

Appendix 4 - Elements Academy Consultation Meetings Questions and Feedback

The Rowan Centre Staff Consultation Meeting

25 April 2022 3.30pm

The Rowan Centre

This first meeting for Rowan Centre staff was an introduction to Ethos and the commencement of the LA TUPE consultation. A copy of the presentation found in Appendix 3 was shared with staff and at this meeting only one question was asked. Staff were advised that there would be another opportunity to attend a staff meeting with Ethos on 9 May 2022 and ask further questions at this point.

Question **Is there a time limit under TUPE?**

Answer No there is no limit.

Rotherham Aspire Staff

28 April 2022 3.30pm

Aspire Centre Rawmarsh Site

This first meeting for Rotherham Aspire staff was an introduction to Ethos and the commencement of the LA TUPE consultation. A copy of the presentation found in Appendix 3 was shared with staff and details of questions asked at this meeting are below. Staff were advised that there would be another opportunity to attend a staff meeting with Ethos on 5 May 2022 and ask further questions at this point.

Question **Will the term terms remain the same at the new school?**

Answer Yes, there are no plans to move away from the Rotherham term dates.

Question **Summer support for LAC has been offered before. Can this be facilitated again?**

Answer Yes, this is something we would like to do.

Question **Will Ethos take over the space Newman are using once they move in to their new building?**

Answer We don't know as yet.

Question **Will there be pupil and staff transition?**

Answer Yes, collective transition following the Ofsted visit will be arranged , plus there will be additional inset days planned for staff.

- Question** Will staff be invited to the RMBC Aspire consultation too?
Answer No, they are two separate processes.
- Question** Will we transfer over with the same job titles?
Answer They will be similar job titles but not necessarily the same.
- Question** What will the class sizes be?
Answer The plan is for 6 pupils in KS2 classes and 8 pupils in KS3 and KS4 classes.
- Question** Will there be any redundancies?
Answer No.
- Question** What will the school day look like?
Answer The day will run from 9am – 2.30pm with a 30 minute lunch and a 15 minute morning break.
- Question** What will the admission date for pupils be?
Answer 1 September 2022.
- Question** When will we know which pupils are staying?
Answer The current Year 10 (Year 11 next year) will be staying at Aspire.
- Question** What about changes of systems, learning and training?
Answer Curriculum and training mapping is currently underway. There will be a summer data transfer.
- Question** Will the term times remain the same at the new school?
Answer Yes, there are no plans to move away from the Rotherham term dates.
- Question** Will there be a SEN payment?
Answer This is being looked in to and we will confirm in due course.
- Question** When will we know which pupils we will be working with and what subjects we will be teaching?
Answer Planning has already started but will be a number of weeks before anything can be shared.
- Question** What will the staff day look like?
Answer This is to be confirmed but we aim to be as flexible as we can be around the timings of the school day.

**Rotherham Aspire Staff
5 May 2022 3.30pm
Aspire Centre Rawmarsh Site**

- Question** **What will the class sizes be?**
Answer Class size will usually be 6 pupils for KS2 and 8 pupils for KS3 and KS4 (with some flexibility in terms of pupil need / profile). There will be between 17-20 classes in the school.
- Question** **Will pupils be staying in their own groups?**
Answer Ethos Academy Trust are open minded about this, but expect that there will be some mixing of pupils.
- Question** **Will children stay with their class teacher or have specialists for PE, cooking etc?**
Answer There will be some specialist teachers and some class teachers: the curriculum offer and associated staffing will be based around pupil needs.
- Question** **Outside of teaching and TA roles, what other roles will there be such as behaviour roles?**
Answer There are 2 models being considered; more staff in classrooms or a separate team – again this will be based on pupil need.
A care team in key stages is an option.
- Comment:** ***Don't assume all children will be in a classroom from the outset.***
- Question** **Will there be fobs? Will children encounter each other (separate entrances etc)**
Answer Spaces will be secure and the school will be divided into zones to manage the separation of KS2 and KS3/4 and yes there will be some fobs to manage the movement of pupils to support behaviour and safeguarding.
- We do need to work on the development of outdoor space and this will be an area for development once open so that pupils and staff can contribute to the design. We will be working together to seek opportunities for grant funding to support some of these developments.
- Comment** Staff and children are worried about break times.
Response We need to look at the timings of the day and crossover of breaks and lunches but we envisage there will be a carefully planned degree of separation at break and lunch times.
- Question** **What does lunch look like?**
Answer We can have lunch in classrooms and / or communal dining spaces. It is likely to be a mix of classroom and communal dining, again aligned to pupil need.
- Question** **Do you use outdoor / offsite provision currently?**
Answer Yes, some of our academies use, for example, a boxing gym and climbing wall.

