

Keep Hatch School

Parents Information Evening – Thursday 27th September 2018

Presentations were delivered by the following people:

- Steve Johnston – Keep Hatch Chair of Governing Body
- Claire Appleby – Headteacher
- Chris Cole – Executive Headteacher/ Executive Headteacher of Frays Academy Trust

Following the presentation, there was a Q&A session for the parents. The following governors sat on the Q&A panel:

Claire Appleby (CA), Sarah Cartwright (SC), Chris Cole (CC), Steve Johnston (SJ), Alex McGuinness, (AM), Lali Smith (LS).

Question and Answer	Governor
<p>The presentations were interesting, but how do the financials work? What's in it for both parties?</p> <p>Each academy gets its own money each year in the form of a General Annual Grant (GAG). This money goes directly to the school. Some additional finance comes to the school in terms of SEN, Pupil Premium and Early Years funding. In Keep Hatch's existing set-up, Wokingham Borough Council (WBC) currently take an amount out of this. In moving to become an academy with Frays, this would change to Frays taking 5% of this money. The school would have influence in how this money is spent as the Keep Hatch Chair of Governors would sit on the Frays board. The Department for Education (DfE) would also hold Frays to account in the way that this money was spent. The Finance Manager at Frays has a wealth of knowledge within finance and education and works directly with each school and their bursars.</p>	CC
<p>What are the advantages if the DfE are going to reduce budgets?</p> <p>The DfE are already planning on reducing budgets and there is no direct control on what this means or how it would be managed. Frays are currently working as a Trust to examine what is being done. They are also looking in to benchmarking to help refine requirements.</p>	CC
<p>5% fee to Frays – what is the threshold?</p> <p>There is no current threshold; however the DfE would intervene if they thought the percentage proposed was inappropriate.</p>	CC
<p>What happens if Frays gets into difficulty?</p> <p>The DfE tracks the accounts of the Multi Academy Trusts very regularly; in fact, almost monthly to ensure schools are not getting into financial trouble. Frays are working very hard to ensure a yearly balanced budget.</p>	CC
<p>Can you fix the 5% for more than one year?</p> <p>The Keep Hatch governing body could request that this rate was fixed. This decision would be part of due diligence.</p>	CC SJ

<p>As you are intending to recruit Wokingham Schools, would you take money from KHPS to fund Hillingdon schools?</p> <p>No, we could not do that due to the process that are involved. Actually, Hillingdon schools are in fact better funded than those through WBC.</p> <p>Frays were brought into WBC to help support and improve Wokingham schools and were not looking to recruit schools. However, if anyone wanted to join Frays, then of course it would be a consideration. The 5 year plan is to have a maximum of 10 schools within Frays trust. Frays are not looking at recruiting outside of Hillingdon and Wokingham.</p>	CC
<p>Will there be less Executive Head time for you at KHPS if you recruit more schools?</p> <p>As the school develops they will naturally need me less. I am currently active in 11 schools</p>	CC
<p>I worry that more schools means less support</p> <p>Frays has a very good team that can be involved, so it doesn't need to be me (CC) all the time that delivers the support in all areas.</p>	CC
<p>There are schools in Hillingdon and now schools in Wokingham. A one size fits all approach doesn't work. Will Frays impose ways of working that are not already used at KHPS?</p> <p>We have been working on the curriculum over the last year with CC and Frays. The ways the school works moving forward will be how it has done over the last 15 months working with the Frays team.</p>	CA
<p>What is the budget drop if we stay with WBC?</p> <p>We don't know the exact numbers. However, if we stayed with WBC, then we would also have to pay out for external support.</p>	SJ
<p>If we join Frays, will we have Frays' support?</p> <p>Yes.</p>	SJ
<p>Will the support currently provided by Frays come with the 5% annual fee?</p> <p>Yes Hillingdon currently pay for my salary. If I work outside of Frays then WBC or schools such as KHPS would have to pay.</p>	SJ CC
<p>The Executive Headteacher costs were reported as cost neutral at the previous meeting. Is this correct?</p> <p>This is a reflection on the costs of the previous team vs the current one. There is no difference in costs here.</p>	LS
<p>We were assured at the last meeting that the conversation about academisation was not on the agenda.</p> <p>At the time academisation was not on the agenda. Our focus was school improvement.</p>	CA
<p>Has the work with Frays meant we are not look at other local options?</p> <p>No, not at all. We have looked elsewhere</p>	CA

