

**The Mosaic
Partnership Trust**



**St Stephen's C of E Junior School
Formal Stakeholder Consultation Outcomes
Report**

**The Proposal:
To convert to academy status and form The Mosaic
Partnership Trust.
Target opening date: April-June 2024.**

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Formal Consultation Process and Methodology

The school's formal consultation exercise ran from **26th September – 24th October 2023**.

On 26th September 2023, the school distributed a formal consultation letter (including a link to a formal consultation questionnaire and a link to attend presentation events to hear more and ask questions) plus an information pack to all parents/carers and staff. Wider stakeholders also received a consultation letter including Multi-Academy Trusts, Trade Unions, the Diocese of Bristol, Diocese of Salisbury, South Gloucestershire Council and Wiltshire Council.

On Tuesday 10th October and Wednesday 18th October a virtual presentation event was held. Attendees included a mix of parent/carers and governors from across all consulting schools. Approximately 50 people attended over the course of the two sessions. In addition, during the summer term 2023, 4 governor information sessions were also held face to face on the 2nd, 3rd, 9th and 10th May.

On Wednesday 11th October a face-to-face opportunity and then a virtual presentation event was held for staff on the same day. Approximately 25 members of staff attended. Two staff information sessions were also hosted on 6th and 12th June face to face and virtually with over 150 attendees across the two sessions.

Responses to the questions raised by all participating schools' respondents have been provided by a collated Frequently Asked Questions (FAQ) document which will be emailed to all parents / carers after 4th November 2023.

Gathering and Analysing the Consultation Returns

Pupil Consultation

The formal consultation with pupils was held during the consultation period in a school council meeting.

Question	Yes	No	Not Sure
Do you think working closely with other primary schools will be good and help to improve our school?	15	0	3

Question	Yes	No	Not Sure
Do you think sharing resources and teaching and learning ideas with the other local primary schools will help to improve your learning experience?	13	1	4
Do you think it is a good idea to share the things we do well and are proud of with the other local primary schools?	14	1	3

Formal Consultation Questionnaire Responses

At the close of the process 21 returns had been received in total. All returns were anonymous. The questions and number of responses are shown below.

Which of the following best describes you?

Parent/carer	12
Employee	9
Volunteer	
Local resident or member of the community	
Representative Town/Parish Council or MP	
Other	

Where do you live in relation to the school?

Within 1 mile	11
Within 2 - 4 miles	7
Within 5 - 9 miles	2
10 or more miles	1

Do you agree that the school should convert to an Academy and join The Mosaic Partnership Trust?

Yes	15
No	4
Not sure	2

Consultation with Recognised Trade Union Representatives

On 2nd October notification was sent to local and national Trade Union representatives together with the consultation information pack, informing them of a virtual meeting to be

held on Thursday 12th October at 1pm to clarify the rationale for the proposal, the expected benefits and target opening date and respond to comments and questions raised.

On 12th October 2023 at 1.00pm, Andrew Best, Trust CEO Designate and Geraldine Tidy, proposed Trust Director of Education met the Trade Union (TU) representatives who had accepted the invitation: Amanda Martin, NAHT Multi Academy Trust Strategy Officer.

TU questions included: conversion timeline, staff feedback, professional and career development opportunities, Terms and Conditions and support for TU time.

Relevant NAHT members had met with Amanda Martin and local NAHT TU representatives prior to the 12th October. No concerns had been raised.

Information shared online during the meeting was sent to all local and national TU representatives on 13th October 2023.

Conclusions

One of every governing body's core functions is to ensure clarity of vision, ethos and strategic direction.

The school's governing body has carefully considered the current educational landscape, the formal consultation responses, and due diligence outcomes they completed in collaboration with other primary schools to shape the proposal. Together, governors and leaders have helped to determine the MAT vision and values, benefits for children, staffing and financial models and governance structure.

All reasonable efforts have been made by the school to communicate updates about the proposal informally, and a four-week opportunity was given for all key stakeholders (including staff, parents, and pupils) to participate in the formal consultation process between 26th September – 24th October 2023. In addition, a formal consultation meeting was held separately with recognised trade union representatives.

Analysis of all formal consultation returns received shows most respondents agree with the proposal. The target opening date is April – June 2024.

Equality Impact Assessment: there is no evidence arising from the consultation processes showing that the proposal would adversely affect any group of individuals either with a protected characteristic or none.