Question	Who teaches them?
Answer	It is a mix of staff and instructors.
<i>Comment</i>	<i>Care team model – crisis care. In year 6 there are pupils in crisis. Once they mix with years 8-10. They take 3/4 adults to manage.</i>
Question	Can we cater for a 15 minute break in PM?
Answer	Yes, we can create a break during the afternoon to suit the pupils' needs; 5 – 15 minutes - up to staff team to develop a system that works for the different groups / curriculum offer during the afternoons.
Question	Will there be a transition phase for the pupils?
Answer	Yes, post Ofsted visit it is hoped that a soft transition will take place, with the opportunity to visit the school and look around. Further arrangements will be communicated as soon as possible once the schedule of final building works has been confirmed.
Question	Will there be new furniture, fittings and equipment?
Answer	It will be a mix of new and existing FF&E.
Question	Will there be calming rooms?
Answer	Yes, there will be intervention spaces, some of which can be soft padded if required.
Question	Will there be an outdoor care space too?
Answer	This can be developed – there is plenty of outdoor space to support pupils who need time outside.
<i>Comment:</i>	<i>I am worried about the volume of glass in the school.</i>
<i>Response:</i>	<i>Ethos recognise the need to monitor and potentially adapt some of the internal glass – potentially replace with other materials, this will be explored once we use the building.</i>
Question	What is the policy for managing behaviour?
Answer	There will be high expectations with positive behaviour being rewarded. Recognition of behaviour as communication. Restorative work with pupils will take place, along with consequences to support pupils' development.
Question	What is the view of Rowan staff on managing behaviour?
Answer	Consistency is key.
Question	Is there a date for when staff will know what their roles will be at Elements Academy?
Answer	An update will come from the local authority on timings. We are working on this currently.
Question	Will there be enough jobs for everyone?
Answer	We think there are some gaps in terms of vacancies that will need to be recruited to.

- Question** Will Rowan and Aspire children be together in classrooms?
Answer Yes
- Question** What staff CPD will be available?
Answer Whole school and individual CPD is the Ethos model. We will be applying for additional INSET days to accommodate training that is required pre-opening.
- Question** Is there a staff uniform?
Answer No, but Ethos has a dress code which requires smart, professional dress.
- Question** What are the staff start and finish times?
Answer This will depend on the contracted hours. Teaching staff in our other academies typically work 8.30am – 3.30pm and are required to stay until 4.30pm on a Tuesday for CPD.
- Question** Is there a copy of the school calendar available for 2022/23?
Answer This should be available before September.
- Question** How can we tell you about us?
Answer One to one sessions will be arranged for anyone who would like one. We are keen to hear about what experience you have and any ideas that you can bring to the new school.
- Question** How do you manage risky behaviours and wrong choices, in order to avoid needing to take pupils off site / reduce access to the curriculum?
Answer Use of detailed risk assessments to manage / mitigate risk on an individual basis in relation to what is suitable for each pupil, taking in to account their age, abilities and aspirations.
- Comment* Some pupils will struggle with fobs
Response Fobs are not in all classrooms; more used to separate and zone areas of the building.
- Question** What vocational qualifications will there be?
Answer This is not yet decided and will be discussed with all staff to ascertain staff skills, entry level, functional skills etc. aligned to pupil need.

