, 185-212, DOI: 10.1080/026809399286440

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

If teachers at Round Hill were formally polled after hearing all consequences of joining the WHP Trust and a majority were in favour, then I would see this as a potential benefit. As it stands I saw little evidence that WHP Trust could enhance Round Hill in a manner that could not be done through less formal collaborations with other schools and staff development programs.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

A large number of concerns. Why change something that isn't broken? Round Hill has a good reputation, a good team of staff and the children are happy. We are not a failing school.

The current leadership team of WHPT is very keen to stress that the school will retain some independence, they won't cut staffing etc etc, but what happens when that team changes in a few years time, and we potentially get something that is not as flexible or accommodating?

My biggest fear is for the staff - often the promise is that there will be no job cuts/reductions, and there often isn't at the start. Then there is the decision to 'restructure' after a year or two, which allows those cuts/reductions to happen. I know WHPT said at the engagement event that they don't employ unqualified teachers (at the moment), but under a trust they have that option. I want my children to be educated by qualified teachers. Unqualified persons may have a place as part of a wider, enrichment programme, but core education should be delivered by qualified professionals. And if unqualified staff came on board, what would that do to the morale of the existing staff, who would feel undervalued, demoralised and most likely to leave.

The decision to join is irreversible - do the school and governors really want to play a game of Russian Roulette? WHP Trust is keen to state that they are a small trust, but in the same breath they are saying that in an ideal world, for a MAT to work effectively you need anywhere between 8 and 15 schools, which to my mind does not constitute small and local. The Trust seems to be in a good position currently, but no one can predict the future, and it is very possible that bad decision making could cause the trust to become insolvent, and then we are part of that, and the inevitable bad reputation that comes with that.

The loss of control and all decision making at a local level - surely our school and our governors know our school best, and more importantly the needs of our children.

We are part of the family of schools already with Alderman White as this is the main secondary school for Round Hill, but do we need to tie ourselves even closer? Surely the networks already in place can be strengthened without joining the trust? We are being wooed as the 'lead primary' in this venture, but do we want to risk everything to be a guinea pig? I appreciate that someone at some point may need/want to take this leap, but do we need/want to do this at this time?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

At the moment, I can see very few potential benefits of joining the WHP Trust.

There may be administrative support and some small financial savings which might help the school, but is that enough?

I appreciate that the transition stage between Y6 and Y7 may be made easier for children by being part of the trust, but really, how does this work in reality?

For me, the concerns of joining the WHPT far outweigh any potential benefits.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

From the information I got, it does not feel that the advantages to RH outweigh the future risks: From the information evening, I could not see many benefits to RH - the contact between the schools seems already good and financially there seems only a slight advantage.

There seem to be quite a few risk that some of the ***** parents pointed out during the information evening: If one/some of the other schools underperform there is the risk that the WH Trust might be placed under the umbrella of another trust, also the WH Trust might increase further in size. How much influence would RH have at that point?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Collaboration (but since that is already good, I am not sure there we would be much more of an additional benefit.

Slight financial benefit (It was mentioned that RH might be 50000GBP better of, but it was not mentioned what percentage that is of the total budget.)

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have many concerns about the proposal for RH to join WHP.

My main concern is that this proposal, were it to go ahead, would be exposing Round Hill - currently a well established, good and popular community school- to a great deal of unnecessary future risk, in terms of pupil, staff and parent satisfaction; financial stability; and the future culture and ethos of the school.

If Round Hill becomes an Academy and joins a MAT, it is irreversible. We lose our power - we can also just be re-brokered to another MAT in the future, if WHP have financial issues or are seen to be "under-performing" in some way, so any promises made by WHP become null and void.

At the same time there seems to be no real evidence that the proposal would bring anything beneficial to the school, as the the benefits we heard about at the 2nd April school meeting do not seem very tangible or definite. E.g.

