

Minutes of Staff Consultation Meeting re Foundation Status

Monday 21st January @ 3.35pm held at The Voyager School

GOVERNORS:

Sabrina Haberman-Lawson

IN ATTENDANCE:

Pat Alford – Unison, Andy Williams – NUT, Tony Western - NASUWT

APOLOGIES:

Malcolm Groves (Chair of Governors)

Introduction to the meeting

Hugh Howe welcomed staff, governors and Union representatives.

The purpose of this meeting was to draw attention to the informal consultation paper and ask that any comments be submitted in writing by Monday 11th February. Governors will then consider responses at the next Governors meeting on 19th February and a decision will be made by them as to whether to proceed with a formal notice to change status. The informal consultation documents had been made available for staff to collect and to download from the staff portal.

Hugh explained several points in the document and asked for questions: -

- If The Voyager School became a Foundation School, would the TUPE period start again in September 2008 for a period of 3 years for teaching staff and 18 months for enabling staff? **YES**
- Would there be any major staff restructuring as a result of a change to Foundation Status? **NO. Any changes that may be made would be due to a curriculum change. Governors would review the curriculum annually.**
- If Governors decide to proceed on 19th February, would there be a formal consultation period? **YES. Hugh outlined the timetable.**
- Would salaries continue to be safeguarded? **NO. TUPE would start again in September 2008. This is different to safeguarded salaries.**
- Could students ask for translations of the document if required? **YES.**
- Would the HR Policy change? **Hugh doesn't envisage any changes to the HR Policy. EPM would still provide our personnel advice.**
- A concern was raised that this was being taken on so early in the school's life when there are other issues to be considered. **The school and governors felt that there are areas we need to exploit now rather than later (admissions/appeals procedures). Becoming a Foundation School would give governors greater autonomy with these matters.**
- Would there be a change in the subjects taught to students? **NO. The Voyager School would still follow the National Curriculum.**

Hugh stressed the importance of any further feedback or concerns from this meeting being made in writing by Monday 11th February 2008.

The meeting closed at 4.15pm.

Appendix

At the staff meeting on the 21st January 2008 Brian Simmons asked the question in respect of Foundation Status about TUPE and safeguarding. In addition to my response I have taken further advice and would wish staff to be aware of the following:

If Foundation Status is adopted by the school, staff will transfer to the Foundation School under TUPE as the new employer and this will not affect the current safeguarding arrangements.

If there is a decision to re-organise staffing following the move to being a Foundation School and a member of staff is downgraded as a result of the re-organisation and therefore receives a lower salary level then that person will be entitled to safeguarding for three years from the start of the downgrading due to Foundation Status re-organisation. The safeguarding and protection that is currently in place would continue until the current three year period has ended.

Hugh Howe

**Signed as a true record..... Sabrina Haberman
Lawson (Governor)**

Date.....