**Aspire Management Committee
5 May 2022, 4.45PM
Virtual & Aspire, Rawmarsh Centre**

Jayne Foster gave a presentation to the management committee of Rotherham Aspire. Elements Academy gives an exciting opportunity to build on the best of both schools transferring across. As a Trust, growing to six schools, they will focus on specialising on SEND and Alternative Provision.

Question **Do you have LA representation on the Management Committee?**
Answer Yes. We will also extend an invitation to the Parent Carer Forum to help recruit to vacancies going forward.

Question **What are your outcomes for LAC pupils like?**
Answer In line with other pupils.

Comment **Building relationships with Ethos. Value conversation happening soon to manage complexity of need.**
Response We agree and will continue to work with partners to build these relationships and ensure we meet need. We will arrange a meeting to follow up and agree priorities over coming weeks and months.

**The Rowan Centre Staff
9 May 2022 3.30pm
The Rowan Centre**

Question **Is ICT a discreet subject in the Trust schools or embedded into the curriculum?**
Answer In younger ages it is woven into the curriculum. For KS4 it is a discreet subject, but depends on the cohort and the need. ICT is fundamental to what we do.

Question **Will Alamo manage the website?**
Answer No - the website will be designed / developed by Engaging Education (who design all our academies' websites). On an ongoing basis, it will be expected that the content of the website will be maintained / updated by Elements staff, potentially with some support from Engaging Education if this is needed.

Question **What support do Alamo provide to academies?**
Answer Both remote and on-site technical support.

Question **Will there be an opportunity for a member of staff to fulfil an ICT support role?**
Answer This is yet to be decided. Alamo will provide technical support to Elements.

- Question** **Are you well stocked for technology?**
Answer We have an IT provider, Alamo. They provide IT over lots of MATs. We are aiming high - new smartboards and interactive TVs. Over time, we will look to refresh ICT provision further as part of planned capital developments.
- Question** **What is the D&T resource like?**
Answer In the Elements building, we have a student kitchen and have requested additional ovens and workspaces. There are dedicated art /DT classrooms.
- Question** **Are you planning on faculties?**
Answer We are currently in the process of proposing structures.
- Question** **What are the plans for timing in September?**
Answer The school day will be 9.00am - 2.30pm. *(comment that some staff are looking to organise childcare and need to know if there will be a change of hours).*
- Question** **Will there be opportunity to see what there is for D&T?**
Answer Yes, all staff will be able to come and see the site.
- Question** **Will there be extra provision outside of school hours?**
Answer All children have breakfast and we are looking for funding opportunities in Rotherham for this (Please let us know if you are aware of any). Longer term, we would hope that after school clubs will be developed to support pupils' access to additional opportunities.
- Question** **Will we have the chance to meet Aspire staff?**
Answer: Yes. We are proposing an informal/social meeting and would like to look at an event at the Dinnington site. We have requested additional inset days.
- Question** **Will we get information about the Aspire children?**
Answer: A meeting is taking place with the LA on Thursday to agree the process for formal consultation, in order that information about all pupils is clearly and effectively shared. Some Aspire and Rowan children will be grouped together, aligned to profile / need.
- Question** **How will you integrate children?**
Answer A house system has been requested in the consultation. *(suggestion of pen pal schemes through English lessons between the sets of pupils?)*
- Question** **What tracking system do you use?**
Answer A range of different systems according to age and need, egg Boxall to track SEMH progress. SEMH and academic achievement / progress is given the same weighting in the Trust. We are beginning to look at the development of a Trust-wide Management Information System to effectively support the tracking of pupil data across all academies in a consistent way.
- Comment** *RS is interested in knowing more about the Adventure Days at Rowan*

Question Will you mix children from the key stages?
Answer Possibly, dependent on ability and if it is right for the children

Question How will Rowan/Aspire children join in terms of behaviour and expectations?
Answer: We will get together in teams, joint behaviour policy pulling from what we have at both schools now so not everything will be new. High expectations. All views appreciated. Well planned induction and initial days / weeks in the new school to make explicit / reinforce expectations.