1. An (only estimated) 50k cost saving, a drop in the ocean of a £1.5 million budget,
2. A nice "teamwork" feeling of joining up with AW, as their main feeder school (but why do we need to formally join with them in finances and governance when we already work well together anyway, and a good pupil transition is well established?)
3. 'More CPD for teachers'. (Why can't the teachers have more CPD anyway if this is needed and would help them, why do we need to join a MAT to get this?)
4. Improved SATs? (I believe this was described as a blip anyway in the meeting and now solved?) It is not clear how a secondary school MAT help with this either anyway - why can't we solve this anyway within our school under our own Head's and staff /governance team direction? We also already have a federation of local primaries we can learn from/with.

A huge disadvantage in joining a MAT would be a loss of influence and powers of our RH governors, head, staff, and parents. There may also be risks to special needs children if they do not fit in with future MAT admissions/exclusions policies, or TA budgets are reduced. Even if WHP answer all these questions and make promises, nothing is written in stone, and can be changed by their board, or with a future MAT taking over.

Much of what I have read and heard of MATs suggests it can be a big risk to teachers and TA's job satisfaction too, and they are the backbone of the school. What if this makes teachers unhappy and drives them away? In a MAT their pay and conditions cannot be guaranteed and no doubt will change in the future (AW employee pension

contributions are apparently lower, TUPE only lasts so long until this MAT, or another, as a business is able to rationalise it across all their staff).

It was clear to me ***** attending the 2nd April event that this proposal is extremely unpopular with most parents so far. Parents have great respect for Governors doing a difficult job and volunteering their time and skills but the absence of any clapping in the evening felt weird, and there was clearly a lot of anger about the MAT proposal had been communicated so far, and the way that the governors seemed to be sat with the MAT, selling it to us. When at the same time the message has been "not a done deal".

I think if this goes ahead the school risks losing a lot of credibility with parents. New parents to the school may look for alternative schools, staff may leave, and may be harder to recruit new ones. Please don't let this happen on your watch governors. Only 28% of primary schools are academies, this is not essential.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

To be honest I have listened and read quite a bit, and have been trying really hard to understand how Round Hill school pupils could benefit, but I just can't see any real evidence or strong arguments to suggest it would. I can only see how this proposal could jeopardise many current positives about the school.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Respondent skipped this question

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Respondent skipped this question

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, it seems to be an asset stripping exercise

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I dont understand why the school would join the trust. There doesnt seem to be any apparent benefits. Let's stay as we are and consider it at a later date if necessary

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None!!!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. I cannot believe why a perfectly good school is considering this. Please do not do it

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

The model of an Academy is vulnerable in the following ways :

There is a distinct lack of accountability, who does a parent go to in the case of trust mismanagement? The structure of a trust is vulnerable to financial exploitation, there are all too many examples of how this is achieved through trust members funnelling funds into contractor businesses that they have a stake in. There's also a trend in Academic trusts employing untrained teachers, based only upon the strength of a degree certificate alone. I would also be concerned about an individual involved in the OFSTEAD system, a system, not-least, criticised for exacerbating the obsessive focus of schooling upon statistical achievement, then shaping the curriculum for the schools now in the control of this trust. To consider this option seriously is to opt for meagre short term gains in the face of serious and irreversible long term repercussions. The question is, in the face of just a few of these facts, why would any educated person seriously entertain this?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

There is a potentially HUGE benefit, and you can have this idea for free: the ability to dictate your own curriculum gives you the freedom to transform education. No doubt those of you with a genuine interest in education have

probably already read Martin Robinson's books on the Trivium. Anything less than this as your proposed new curriculum might suggest a certain indifference to the quality of your establishment.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

