



Ellis Guilford



*Creative
Education
Trust*

Ellis Guilford School

A Public Consultation on Academy Status

Main points arising from the Public Consultation

4th September 2018 – 19th October 2018

October 2018 – FINAL

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Executive Summary

CONSULTATION PROCESS

- The consultation was a joint undertaking between the school governing body and the Sponsor
- The formal consultation process took place between 4th September 2018 and 19th October 2018
- Consultation leaflets were distributed to parents/carers, staff, schools, community groups, faith groups, local Councillors, youth groups, and local residents among others. The leaflet issued contained a tear-off slip with pre-paid postage to submit comments
- An email address was set up to receive enquires
- A postal address was made available to receive enquiries
- The school telephone number was provided as a point of contact for verbal enquiries
- A page on the school's website, with a feedback page, was set up outlining the proposal for the conversion to Academy status, as well as a downloadable version of the consultation leaflet
- Briefing sessions/meetings held with Parents/Carers and staff
- A public drop-in session was arranged for specific queries to be raised

NOTES

1. Formal TUPE meetings, led by Nottingham City Council, were held on 19th September with school staff, which were also attended by representatives of Trade Unions and Professional Associations. An FAQ list was pre-issued to staff outlining the implications of TUPE and the conversion to academy status.

FEEDBACK

- **65% of respondents were in favour of the proposed conversion to academy status.**

NEXT STEPS

- There will be public access to the report on the consultation by end of October 2018, via the Academy page of the school's website, but there will be no public access to the individual responses received, which is covered by the data protection act.

Section 1

1.1 Introduction and Background

Our past

Ellis Guilford is a school with a rich history and a unique place as part of the educational landscape in the city of Nottingham. There has been a school on the Bar Lane site since the late 1920s and many generations of our local community were educated here. The current school, formed in the 1960s by the merger of the Ellis School for Boys and the Guilford School for Girls, takes students from the Basford and Aspley areas of Nottingham. Ellis Guilford is proud to be a community school and we remain popular and over-subscribed, drawing the majority of our intake from seven local partner primary schools who we have developed close links with through our excellent transition programme. We gained Sports College status in 2003 and had the honour of hosting the Olympic Torch for London 2012.

Our present

We have made improvements across many areas of the school, securing a good Ofsted judgement in 2015. However, we know that our outcomes do not yet reflect our aspirations and we must rapidly accelerate the progress of our learners. By becoming an Academy, sponsored by the Creative Education Trust (CET), we hope to secure an even brighter future for Ellis Guilford and move the school into the next phase of development.

We are committed to retaining our inclusive ethos; promoting tolerance and respect for all and celebrating the fact that our students come from such diverse backgrounds. We will continue to offer a wide range of enrichment activities in sport, the Arts, outdoor education and debating. By joining CET, our students and staff will be part of a family of schools who work closely together to devise innovative curriculum projects, which capture students' skills, abilities and interests.

The CET approach of developing links with industry will really benefit our students. By delivering both academic and vocational courses, together with work related learning, we can develop employability skills and effectively prepare them for Post 16 progression.

Our future

Our vision is to create an outstanding learning environment where the whole school community lives up to our motto 'Be Your Best'. By working with CET we believe that we can drive the necessary improvements and ensure our learners achieve their true potential. We believe that CET is an excellent fit for Ellis Guilford as we have a shared philosophy around providing a broad and balanced curriculum with a focus on the creative subjects. CET's mantra of 'Knowledge Connected' supports the work of our Discovery Curriculum in KS3 and our Chromebook strategy and we believe that, with their sponsorship, Ellis Guilford can continue on its journey to even greater success.

This is an exciting time for Ellis Guilford and we hope that our stakeholders can see that by working with the Creative Education Trust we can build a positive legacy for future generations of young people in the local community and beyond.

The proposed Academy would be sponsored by the Creative Education Trust (CET) and would convert on 1st November 2018. The proposed Academy would continue to be a local school serving the local community and would adopt the existing Nottingham City Council admissions criteria and maintain the existing catchment area.

Academies are high-performing schools designed to meet the needs of young people in the 21st century. They are non-fee paying schools and independent of the Local Authority, but publically funded by the Government and inspected by the Office for Standards in Education (Ofsted).

1.2 About Creative Education Trust

The Creative Education Trust is a registered charity regulated by the Charity Commission. Its mission is to promote the improvement of educational opportunity for young people in the UK and to enhance the role of design in schools. It does this through funding the development of a design-based curriculum and through the sponsoring of academies. It is entirely funded through private donations. The Trust was originally set up in 2011 with support from leaders in the creative industries, innovation-based businesses and education.

CET's mission is to improve standards of education and skills for children and young people across the UK, equipping them to be successful adults in the competitive, globalised world of the future. The creative, problem-solving, innovation and making skills used in design, engineering, high-tech manufacturing and architecture are at the heart of their approach to learning because they are at the heart of the UK economy of the future.

CET is delivering its mission through exciting innovations in curriculum, teaching and learning which are driving educational improvement and developing students with modern employable skills in their growing number of primary and secondary academies across England. Ellis Guilford School would be the seventeenth school in the CET 'family'.