Question Will we get SEN points?
Answer This is an area currently under discussion.

Question How will we physically move to the school?
Answer The Trust has done this before and got young people (where appropriate) involved in packing up and moving things so that they have felt included and involved. There are mobilisation meetings scheduled with LA colleagues over the weeks ahead to formalise plans, including practicalities and dates.

Question Will departments get their own budgets?
Answer That is how our other academies currently work.

**The Rowan Centre Parents / Carers
9 May 2022 6.00pm
The Rowan Centre**

**6 families attended in person
12 people attended virtually**

Jayne Foster gave a presentation to families. She explained about the growth of Ethos Academy Trust, the nurture model that they use and the values of the Trust.

Families were advised of the timings of the new school day and that the school holidays will mirror Rotherham MBC holidays.

Transport routes are currently being mapped out and families will receive a letter with more details in due course.

The curriculum will be underpinned by the basic principles of nurture and will be based on need. It will look different according to need and will prepare children for adult/working life.

Uniform was discussed. Pupils like to have a uniform and Jayne is aware that the older children have expressed an interest in having a blazer.

Jayne advised that there will be significant pastoral support at Elements Academy.

It is hoped there will be a soft transition process after the Ofsted pre-opening inspection so both staff and pupil have the chance to spend time at the new building and familiarise themselves with it prior to opening.

Families were then given the opportunity to ask questions.

Question **Are all staff from Rowan going to the new school?**

Answer Yes they are.

Question **When can we expect holiday information for 22/23.**

Answer As well as the RMBC holidays Elements Academy has also applied for additional closure days in September. This will be communicated with families as soon as possible.

Question **Will class sizes change?**

Answer Ethos have started to map class sizes and current thinking is that class sizes will be:
KS2 6 pupils and 3 adults per class
KS3 and KS4 8 pupils and 3 adults per class

Question **When a child has a meltdown travel can be an issue.**

Answer All staff will be trained to help. There will be calming rooms in the school. Staff will support a child until the parent can get there. Strategies will be in place for all pupils.

Question **Will the school open in September? Is this school right for my child?**

Answer Yes, the school is due to open in September 2022. There is a lot to do but we are on track to deliver to this timeframe

Question **Will the adventure days continue?**

Answer This will depend on pupil need. There is a great appetite for them to continue, and we understand staff have already visited the area to see what opportunities may exist locally.

Question **Will the site be secure?**

Answer The site will be zoned with fob access to make it safe. The external boundary is fenced all around. We are working with the high school next door to gather information about the local area as well as with Newman Special School who will be our closest neighbours.

Question **Will year groups meet at break times?**

Answer It is unlikely, but there may be times when there is more than one year group in a class group.

Question **When will we know about uniform?**
Answer We are hoping to clarify the detail by the end of June. This will include the items the uniform consists of, where parents can purchase the items from and where communications will be posted.

Question **When will parents be able to visit the new site?**
Answer Not yet. Ofsted need to sign off the opening of the new school. From then a soft transition will take place. We hope to invite staff, pupils and parents on site pre-opening, depending on the schedule for the completion of the building work. Ethos will be in touch to share more details as soon as possible.

Question **Has the new school got a name?**
Answer Elements Academy.

The Rowan Centre Pupil Consultation 9 May 2022

Primary pupil consultation

5 boys took part in the consultation exercise, 4 of which were year 6 and 1 year 4.

Words to describe how they are feeling about moving to Elements Academy:

- Nervous
- Excited
- Every emotion into one
- I might be able to meet my old friend

Questions:

- Will it be for up to 16 or up to 18 years?

Logo Preferences and comments:

- Logo 2 as it symbolises friendship
- Logo 1 as it's like an eye. I think it represents two elements joining to make one new start.
- Logo 2 as it looks like 4 friends joining each other to make a new friendship: new elements joining the elements team.
- I like the four colours as they represent elements: Green - earth, blue - water, purple - galaxy, grey - time.
- Logo 2 as it represents everyone together and nobody's left behind. Everybody's different.