- * Irreversibility - I have heard nothing that suggests to me this proposal is worth the risk given it is a decision we cannot reverse.
- * Accountability. I am concerned by the change in democratic accountability to parents. I am concerned that parents as key stakeholders will not be able to influence the development and practice of the MAT in the manner we currently can. I am concerned what appropriate recourse there is when parents or children want to make complaints.
- * Leadership. Once decisions start being made more independently of the LA then it suggests to me that the quality of leadership becomes even more crucial. I am concerned that there is no way for this to be guaranteed into the future.
- * Values. I heard repeatedly that we have shared values however, beyond localism, I couldn't decipher what these shared values were. The MAT will determine behaviour policy, curriculum and impact on performance management and staff well-being, it seems an enormous gamble when it is not a necessary one to take.
- * Future. I am concerned about what assurances we really have for the future.
- * Impact on staff of the transition. Teachers are already under pressure and a move to an academy will be disruptive and time consuming with a clear risk that we will lose staff and impact on morale. If there were clear benefits this may be a risk worth taking.
- * I was really concerned by the lack of evidence that this will make a substantial change for the good. There were many assurances but little evidence that I could see. I was unclear that in reality there will be additional support available. I was unclear what the added value of the CPD offer was.
- * Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I struggled to identify any. Our close working relationship and solid transition arrangements appear exceptional already and I can't see what concrete benefit a move to join the MAT would have for the children at Round Hill. I am confused why, if there are so many benefits, the offer has been turned down by other primaries who have been approached. I am confused why Round Hill, a good school, would join a Trust that has not yet established itself as outstanding.

I appreciate that the governors are working hard to try to make the right decision and I am grateful for the time they give and for the thought that will be given to this decision. However, I am not in any way convinced that I have seen evidence of anything that suggests to me that this offer is worth investing any more precious time and energy in. However highly I may think of Round Hill, there is of course much that can be improved at Round Hill, as there is in any school, but my suggestion would be that we take this opportunity for a renewed focus on doing this through a sound and solid partnership between head, governors, parents and staff than through an irreversible move which feels like a leap in the dark.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Concerns reg: further down the line funding being directed away from roundhillprimaryschool, land sold off and teachers not looked after

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

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Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I don't feel that the benefits of joining the trust are worth the risks.

The financial benefits are marginal and there seem to be little direct benefits to the children.

Although the trust currently allows individual schools to retain autonomy, there is no guarantee that this would continue under future leaderships of the trust.

I have concerns over tying the schools finances into a larger organisation and how the school would be affected if other schools in the trust were in financial difficulty.

Additionally, I have more general concerns around the idea that academy trusts are run on business principles. I worry that cuts could be made to save money at the detriment of the teaching quality. A school should not be run as a business.

If the school were to join the trust I would want guarantees that:

Only qualified teachers would be employed and that they would be paid at least as well as local authority employed teachers. The school grounds could not be sold off.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Apart from a small financial saving I was not clear on what the benefits might be.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes absolutely have major concerns, the engagement meeting was dealt with inappropriately with the Governors & headteacher siding with the sales pitch of the Academy Trust, ***** There should have been a process of all Governors having a Q & A session without the Trust's representatives to give the reasons behind each one of their decisions and without the need of splitting us all up into smaller groups. The Governors need to be accountable about their decisions! Appears that there is no benefit to Roundhill from the discussions that were held on the 2nd April in fact it only reinforced how the whole process reeks the Governors (apart from one maybe) had already made their decision. There is clearly a conflict of interest with some of these Governors (being associated with the Trust.. I'm assuming this has been declared?) I do feel certain individuals will be benefiting financially. Their pros of becoming an academy had no substantive evidence to suggest Roundhill would improve as a school. I feel why make the change when Roundhill is already a 'good' school. I also feel that if the school opt to become an Academy there is less accountability and we are faced with greater management tiers. Very suspicious on the potential £50K savings, where are the contingency plans if

things go wrong? Until something goes wrong the support network of the LA is no longer there. Also concerned about further primary schools coming board. Eastwood was mentioned? how local is this? Other schools in the area have rightly declined the offer. Roundhill is at the heart of the community how is becoming part of a Trust going to improve this community feel...really?? As a parent and a full time worker I offer my time to the school as often as I can (using my annual leave) but will not feel inclined do this in the hands of a private organisation. I am concerned with the autonomy over budget, with salaries and retaining staff who are experienced. Seriously once Roundhill has gone it's gone out of the hands of democracy. Please this is the future of our children and many generations to come!

