

Welcome to our Unions
Matthew Corrigan
CEO ECCAT



Recording this meeting ? Is everyone happy ?



Introduction and welcome

- Rob Haring (CEO of WeST)
Pete Gregory (WeST Chief Finance Officer)
Jocelyn Davis (Director of Human Resources)
- Wendy Cavell (Chair ECCAT) sends her apologies however we have and some Trustees of ECCAT present (Gail Clark / David Fildes)
- Lorna Worthington (Business Director)
Sarah Pain (HR Officer)
Steve Jones (HR from PLP)
- Colin Randall (Headteacher AFA)
- Welcome to Unions



We have provided for our unions....

- The draft letter to staff that contains:
 - 1) the rationale for the proposed merger between ECCAT and WeST
 - 2) a link to WeSTs policies
 - 3) a link to the form that will allow staff to make their voice heard
 - 4) a link to the March 22nd staff consultation evening with WeST
- You also have a proposed timeline. Please note, the 1st July 2021 is the provisional completion date.



Rationale for change

We have understood for many years that **ECCAT (consisting of one primary and one secondary) is not the ideal model for school improvement.** Austin Farm Academy (AFA) needs specialist primary support and Eggbuckland Community College (ECC) needs specialist secondary.

WeST offers us a huge range of opportunities to ensure the **very highest quality** of teaching and learning, a broad and engaging curriculum offer, staff development and the recruitment/retention of outstanding staff.

WeST has a similar **ethos and ambition to ECCAT and is based locally.** It understands the importance of the community we serve and the strengths and needs of our students.

As part of WeST, ECC and AFA will benefit from (and contribute to) a **close collaboration of like-minded schools** whilst retaining our character and our place in the local community.



Rationale for change

WeST schools (7 secondary and 15 primary) have developed outstanding practice in the areas ECCAT has been tasked to improve as **identified in our recent Ofsted inspections**. WeST has a very experienced and highly successful School Improvement Team which will offer us the high level challenge and bespoke support to ensure rapid improvements are made.

Trustees have ensured that WeST is well aligned to our vision, values and ethos. It is also a local **MAT with a regional and national influence**. The Regional Schools Commissioner has supported a merger, judging WeST to have the capacity, expertise and proven track record to offer outstanding support to ECC and AFA.

ECC and AFA will be able to secure **better value for money** and free up resources to benefit our students and for our priorities.



Rationale for change

We are always looking to improve the facilities we offer our students and as a small Academy we are rarely successful **accessing funds** to support this. WeST offers us the potential to access these annual funding streams.

By merging with WeST the school's admission policy will not change. ECC and AFA will receive the same level of pupil funding and **all staff will transfer, (via TUPE) to WeST**, retaining their current pay grade and conditions.

All employees working in ECCAT immediately before the transfer would transfer to be employed by WeST on their existing terms and conditions of employment with full continuity of service (Tupe).



And the ECC and AFA context

- ECC and AFA are both Requires Improvement.
- Poor 'legacy results' in 2019.
- Educational landscape has changed : small MATS miss out !

We are isolated from formal support, committed partnership and economies of scale.



WeST : 22 schools, 7 secondary and 15 Primary

Primary to include...	Secondary
Boringdon	Ivybridge
Dunstone	Heles
Glen Park	Coombe Dean
Plympton St M	Plymstock
Sherford	Callington
Woodford	South Dartmoor
Oreston	The Atrium Studio School

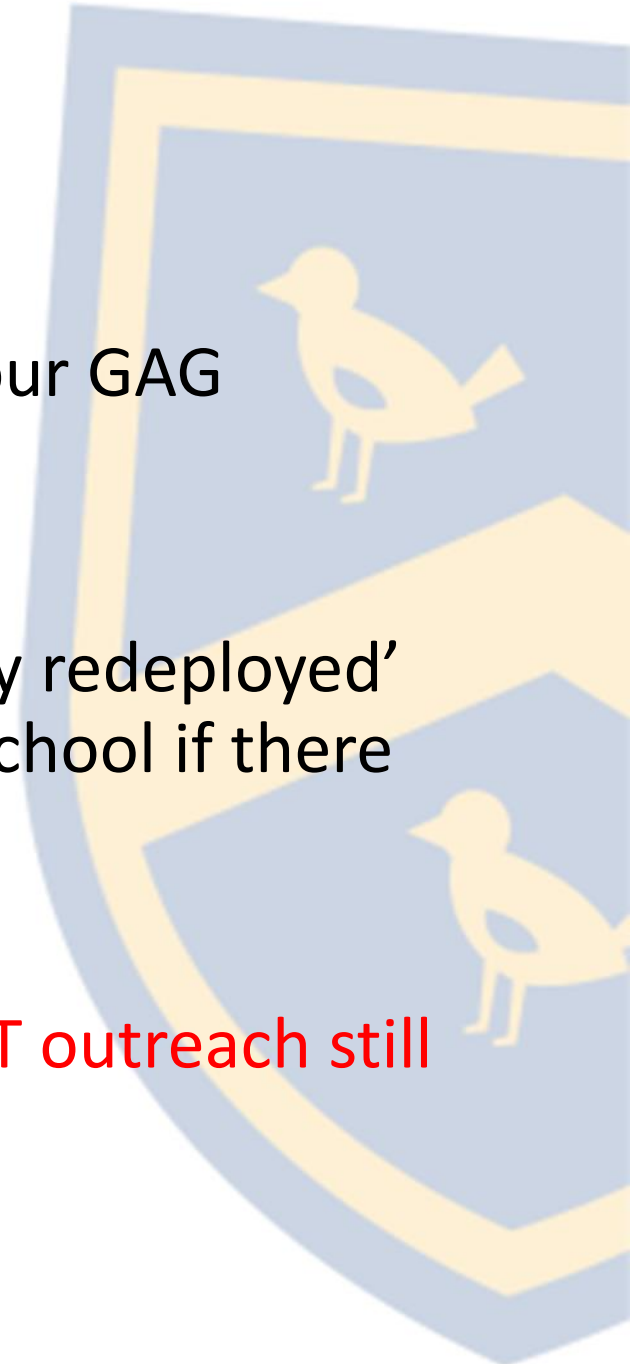
March 22nd Consultation Evening with ECCAT staff