Uniform Preferences and comments:

- Prefer coloured polos or logo'd polos
- Dark polo shirts as white shirts get stained
- Green jumpers
- Different coloured jumpers for different stages
- Grey/black trousers, skirts or dresses
- Orange sunflower colour for the jumper
- Blue / teal polo shirt
- Don't like collars on polo shirts as they are uncomfortable and annoying, would prefer a t shirt without a collar

Curriculum Preference and comments

What I would like to keep:

- Maths
- Science
- PE
- Golden time
- Safety learning

What I would like to learn:

- Timetables
- Algebra
- History
- Animals
- Human body
- Art and sculpting
- Calm drawing / quiet activities / quiet area

Secondary Pupil Consultation

5 boys took part in the consultation exercise, 3 of which were year 10, 1 year 9 and 1 year 7.

Logo Preferences and comments:

- Excited to have something new
- Logo 2 because the colours look unique and cool
- The colour of the logo should present the elements
- Logo 3 because it is different from others that I have seen before
- I do not like the logo. I would like the Rowan tree with the people added onto it
- I prefer the colour red for the logo as it is not featured
- I prefer a light blue colour
- I prefer turquoise as it is not used for schools in the area

Uniform Preferences and comments:

- Looking forward to a fresh new design and look forward to wearing the logo
- I think we should have houses and colours to match. Ties should represent the different house you are in.
- Green and black ties and blazers
- Different year groups having different styles
- Blazers for older students
- We like wearing a uniform
- The jumper we have currently is terrible and tears easily
- The new PE uniform needs to be more comfortable and made of a different material as it is itchy.

Curriculum Preference and comments

What I would like to keep:

- D of E
- Cooking
- Humanities
- Football
- Sports activities
- Art

What I would like to learn:

- Music
- Drama
- History
- Wood tech
- PE
- After school activities
- Gym area / equipment
- Football team

Questions:

- How many students is the school for?
- Will we have lockers in the hall so you don't have to carry items around?
- Phones - can we have our phones back at break in the new school?
- Will there be a place for bikes to be locked and stored safely during the day?
- Will we have the same taxi / taxi driver?
- Catering - can tuna wraps be on the menu?

**General Community Meeting
10 May 2022 6.00pm
The Rowan Centre**

Attended by 3 colleagues from James Montgomery Academy Trust and the Chair of Governors from Thornhill Primary School

Jayne Foster gave the general community presentation to the attendees.

- Question** **How can we work together to support your vision?**
Share ideas - What is missing? What does Rotherham need? Opportunities for partnerships and collaboration
- What do you need from us?**
Opportunities to work together to support the full SEMH continuum of provision in Rotherham. Two way sharing of resources and expertise.
- How will we know that we have succeeded in supporting each other?**
The children will be settled, happy and making strong academic and SEMH progress. The right children will be accessing the right provision at the right time.
- What is the biggest threat?**
The amount to be achieved in the time allowed. There is a lot to do in a relative short time frame.
- What should the message be from us if parents ask about the new school?**
Positive, exciting, new opportunity for pupils with SEMH needs to access and belong to a high-quality long-term school provision. Clarity regarding the process for pupils joining Elements Academy in terms of formal consultation linked to needs identified within the Education, Health and Care Plan of pupils.
- Question** **What happens to Rowan and Aspire?**
Answer Rowan is moving across to the new school as a whole. Some Aspire staff and pupils will transfer across.
- Question** **Will there be outreach from Elements Academy?**
Answer A contract has been awarded to Aspire for outreach and we would welcome the opportunity to support and add value to this. Aspire will be the RMBC alternative provision provider going forward.
- Question** **Do you envisage a slower transition at the beginning. There are 109 pupils now but what about new pupils?**
Answer We don't anticipate being at capacity in September, but we must prepare to meet the full capacity need as soon as possible.