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I am concerned that the proposed changes would add an additional layer of bureaucracy and result in a loss of independence and identity for Round Hill. Round Hill is already a good school and has little to gain from being incorporated into a multi academy trust with less successful schools. I am concerned that the secondary schools in the partners would inevitably dominate and Round Hill would lose autonomy and its strong connection to the Beeston community. The proposed benefits, such as music and language facilities, are largely already in place due to existing links between the schools.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Possibly additional opportunities for Round Hill pupils in music, languages and sport, but these can be achieved through existing partnerships without the need for an expensive, bureaucratic and profit-driven multi academy trust being involved. I strongly oppose the proposal.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

There was a great turn out of parents at the April 2nd event – and the Round Hill School management team and governors should be commended for organising and hosting such an important session (especially since the stakes are so high).

During the event, I visited and spent time in every room (teaching and learning, governance, etc.) and it was palpably evident to me (and everyone else who attended) that there was virtually no support for the 'offer' to join White Hills (at least, as I saw it, there were no supportive questions about the offer: the relentless questions were overwhelmingly critical, searching, anxious – in short, deeply worried).

Accordingly, I would like to know what the organisers made of the event, how they gauged it? Surely those involved in running it must have apprehended the huge swell of parental antipathy – the substantial resistance to the proposed merger. By my estimates there were around 100 parents in attendance, which translates into a sizeable and significant sample of parents overall, suggesting that a representative number of parents are clearly against their school being compelled (against their wishes) to convert to academy status.

Yet one essential consideration was missing from all the presentations during the evening, namely: what do Round Hill teachers think about joining the Trust? I assume teachers have been consulted about the plans, but what are their views? Parents need – are surely entitled – to know. Are teaching staff unanimously and unequivocally in support of the move? If there is total indubitable approval, then I imagine this would ameliorate one urgent concern that parents have about the academisation process. (Happy teachers, naturally, entail happy pupils.) If teachers are not in favour, which I suspect is the case among a sizeable number of staff, then surely becoming part of an academy set up would be absurdly self-defeating, rash, and disastrous for Round Hill School.

Furthermore, given the strength of resistance evinced on the evening, what the April consultation clearly exposed was the very real (and I use the word with no great exaggeration) danger of Round Hill School parents losing faith in the school management team if academisation goes ahead. The risk of discord between parents and the school (and governing body) would be an appalling consequence for the school, souring relations and the prosperity of the school, fostering distrust and needless friction for years to come. Do Round Hill governors wish to incur such a profound cost for the sake of joining WHP Trust – a step which is by no means pressingly urgent or indeed necessary at all?

Consequently, each governor – and I have confidence that each governor would heed the weight of parental opinion in order to arrive at a popularly informed decision – needs to think extremely carefully about the potential changing relationship between the parental-body and the school if the status of Round Hill is to change in the face of considerable opposition.

Having touched on the strength of feeling of parents and the potential divisiveness of Round Hill joining White Hills Park Trust, I would like to ask of a number of pressing questions about the White Hills Park Trust 'offer':

- The process of academisation is disturbingly irreversible. What happens if the Trust gets into difficulties – financially, organisationally or otherwise? It's not beyond the bounds of possibility that the Trust expands (as it openly seeks to) and one of its schools fails, and thereby drains vital resources and energy from other schools – a sequela which would threaten the very viability of the Trust and the other schools within it. If Round Hill takes up the offer, our school would be tied into something much bigger and less stable than it currently is.
- I understand that other primary schools in the area were approached to join WHP Trust but every single one refused the offer. Why did the other primaries reject the offer of joining WHP? Secondly, what is the extent/limit of the Trust's ambitions? How many regional schools does it wish to subsume? Would these be local Beeston-based schools, or schools from across the county with which Round Hill has no naturally connection or affinity. If we join WHP, it's concerning that Round Hill would be the only primary in a mix of secondary schools.
- The evidence for Academies increasing educational standards is ambiguous at best. Therefore what's the pedagogical/educational imperative for joining the Trust? It would seem more logical if Round Hill were joining an outstanding Trust that incorporated a number of other excellent primary schools, where teachers could move around and share best practice germane to this specific (primary) age and level of educational, psychological and social development. But I see no benefit of joining a Trust that is entirely compact of secondary schools (none of which is inspirationally Ofsted 'Outstanding'), with teachers necessarily steeped in different pedagogies reflecting the older age-range of their students.
- The performance variation in Multi-Academy Trusts is actually greater than the variation between MATs and local authorities, which is of course a troubling issue. (Please See Educational Policy Institute 2017 'The

