



Sir Thomas
Boughey
High School



Station Road Halmer End Newcastle Under Lyme Staffordshire ST7 8A Tel: 01782 729400

CONSULTATION FEEDBACK

Academy Conversion

Dear Parents, Students, Staff and Partners,

We are writing to keep you up to date with the outcomes of the consultation which we opened on 28th February 2017 and closed on 28th March 2017.

Should Sir Thomas Boughey High School convert to become an academy and join United Endeavour Trust?

We received 63 responses in total. 77% of respondents were in support of the proposal, 17% were unsure and 6% were not in support of the proposal. All employees and Governors who responded were in support of the proposal.

We also held a public meeting to answer questions about the proposals.

Questions raised at the public meeting and in written responses and our responses.

- **Will STB students study solely at the current site in the next 5 years?**

On the whole students will study at Sir Thomas Boughey. At Key Stage 4 we hope that in the future there may be some courses which are offered between the schools. Where numbers for courses are small at any one individual school, but become viable by providing the course across the schools, then this will be considered. UET already run some cross federation courses in specialised vocational courses like Photography and Health and Social Care and across some small courses like Music and Art.

- **Will teaching staff be shared across the 3 schools?**

Sir Thomas Boughey will generally employ its own staff, but again, where specialist or small uptake courses are offered, the trust may employ staff to work across the trust. Staff are very much encouraged to network between the schools and share development of good teaching and learning between themselves.

- **Will teachers' terms and conditions change and based on other UET conversions how many current teachers do you anticipate losing?**

Teachers' terms and conditions will not change. We do not anticipate losing any teaching staff.

- **Will you convert current tutor groups to across year tutor groups?**

There are no plans to change current tutor group arrangements although we do hope to change leadership in this area to introduce House Leader posts instead of Heads of Year. House Leaders will not teach and will have all of their time to support pastoral work.

- **What are the implications for having a new badge for the uniform – how will the school ensure parents do not bear the cost of badge changes?**

Students will be able to continue to wear current uniform until it needs replacing. New uniform will bear the new badge. We hope also to be able to provide new blazer badges which could be sewn over existing badges where parents and students would like to change to the new badge.

- **Will being part of UET mean quicker replacement of staff?**

The capacity to run joint recruitment campaigns and train more of our own staff should help to improve both the breadth and depth of recruitment fields but also allow us to position replacements from within our teams more effectively.

- **What enrichment opportunities will there be for pupils?**

There will be a significant number of additional opportunities provided by working together. Some of the specific projects that we are working on at present are:

- Identify collaboration on community based projects with Trust and other partners to meet our strategic objectives of increasing participation in learning, developing well-being and developing active citizenship and mentoring.
- To expand a Trust wide inter academy performing arts and sports and well-being programme to include Primary Academies and to engage with national and regional partnerships, thereby ensuring the involvement of our Academies and their students in external competition.
- To develop an Alumni support provision
- To develop a UET passport to employment, supported by Business-Education activities
- To expand our provision of support, guidance and advice to pupils to support their transition between key stages and to further education, higher education or employment.
- To collaborate on Pupil Premium activity and review

- **What is the Trust stance on mental health of students?**

Current UET schools have invested in the development of facilities and staff training in an approach called Thrive. The Thrive approach is helping schools to know what it takes to develop healthy, happy, confident children who are ready and open to learning. Recent advances in neuroscience, attachment theory and child development have provided some of the answers to this question. The Thrive Approach draws on insights from these fields to provide a powerful way of working with children and young people that supports optimal social and emotional development. In particular, the Approach is equipping UET schools to work in a targeted way with children and young people who have struggled with difficult life events to help them re-engage with life and learning. UET also work with local mental health professionals where specialist referral or support is needed.

- **Will there be changes to the curriculum?**

There may be more opportunities to expand the curriculum and Sir Thomas Boughey will be supported to look at a Key Stage 4 curriculum which begins in Year 9, but UET see each school as unique and will work to support school-based decision making on what is best for its students.

- **Are there plans for other schools to join?**

It is very much hoped that other schools will join UET, especially locally, to build a family of schools providing education from 3 to 19. UET also work in partnership with a number of schools who are already in other trusts or who are LA schools, since they believe that working collaboratively with other schools to develop learning, extend opportunities and work on solutions together is of real benefit to us all.

Consultation is now closed and we continue to work towards the conversion of Sir Thomas Boughey to academy status within United Endeavour Trust. Our application to convert has been provided to the Regional Schools Commissioner and we await her response.

We will continue to update you as these proposals progress.

Yours faithfully,



Mrs J Hingley
Head teacher



Mrs K Beeston
Chair of Governors