<p>Lots of work has gone into these decisions. We have looked at a number of other academies. When Frays came out to be looking the best fit for us, we spent more time looking just so we could be sure.</p> <p>We have visited other Trusts and schools. Unfortunately they failed on our list of non-negotiables.</p>	<p>LS</p> <p>SJ</p>
<p>Does this mean that Frays was picked by default?</p> <p>No, not at all.</p> <p>No, we looked into many factors when choosing Frays.</p>	<p>LS</p> <p>SJ</p>
<p>Did you consider the Circle Trust?</p> <p>Yes. We considered all local Trusts</p>	<p>SJ</p>
<p>You need to be clearer on this</p> <p>Any current links will continue with local schools.</p> <p>Details are confidential, but please be reassured.</p>	<p>SC</p> <p>SJ</p>
<p>Could St Crispin's stop admitting KHPS pupils?</p> <p>No, they are not allowed. They have to adhere to the local admissions policy. The council still details the admissions policy. Parents' applications would remain the same.</p>	<p>CA</p>
<p>Who currently owns the school buildings and land? Will this change?</p> <p>KPHS hold a leasing agreement with certain rights of way allowed.</p>	<p>SJ</p>
<p>Who would pick up any legal fees involved?</p> <p>There is a government grant award that would cover these fees.</p>	<p>AM</p>
<p>How will KHPS staff integrate with Hillingdon staff?</p> <p>We would not let distance get in the way. Staff could travel if required. For example, the Early Years staff came to KHPS this week.</p>	<p>CC</p>
<p>Who currently pays for Frays support?</p> <p>The school.</p>	<p>CA</p>
<p>What is Frays vision?</p> <p>Hillingdon has a vision for a secondary school, but the Wokingham hub will focus on Wokingham primary schools.</p>	<p>CC</p>
<p>Will leaders be taken from this school to work for Frays?</p> <p>No, although staff could apply for promotions.</p>	<p>CC</p>
<p>What about staff that don't want to join Frays?</p> <p>We would hope that they would want to join.</p>	<p>CC</p>
<p>How can we retain more staff?</p> <p>There is always more we can do. We have never had an issue with staff</p> <p>We have worked with CC and Frays for 15 months and the staff are all signed up to Frays.</p> <p>The staff have all worked very hard over the last 15 months. We have lost some staff for their own reasons. We don't see that the remaining staff will have any issues.</p>	<p>CC</p> <p>CA</p> <p>LS</p>

<p>We've been here twice before. The terms and conditions could change after 12-18 months. How does this protect our current benefits?</p> <p>This could be written into the Scheme of Delegation. This is the critical document that outlines the agreement.</p>	CC
<p>Will the Scheme of Delegation be published?</p> <p>Yes, this will be published.</p> <p>Frays website has a lot of information, including the Schemes of Delegation for the Hillingdon schools in the Trust.</p>	SJ CC
<p>Is there a timespan for academisation due to Ofsted?</p> <p>Having a strong plan moving forward will be viewed as beneficial by Ofsted.</p>	SJ
<p>Will not getting 'Good' at Ofsted have any bearing?</p> <p>If we do not get 'Good' at Ofsted then WBC will decide the future of the school.</p>	SJ
<p>Is the timetable for academisation based on Ofsted?</p> <p>No, the academisation process will not be rushed.</p>	SJ
<p>Can we wait for our Ofsted result and then become an academy on our own?</p> <p>No, we are not big enough.</p>	AM
<p>Will there be other opportunities to raise questions?</p> <p>We will take any suggestions to our next Full Governing Body (FGB) meeting for discussion.</p>	SJ
<p>If we fail Ofsted, will we get more funding and be forced to join a Multi Academy Trust (MAT)?</p> <p>The decision would be out of our hands. The governors would not get to choose which MAT we joined.</p>	AM
<p>Will these questions and responses be added on the KHPS website to review?</p> <p>Yes</p>	SJ

SJ thanked everyone for attending and gave thanks to parents for the good questions that were asked.

Meeting End