Impact of Academies on educational outcomes': https://epi.org.uk/wp-content/uploads/2017/07/EPI_Impact_of_Academies_Consolidated_Report-.pdf). This is not a biased, agenda-driven report, but an empirical, evidence-based study conducted by the Education Policy Institute, an independent, impartial and evidence-based research body.

- How would the governance of Round Hill be affected once the school, our school, is assimilated into the larger entity which is the White Hills Park Trust? Would Round Hill governors still regularly meet and be part of any management facet of the Trust? Would Round Hill governors – who represent and work for the best interests of Round Hill, its teachers, its pupils and parents – still be able to make meaningful decisions about the running of Round Hill? If not, does that not concern the current board of governors?
- The necessary question of transparency. One problem that multi-academy trusts present for teachers and parents who wish to challenge or at least question decisions that MATs make is that such decisions are not as transparent as those made by local authorities. What steps would WHP Trust take to ensure all decisions affecting Round Hill are transparent and are clearly communicated to parents and teachers?
- With maintained schools, minutes from governors' meetings are readily and publically available. Worryingly, MATs are not obliged to make such essential documentation publically available. Can White Hills Park Trust ensure that such information is frequently and fully made available to parents?
- If Round Hill joins WHP Trust, would there be any changes to our school's curriculum, the length of the school day, etc. Would there be increased emphasis on testing, teaching to tests, and by extension a narrowing of the curriculum? It might well be that the answer is currently 'no' to these teaching and learning questions. Unfortunately, no guarantee can be provided that there would never be any changes to these practices and policies in the future, since the management of WHP Trust might well change in the future (distant or otherwise). At least with the LEA there is a relative certainty of consistency – and the LEA is democratically accountable. (Who elects the hierarchy of WHP Trust?)
- Post-academisation, who exactly would have ultimate responsibility for running Round Hill school? Would the WHP Trust be able to veto decisions made by the head of Round Hill?
- Would teachers' contracts, pay and working lives change? Would the benefits they currently receive continue (the same sick pay, maternity rights, etc.)? Is this guaranteed – if so for how long? And what about new teaching staff? Would they be on the same rates/conditions as present staff are? What assurances can you give?
- What guarantee is there in the future that any assets would not be stripped from Round Hill?
- Would teacher recruitment be affected by joining WHP? For example, is there any guarantee in the future that teachers without teaching qualifications would be employed?
- Finally, I would like to ask a question about the processing and use of all the survey responses. First, will parents have access to all the unexpurgated survey results (with any necessary anonymisation) such that they can see the full extent and variety of all the interviewee responses?
- Secondly, and most importantly, will there be any quantitative assessment of the survey data such that it can be reliably and readily ascertained (from the total number of answers) whether interviewees' responses are overall against or in favour of academisation (or vice versa)? And if there is a clear weight of feeling either way, to what extent would the governors factor such a result into their decision-making process?

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

The advantages of joining WHP Trust - which in and of themselves are, it seems to me, minor - pale into complete insignificance when considered against the huge risk of joining and being irreversibly tied into a mutual academy trust, with all the myriad drawbacks of being part of a much larger and organisationally complex entity (drawbacks which I sketched out in my answer to section 3).