- Question** **What will the class sizes be?**
Answer Ethos have started to map class sizes and the class sizes will be approximately (on average):
 KS2 6 pupils and 3 adults per class
 KS3 and KS4 8 pupils and 3 adults per class
- Question** **What nurture provision do you provide?**
Answer Relationships are embedded throughout. Pupils will have a safe base. There will be a nurture breakfast each morning. A nurture curriculum will underpin and be delivered alongside the academic curriculum.
- Question** **Will there be access to therapies?**
Answer Yes, the Rowan therapy team will be moving across. Ethos Academy Trust want to take this opportunity to learn from this to support the development of this offer within their other academies.

Rotherham Aspire Pupil Consultation 19 May 2022

Primary pupil consultation

3 boys took part in the consultation exercise, 2 of which were year 6 and 1 year 4.

Words to describe how they are feeling about moving to Elements Academy:

- Nervous
- Excited

Questions:

- Will we be able to do interventions?
- Do you have electronics including laptops and Ipas?
- What will breakfast be like?
- Is there a cooking room?
- Can we have pepperoni pizza?
- Will there be rapid changes? I don't like rapid changes (went on to describe behaviour systems being implemented for a week and then changed)
- Will everyone eat together?
- Are all staff coming to the new school?
- Do we have to take school buses?
- Are we able to bring bikes and scooters?

Logo Preferences and comments:

- Logo 2 as it looks cleaner and is better spaced.
- Logo 2 and 3 mixed together.
- Logo 2 as it has my favourite colours.
- I like the turquoise colour of 'Elements'
- I prefer the blue colour in the logo.

Uniform Preferences and comments:

- We don't wear uniform, it is optional, but we don't wear it
- I may wear school trousers
- T-shirt with a logo
- Jumper
- I don't like wearing a school uniform
- I would like a uniform

Curriculum Preference and comments

What I would like / like to learn:

- Spray painting
- Working with wires / batteries / motors
- Monkey bars
- Climbing frame
- Football
- Basketball
- Experiments
- Biking / scooters

Secondary Pupil Consultation

3 boys took part in the consultation exercise, all of which were year 7.

Logo Preferences and comments:

- Logo 1
- Logo 2 because it looks better
- Logo 3 because it looks like a circle

Uniform Preferences and comments:

- We don't wear a uniform
- No, I will not wear a uniform
- I would wear one sometimes
- Everyone at Aspire wears joggers or shorts in summer

Curriculum Preference and comments

What I would like / like to learn:

- PE
- Bikes
- Climbing frame
- Adventure equipment
- Maths
- Art - spraying

Questions:

- Are we going to wear a uniform?
- Is there a hall for indoor PE lessons?
- What time is break and lunch and how long are they? (Current timetable at Aspire: 9.30-10am nurture breakfast, 20 min break, 35 min lunch break, 5/10 min afternoon break)
- Will there be a care team? I don't want there to be a care team. I haven't been held since moving to Swinton in a nurture group where there is no care team.
- What will happen with mobile phones? (Currently hand in and get them back at break and lunch - behaviour is better if they have access to them at these times)

Rotherham Aspire Parents / Carers

**11 May 2022 1:1 Parent meeting, 27 May 2022 – Friends and Family Open Day
9am – 12pm**

Over 50 parents have met with the Executive Headteacher during the consultation period. Many questions were asked covering the following:

Parent questions:

Question Will the classes be organised by ability or year group?

Answer Classes will be organised by individual need.

Question How many children will there be per class? What is the staffing ratio?

Answer Ethos have started to map class sizes and current thinking is that class sizes will be, on average:

KS2 6 pupils and 3 adults per class

KS3 and KS4 8 pupils and 3 adults per class

- Question** Will there be an alternative adult for when my child is in crisis?
Answer All children will have key adults that will work with children to build positive relationships. Key staff will support children in crisis and there will always be an alternative adult available for a change of face.
- Question** What will staff be trained in?
Answer All our staff are trained in wide ranging Social, Emotional and Mental Health needs and SEND.
- Question** Will there be key workers / key staff for each child?
Answer There will be three staff members allocated to each class and they will be the key workers for a group of children.
- Question** My child is currently in a class of 4, what would you do children who can't manage in a bigger class size?
Answer Class sizes will be between 6 and 8 pupils with three staff members. There are also additional intervention spaces for when children need to work in smaller groups.
- Question** What are the times of the school day, including break and lunch times?
Answer The school day will be 9.00am - 2.30pm. There will be a nurture breakfast in the morning, a mid-morning break, lunch break and a more informal afternoon break based on class timetables.
- Question** Will groups / key stages have breaks and lunches together?
Answer Breaks and lunches will be staggered. There may be times when there is more than one-year group in a class group.
- Question** How will they pick their school lunches? Will the menus be available in advance for children to choose their meals?
Answer We are currently working with catering; however, we would look to have menus available in advance.
- Question** Will you have lunch supervisors, separate to class staff?
Answer Break and lunch times will be supervised by staff that the children know and are familiar with.
- Question** Will there be snack options throughout the day?
Answer There will be clear, allocated mealtimes for breakfast and lunch.
- Question** Will there be bottles or cups available and provided by the school or are they expected to bring them in?
Answer Children will have access to drinking water, throughout the day.

- Question** **When do you remove a child in crisis?**
- Answer All children will have individual plans which outlines strategies specific to them which help them to self-regulate.
- Question** **How do you use spaces for de-escalation? What spaces do you have available for this?**
- Answer Staff are trained in de-escalation strategies, and these can be used at all times. We are planning to have a soft space in primary, similar to what the children as used to in their current provision.
- Question** **What is your praise, reward, discipline system?**
- Answer The behaviour policy is currently being written and will be shared with parents.
- Question** **Will there be assemblies and opportunities for parents to come into school?**
- Answer We are committed to building relationships with parents and involving them in their child's education. We will provide opportunities for parents to come into school for events.
- Question** **What will you do about uniform for a child who has sensory needs?**
- Answer Uniform features as part of this consultation and we are keen to hear parents and pupils views on uniform.
- Question** **What will the curriculum be?**
- Answer The curriculum is being designed around 4 themes: Nurture, Preparation for Life, Partnerships and Personalised Pathways.
- Question** **Will children move around the school?**
- Answer The movement around school will be different for children, dependent on need.
- Question** **What will be PE provision be?**
- Answer There will be PE provision as part of the curriculum. The academy has a large outdoor space which will be developed over time.
- Question** **Will my child take part in activities out of school? How do you gain consent from parents?**
- Answer Children's learning and experiences will be enhanced through opportunities outside of school. We gain consent for trips from parents during induction and will be in contact with parents prior to a trip taking place.
- Question** **What will the transition arrangements be?**
- Answer A soft transition will take place. We hope to invite staff, pupils and parents on site pre-opening, depending on the schedule for the completion of building work. Ethos will be in touch to share more details as soon as possible.

- Question** **What is the protocol for student-on-student incidents? Bullying, discipline, consequences, exclusions, contacting parents or separation?**
Answer The behaviour policy is currently being written and will be shared with parents.
- Question** **Can students sit GCSEs/SATS?**
Answer There will be accredited qualifications on offer for pupils.
- Question** **What will school-home communication look like?**
Answer We will communicate with parents on a regular basis and promote positive working relationships to best support the child and their family.
- Question** **Will there be a parents evening or friends and family day?**
Answer Yes, there will be events where parents/carers and family members are invited to attend such as: coffee mornings, celebration events and progress reviews.
- Question** **Will students have to wear a PE kit? If so will this be provided?**
Answer We are currently consulting with staff, parents and pupils on the uniform. It is likely that there will be a uniform and a PE uniform.
- Question** **Will you have class and/or individual visual aids?**
Answer We understand that all children learn differently and will cater for individual needs.
- Question** **How will the classrooms be set out?**
Answer Classes will comprise of a dining space, learning space and soft space.
- Question** **How will accommodate large class sizes?**
Answer Classes will not be large in size. We are looking at class sizes with a maximum of 8 pupils.
- Question** **Will school have sensory items? or will my child have to bring in his own such as: ear defenders, chew necklace and inflatable cushion?**
Answer The school will have a range of resources available; however, if your child has a particular item that works for them, these can be used in discussion with the group staff and SENDCo.
- Question** **My child currently takes his shoes off in class due to kicking, how will things like this be addressed?**
Answer Children will be supported based on their individual needs. The SENDCo at Aspire is working closely with Elements staff to ensure the needs of each child is understood.

