

Notes from Hope, St Mary's, Westbury, Worthen Consultation on Amalgamation Staff Meeting on 10 October 2016

In attendance:

Chris Mathews – Commissioner for Education Improvement and Efficiency

Helen Murray Senior School Improvement Adviser

Jo Hall - SIA

Louise Smith – HR

Jane Gill – HT

Staff from all three schools

- Clarification re possible date for amalgamation – could be September 2017. Could be later.
- What would happen to staff - Q How long would the council work with staff?
A - timeframes re redundancy were discussed. Natural movement of staff may occur. HR would give support - including to be part of deployment list if wanted.
- Q - Are jobs safe until July 2017?
A - Depends on funding for schools. Each schools' individual budget (dependent on numbers of pupils) may mean that restructuring is required to ensure balanced budget could not be ruled out.
- Shropshire protocol re redeployment – no guarantees but LA will work with staff to find alternative employment.
- LA should not be putting governors in a position where they can't make change to staffing – they will need to get a balanced budget. Key is securing good or better education for pupils and resources spent in the most effective way possible. Pupil numbers is a driver.
- HR support is offered by LA and will be when moved to one budget?
A- Sept 2017. Reason why governors have been forward thinking is budget constraint due to falling numbers.
A – Governors can reduce staff at any point. Governors are not allowed to set a deficit budget.

Headteacher – gave explanation re staffing plans and consultation process re restructuring.

Q – If amalgamate will this involve pre-school?

A – This is still the vision of governors.

Q – Would we need to wait for money before expanding at Worthen?

A – No, no need to wait and would be advantage to do this earlier.

HR response to have we all got jobs until September 2017.

Yes – would be working towards September 2017 for any changes.

School have signed up to employment scheme and have had some good successes with this. Staff need to look at the employment list..

Q – Would we need to reapply for own posts?

A – Rare for staff to need to apply but there may be a matching process.

There would be person specifications for jobs.

Q – What is the usual process once decisions are made?

As soon after Christmas as possible then formal process around March 2017

The type of contract an employee has would have a bearing on their position e.g. fixed term contracts or permanent contracts.

- If you are at risk of redundancy – we let you know what you might get as a redundancy payment – everyone's figures would be different.

Voluntary redundancy money is same as compulsory.
Can talk confidentially to HR

- Staff will know by May 2017.
- Jobs ringfenced to permanent staff.

Staff were also advised that they could have union representation at any of these meetings.

Although this meant uncertainty around some jobs, staff said they thought moving the children to one site had been a very sensible move and that they were trying to ensure the best education they could for the children in the area. They recognised that reductions in staffing would have needed to take place if they remained as separate schools.

Staff said they were working hard to come together as one staff and improve the provision for children on the Worthen site.