There is mention that Round Hill, upon joining WHP Trust, would benefit financially – to wit, from an estimated 50 thousand pound saving (if I have this correct). Yet this amount, of course, is inconsequential when considered against the total budget. And so this is hardly a convincing (financial) argument for joining the trust.

The WHP Trust presentation given on 2nd April was earnestly imploring and well-meaning. However, I was not at all convinced that the 'benefits' so articulated are anything that cannot, for all intents and purposes, already be realised and enjoyed by Round Hill School.

Our wonderful primary school, of course, already has a close relation with Alderman White, and hence I see no reason why formalising this relationship would necessarily confer any significant or additional benefits.

Indeed, surely if Round Hill School has issues that need responding to (for example, improving its SATs scores), then Round Hill itself is best placed to address them (the school should, and surely does, have it within itself and the wherewithal, to be a successful and thriving school, as it has been for many years).

At the parents' event on April 2nd, mention was made of Round Hill teachers receiving career and professional development once they are employed the new trust. Yet – again – surely teachers and other staff at Round Hill should currently be entitled and have access to excellent CPD. I don't see why Round Hill has to join a MAT in order to provide its teaching staff with CPD. It should be provided as standard. Many other maintained schools offer such a service.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Safeguarding that in the future every child/class will be taught by a fully qualified teacher.

Staff contracts will transfer across now but in the future teachers pay and conditions are not safeguarded. In effect privatisation of a state funded school. Don't want school run by groups of sponsors.

Don't want Roundhill run as a business.

There are no significant differences in performance between academies and local council run schools.

Will there be a rigorous evaluation on joining WHPT. The advantages are always to the fore and disadvantages are always overlooked. Pupils attending Roundhill school are transitory. Who is to say that parents of children who are not yet school age will want their children to go to an academy which happens to be the local school.

All parents must want this and not just a few.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None. Not even financial incentives.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

There is no real evidence to show that turning a school into an academy will automatically raise standards.

Too much funding will go towards paying the salaries of trust executives. The OFSTED Chief Inspector has said, that "salary levels for the chief executives...do not appear to be commensurate with the level of performance. The average pay of the chief executives in these seven trusts is higher than the prime minister's salary, with one chief executive's salary reaching £225,000. This poor use of public money is compounded by some trusts holding very large cash reserves that are not being spent on raising standards.

Schools that undergo academisation lose their independence and their right to self-determination, run by CEOs rather than educators. Children's education will suffer.

Academisation is another stage in the privatisation of education.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

What benefits there are will quickly diminish as funding is cut in the years following academisation and the school is left to raise its own funds.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, I am strongly against the school joining the White Hills Park Trust. There is simply no benefit to Round Hill, no evidence or argument to support joining WHT.

In my opinion it will have a very negative impact on Round Hill and result in dragging the school down.

If the school is no longer to make its own decision it takes away ownership and responsibility from the head and current teaching staff. Without ownership and responsibility you take away the ability to care and influence, so are left with a teaching staff that have no job satisfaction and ultimately seek to leave. Teachers focused on moving on, who working in a frustrating and unhappy working environment are not going to give our children their best and inspire and encourage them to develop and learn.

With the school under performing, it will have an impact on the Beeston community, at present Round Hill is a sought after school, families move into catchment area and pay a housing premium for this, so ultimately it could affect our local economy; making it a less attractive place to live.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Absolutely none!