Questions asked on behalf of their children:

Question Will there be an opportunity to play football in small groups?
Answer Elements Academy has a large outdoor space at the back of the school where sporting activities can take place.

Question At break and lunch times, will we be allowed outside if it is raining? If inside, will we have access to screens / computers?
Answer Outdoor and indoor activities will be available during break and lunch times.

Question Can we have show and tell?
Answer Activities will be planned by the classroom teachers / support staff.

Question I currently have a routine and tasks set to do on a morning - will I have this?
Answer This will be based on individual need and will be planned with the class staff.

Question Where will the children enter school?
Answer There will be a primary and secondary entrance where the children will enter.

Question Do you exclude?
Answer We aim to support the holistic needs of children to reduce the risk of exclusion/suspension

Question Can we have photos of the classrooms and spaces in schools in advance?
Answer As part of the transition, photos will be taken of the school and classroom spaces.

**The Rowan Centre Management Committee
8 June 2022 4.00pm
Microsoft Teams**

5 attendees from Rowan MC.

Question Where are we up to in the consultation process and are there any barriers that the MC need to consider.

Answer The Ofsted pre-opening inspection is taking place on 14 June.
A meeting is taking place with all stakeholders to discuss the next stage of the transition plan. A detailed Gantt chart has been produced which could be shared with the MC so they have this information available to them once the meeting has taken place.

The timelines are tight but are achievable for a September opening. TUPE is due to finish in the next two weeks. There are finance discussions to be finalised. The snagging list on the building has been finalised and the construction plan is in place.

From a legal perspective no documents have yet to be signed.
The DfE do not see any delays and feel that the timeline is achievable.

Question **In relation to the request made to the MC around opportunity to join the new local management committee, how would that work and what would the ask be.**

Answer Ethos would welcome experience on the local management committee and the continuity. Ethos would welcome the initial expression of interest and would then hold an informal conversation. If anyone would like a conversation before completing the expression of interest then this can be arranged too.

There would be 6 academy performance review committee meetings each year which would focus predominately on pupils: standards and achievement. A copy of the Terms of Reference can be distributed to the current MC for reference.

Question **It will be difficult to recruit teaching staff to be in place for 1 September. Do Ethos have a plan for this?**

Answer From what is known so far, there will be sufficient teaching staff to cover the proposed structure. There will need to be a recruitment campaign for support staff for September. Links are also being made with supply agencies if needed as a last resort. A recruitment campaign is being planned to really engage candidates and give them the opportunity to get to know the school and Ethos. Weekly meetings are taking place between Ethos and RMBC HR to keep a track of any movement of staff which could impact the structure in September.

Staff 1:1 meetings

A number of 1:1 meetings have taken place with staff from both The Rowan Centre and Rotherham Aspire throughout the consultation period. The key themes to come out of the meetings were as follows:

Question: **Will there be any reimbursement for travel costs to Dinnington?**

Answer This is an area that we are looking into, and discussions are taking place. We will confirm with staff if there is an update relating to this area.

Question **What will my job be in September?**

Answer Staff will be moving across on the same Terms and Conditions and Job Descriptions as they currently hold. Within the first 12 months, it is anticipated there will be a review of the school staffing structure in the first 12 months following conversion to Academy status. The Trust will consult with the relevant employees and follow proper procedures if doing so and not take a final decision until after these have occurred

and it would be anticipated that most staff would align to substantially similar roles to that which they currently undertake where proposals are being made.

Question

When will I know which class I'll be based in?

Answer

We are still awaiting final details and for the TUPE consultation to complete, after which EAT will meet with Headteachers to determine where staff will be based in Elements Academy.