- ECCAT staff met with Rob Haring (CEO WeST).
- 2 weeks before this meeting staff were given the opportunity to put questions to Mr Haring that would be addressed at this event.
- At the end of the event there was an Open Forum.
- The event was recorded and remained on our system for 30 days for all staff to access.



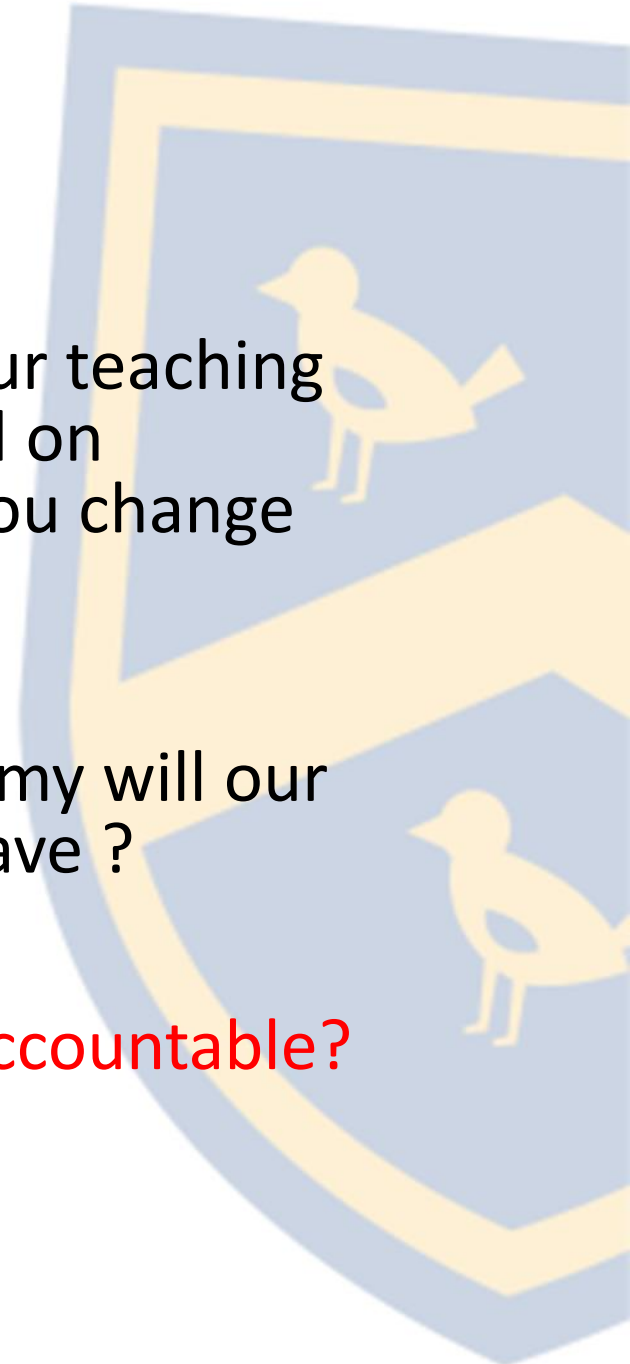
Questions

- Will there be redundancies if we merge ?
- Will staff lose pay?
- Is appraisal linked to performance related pay at WeST?
- What does 5% of our GAG actually get us ?
- Will staff be 'simply redeployed' to another WeST school if there is a need ?
- Will Eggbuckland IT outreach still support AFA?



Questions

- What CPD is available across WeST ?
- How does WeST support young and aspiring leaders?
- Will joining WeST mean more meetings ?
- What is Hub B...will we join this? Do Hubs raise standards?
- We are proud of our teaching and learning based on Rosenshine. Will you change this?
- How much autonomy will our leadership team have ?
- **To whom are we accountable?**



Questions

- Will we be made to jettison our schemes of learning for WeST's schemes ?
- Is the future intention that all WeST schools will have a totally aligned curriculum and all the same qualifications?
- What are the next steps if a merger is on ?



Due diligence being undertaken by ECCAT

- Data scrutiny of MAT performance and their financial health
- RSC and the Head Teacher Board gave approval that both shortlisted MATS (WeST and Greenshaw) had the capacity, ambition to continue our development and further improve standards.
- Formal meetings between WeST staff and ECCAT staff
- Browne Jacobson are our solicitors
- Financial due diligence was completed by Griffin Accountants
- HR due diligence is ongoing



'Measures' research has revealed so far...

- Managing Attendance Policy
- Triggers for absence reviews are slightly different to ours
- Only 2 absence reviews before formal hearing (ECC is 3 absence reviews before formal hearing)
-
- Recruitment and Selection Policy
- “any post that is outside of a school’s approved budget must be authorised in advance by the Trust’s Executive Team”



Statement from WeST : Mr Rob Haring

Followed by questions from unions