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I am concerned that the school assets will be sold off without any say from the local community, and that there will be no oversight by governors or the local authority over such a sale.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

From looking into similar processes at other schools I don't see any benefits of Round Hill joining WHP Trust.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Academisation is not necessary for Round Hill, it is better remaining as it is and having comparative autonomy with the Council's supervision rather than transferring into a MAT that could face significant changes to its governance in the years ahead, particularly if there is a financial black hole yet to be discovered. Another significant issue is the prospect of losing a sizeable asset in terms of the land accompanying the site which would be a prime opportunity for development. This would be detrimental to the children and School community but also the wider public residing in the area.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None. The School already has a productive relationship with Alderman White because the latter reached out just over a decade ago, when my daughter and nieces were entering secondary education. This initiative proved massively successful in increasing the numbers leaving Round Hill to attend AW from a minority to the firm majority that do so now. This was a game changer for WHF- I have friends with older children who tell me what it was like before- and happened without any organisational reform but through organic means and the gaining of parental trust. If you are seen to be playing us we'll know and you risk losing this carefully nurtured relationship.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I have concerns about the working conditions for staff, which will be uncertain once our school is in the trust. Besides the best intentions from the current directives of WHP trust, which promised that the contracts for staff will be the same, this can not be guaranteed in the event than the trust change directives. Joining the MAT will certainly mean that staff working conditions will not be protected as they currently are.

Another worry is that the school will have less control of its finances, this has been shown to be catastrophic in extreme cases where the directives of the MATs were corrupt. This is due to the structure of the MATs facing less scrutiny and are not accountable to the local authority.

The process of academisation is irreversible, so if any problem arises, e.g. like an unwanted change in working conditions by a new director (and this has happened to someone I know working in a MAT in Derbyshire), we will be powerless as there is no going back.

Another thing that worries me is that academes within the MAT have the right to deny enrolment for example to disable children. This is unethical but is not an uncommon practice in MATs.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I don't see any potential benefit that are worth the risks. The only clear benefit is for the headteacher (less administration) but this is not worth the potential risks of joining the MAT.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I don't think this will benefit the school or local community. Yes, there is a cash incentive, but I don't think it will raise real education standards. With academies comes increased focus on grade targets which can lead to overworked teachers and more focus on vocational or 'easy' subjects so to give a false impression of academic success. I have personal experience of this. As an academy teachers and resources can be squeezed even more than they currently are, with more work to do over holidays or in some cases no upper limit on working hours. Academies also come with more incentive to permanently exclude mildly troublesome pupils

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None, as Round Hill are already closely linked with Alderman White

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes, teachers and being able to recruit non trained teachers. Appreciate that existing staff will be transferred over the Academy doesn't hire untrained staff - however, they could if they choose to and there are zero safe guards for the future. This is concerning as it could affect the teaching standards and morale. I have seen this first hand in other professions and all that happens is that new staff are hired on lesser salaries, redundancies are made and soon after the "promises" that are made are not kept.

Overall it feels there are more negatives than positives.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Flexibility in how to run the school.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. Primarily it's a decision which cannot be reversed, whilst those in charge now may be efficient, competent and have our school's best interests at heart those who succeed them and follow on may not necessarily have our schools best interests in mind.

Secondly our school is a wonderful place to be, we chose it(our child is only in foundation) because of its reputation for being a community focused school, it's high standards and the quality of the teaching and staff. It is a wonderfully positioned school with masses of green space and wild area promoting outdoor play. A grave concern I have is that these areas could be sold off or used in other ways under the plans of an academy in the future.

I worry too for the future quality of teaching, I am aware that non qualified teaching staff could be and are employed in academies to save costs, this will undermine the good standard we have currently and effectively have a detrimental impact on our pupils.

The whole sense of academisation of schools strikes me as a business opportunity/decision, this is concerning as clearly the potential for business matters completely take over and are given priority rather than the school and it's pupils being considered as the priority and where the best interests of the pupils will take a second place. Whilst there may be a conscious endeavours to deal with this presently given the leadership dealing with this issue now but in the future this may not be much of a priority for those in leadership.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None, why fix something which isn't broken?
Is it a question of money? Is the school struggling?

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

After reviewing pros and cons on balance I feel there is relatively little to be gained from joining the trust, and since the school presently performs well the best option would be to remain in the current format. The budgets proposed for additional staff development resulting from joining the trust are not significant. Despite looking closely at the details in the budget/business case I'm not sure the possible benefits of going ahead are clear enough.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

I see little benefit in RH joining the trust.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes!! Yes!! Yes!!! Major concerns. What a terrible idea with little positives. In my opinion, the school is jumping out of the frying pan into the fire.

