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Welcome from Wendy Cavell

Chair of Trustees ECCAT

- Rob Haring (CEO of WeST) 
- Trustees of ECCAT 
- Matthew Corrigan (CEO of ECCAT and Principal ECC) 
- Colin Randall (Headteacher AFA) 
- Welcome to staff from ECC and AFA

Introduction and welcome

- Rob Haring will have the opportunity to present his perception of the merger and the benefits of joining WeST. He will then address some of the questions forwarded by ECCAT staff prior to this consultation.
- Rob will then be happy for an open forum. Please use your virtual hands if you wish to ask a question.

Welcome to Rob Haring

- Proud and oversubscribed.
- Rapidly improving. Embedding some very positive practice. Results are improving year on year.
- We have undergone a huge transformation at our both schools.
- Ofsted was very positive about our progress and our journey to date.
- We have very loyal and committed staff and Trustees.
- Very community focused and ambitious.
- We have much to contribute to other schools.

ECCAT

The bottom lines in our search for a MAT partnership continues to be...

- It is a merger not a take over. We have lots of outstanding practice that we want to share. We have much to contribute.
- We need to hold the same values : “a collective endeavour to improve the life chances of students, families and community they serve.”
- Any future MAT must align with our transformation, specifically sharing our Teaching and Learning principles, our behaviour policies, our literacy initiatives etc. We must not undo what we have so successfully embedded.

Our search for a MAT

The bottom lines in our search for a MAT partnership continues to be...

- Any future MAT must understand that convergence / alignment takes time. Both sides need to get to know each other's strengths.
- Share similar values and ambitions that are community focused and local.
- 'Autonomy to let the culture of 'ECC remain ECC' and 'AFA remain AFA'
- Any MAT must have a very positive reputation in their community.

Our search for a MAT



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WESTCOUNTRY
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MATs we considered

- Informal meetings with each MAT
- 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, experience and ambition to continue our development and further improve standards.
- Formal meetings with the shortlisted two MAT CEOs

Due diligence

The MAT that met our high expectations ?



- Since then we have 'moored aside' (before any commitment is made).
- We have met with other WeST Heads and Leadership Teams.
- EBACC CTLs and our Director of Literacy have met with WeST subject leads. The feedback is that we are already well aligned and ECC staff are confident the relationship will be symbiotic.
- Richard Light (Primary School Improvement) has met with Colin Randall.
- Closer mooring is planned in the future.

WeST (Westcountry Schools Trust)



- The educational landscape has changed : small MATS miss out.
- Being ONE single Secondary and ONE single Primary is not the model for school improvement and for running schools effectively or efficiently.

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

- STEP (secondary) gave us the understanding of the power of ‘informal’ partnerships to improve standards.
- ECC and AFA are both Requires Improvement : our ‘legacy results’ in 2019 do not help!

Matthew Corrigan

CEO ECCAT



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

WeST (Westcountry Schools Trust)



Standardised	Aligned	Autonomy
Vision and values	KS4 exam boards (Core KS4)	Curriculum structure
Risk assessment	Subject resource sharing	Exam boards (KS5 and non-core KS4)
HR/ H And S / Finance and safeguarding policies	Professional development	Schemes of learning
Financial systems	Moderation	Timetable
Pay and conditions	Principles of T and L (Rosenshine)	Internal assessments
QA reviews	Principles of behaviour management	Extra curricular provision
3 assessment collection points	Literacy strategy	Uniform
Risk assessments	Term dates	Time of the day
Recruitment approach		Internal meetings
		Internal staff organisation
		School specific CPD

**Standardisation / Autonomy
continuum**



- A few words from Rob Haring
- Addressing questions from the staff
- Open Forum

Rob Haring

CEO WeST



- Will there be redundancies if we merge ?
- Will staff lose pay?
- Are the wages for the 'people at the top' going to increase because of this merger?
- Is appraisal linked to performance related pay at WeST?
- What does 5% of our GAG actually get us ? What money comes back?
- Will staff be 'simply redeployed' to another WeST school if there is a need ?
- Will Eggbuckland IT outreach still support AFA and other schools? What will happen to the income we generate?

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?
- 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 ?

Questions



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Open Forum
Virtual hands up please !