Why would a fairly successful school want to risk their entirety to an unknown phenomenon? What is in this for the children? Nothing as far as I can see.

Should we not be focusing on the children? How are they going to benefit? What is in it for them?

When I asked the CEO of WHP what was in it for his school he couldn't answer. And after minutes he

***** 'buying power'. BOOM the answer is there. Clear as day. This for WHP is about buying power! Wow, he might be able to buy tables at a cheaper cost, wow, he might be able to save pounds on stationary. But the children will not be bothered by that. The children will be bothered that every day they turn up to school and see their friends and their familiar friendly teacher. They are not bothered by SATS, results or ease of transfer of data. They are bothered that they go to school and have fun and are engaged by their learning. I can only imagine the uncertainty this is causing for the teachers. Teachers whom seem to enjoy working at

Round Hill will be jumping ship. They'll be looking to leave the school due to the uncertainty of the way forward for the school. They will hear horror stories off their fellow colleagues in the profession and be fearful for their own future. They are already under a huge amount of pressure. Pressure to perform. Pressure to get the kids to a certain level. They do not need this added pressure too.

Schools were never set up many years ago to become businesses. Whilst they have budgets and control over spending, WHP will be the purse holders. Why would a school want to lose so much control? Control over something that can't even be undone. There is no going back!! That's what makes this even worse.

Unfortunately, from not only being a parent but someone who has suffered by academies I am not in favour at all of the proposed idea. I will be gutted if the idea goes ahead and I'm already looking at alternative education. If I'd known this a couple of years back when applying for schools I would not have accepted the place.

There are many things that the school could focus on without putting all its energy into joining a MAT. Can I ask have Bramcote Hills Primary been asked to join the WHP MAT? I bet they've declined. I bet they've seen the light.

Please, please, please put a stop to the idea of joining the WHP MAT. Drastic times.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None- it's all window dressing. More stress for teacher!!

More uncertainty in an already uncertain country!!

More teachers leaving the profession, due to more pressure being placed upon them!! There in my opinion are NO benefits.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Would prefer if schools stayed under LA control to protect funding and contracts for staff.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Closer relationships with a feeder secondary school. Some initial cost savings

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

It is unclear why Roundhill needs to join this Trust particularly when the school is well run with an excellent environment for children with fantastic teachers. This requires clarity, e.g. Roundhill strengths, weaknesses, opportunities and threats.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Unclear based on information provided, many of the benefits suggested e.g. teachers from different schools providing sessions across schools do not need a trust.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes- all the negative publicity surrounding academies. Inc the negative articles and experiences shared on the Roundhill parents Facebook page set up specifically for parents to voice their opinion and share information. I'm unsure why Round Hill feel the need to enter into something like this when the school is doing so well already and our teachers do a fab job

The governors and headmaster will be taken up with the massive work load needed to go through with such a huge move for the school- can't be good when pupils are the main priority.

Teachers aren't being kept fully in the loop and could be detrimental to their dedication and love of Round Hill We're locked into this academy even if it all goes horribly wrong

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

None really! If we were a failing inner city school with terrible ofsted and poor grades then maybe then we might feel the need to try anything

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

Yes. I have yet to understand what the benefits to roundhill would be. Once committed there is no going back. None of the other Beeston primary schools have shown interest in joining the MAT, possibly for good reasons. This is privitisation of something that should be under public ownership. There is a lot of ris

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

Not really anything at all in the short/medium term except a lot of disruption to staff, teaching and ultimately the children. A lot of uncertainty about the long term and no obvious benefits.

Q3 Do you have any concerns about Round Hill joining White Hills Park Trust? If so, please describe what these are.

I don't want our precious school to be handed over to a private organisation, however well-meaning and well-qualified the leader of the trust may be.

Q4 What do you see as the potential benefits of Round Hill joining WHP Trust?

financial