1.3 Design Programme

The Creative Education Trust's Design Programme is a unique feature of teaching and learning in their academies. Its purpose is to engage pupils vividly with the process of learning and thereby increase attainment across all areas of the curriculum. Children learn ways of thinking and skills that reinforce their work in other subjects and give them a sense of personal agency. CET intends to provide learning experiences which encourage pupils to welcome change and innovation and to develop confidence in making choices together with an ability to look for creative solutions.

1.4 Purpose and process for the consultation

The consultation set out to assess public opinion in relation to the proposed conversion of Ellis Guilford School to Academy status. The consultation comprised a marketing campaign and quantitative research based upon:

- A six week term time consultation period between 4th September 2018 and 19th October 2018;
- 1,800 consultation leaflets distributed to parents/carers, staff, schools, community groups, faith groups, local Councillors, youth groups, and local residents among others. *See Appendix A for full stakeholder list;*
- The leaflet issued contained a tear-off feedback slip with pre-paid postage to submit comments. *See Appendix B for consultation questions asked;*
- An email address set up to receive enquires - consultation@creativeeducationtrust.org.uk;
- The postal address of Creative Education Trust made available to receive enquiries – *Sicilian House, 7 Sicilian Avenue, London, WC1A 2QR;*
- The school telephone number was provided as a point of contact for verbal enquiries – *0115 913 1338;*
- A page on the school’s website, with a feedback page, was set up outlining the proposal for the conversion to Academy status, as well as a downloadable version of the consultation leaflet - *See Appendix C for the details shown on the website;*
- A meeting for parents and carers was held at the school on 19th September, attended by 6 parents, with the Chair of Governors, Business Director and Sponsor in attendance;
- A staff meeting was held at the school on 19th September, attended by 135 staff members, with the Chair of Governors, Business Director and Sponsor in attendance; and
- A ‘drop-in session’ which was held on 26th September, for any stakeholder to ask questions, was attended by 3 people. The Head Teacher and Sponsor were in attendance

Section 2

2.1 Overall analysis of responses

In addition to the comments from the drop-in session and meetings with parents and staff, there were 20 formal responses received, i.e. via the tear-off slip from the consultation leaflet and the online feedback form on the school's website.

Respondents were asked to indicate which of the following categories applied to them:

ANSWER CHOICES	RESPONSES	
a student at Ellis Guilford School	30.00%	6
a parent or carer of a student at Ellis Guilford School	60.00%	12
a member of staff at Ellis Guilford School	5.00%	1
a local resident	5.00%	1
Other (please specify)	0.00%	0
Total Respondents: 20		

In response to the key question of 'Do you agree that the school should become an Academy?' the feedback was:

ANSWER CHOICES	RESPONSES	
Yes	65.00%	13
No	35.00%	7
TOTAL		20

2.2 Sample comments from respondents who agreed that the school should become an Academy:

Parent or Carer of a pupil at Ellis Guilford School

- *Use school funding usefully for the student and important school projects. Make dinner ladies work quicker.*
- *The school needs to pay attention to Pupil Safety and behavioural/disciplinary issues. Please don't treat this school like another Bulwell Academy.*
- *I'm hoping that when changed to an Academy that there will be even more provisions for SEND - Students with Special Educational Needs & Disabilities! As I don't think there is currently enough help & support for SEND students at Ellis Guilford School. Thanks,*

- *It would be good if the differences between local authority schools and Academies could be outlined on the school website.*
- *This is a 'sport' school, so please offer more help, guidance and opportunities to students who want to pursue a career in this. 6th form possibilities. Negative: Would not want to have to buy trousers/skirt with school logo on. Please keep these plain, so no extra cost to parents.*
- *Maybe if it is an academy it will be better at dealing with children with special needs instead of getting them out of the school.*

2.3 Sample comments from respondents who disagreed that the school should become an Academy:

Parent or Carer of a pupil at Ellis Guilford School

- *Don't see it as being a problem. Would like to see holidays follow the City Council ones as all of the feeder schools are in the Nottingham City Council area. (Two weeks at October half term, less in Summer). Flyer not given out until Fri 21st Sept, so missed the evening parents session.*

Pupil at Ellis Guilford School

- *Have more trips involved in GCSE subjects. Support the ones needed. Reward the good students and more attention than the naughty.*
- *Because nothing will change. Everything is going to be the same. No-ones behaviour is going to change, all that's going to change is the name.*
- *An academy would not be better because it means new outfits and new rules. Just for money.*

2.4 Sample questions raised at the Staff meeting on 19th September

- Will the holiday pattern follow the LA pattern?
 - *Yes, and it will be reviewed in subsequent years.*
- Will the pensions roll over?
 - *All current and future teaching staff will continue to have access to the Teachers' Pension Scheme and all current and future non-teaching staff will have access to the Local Government Pension Scheme (LGPS).*
- Will the change of logo have an impact on uniforms?
 - *The school is considering how best to accommodate the new logo onto the students' and staff's current branded uniform.*
- Will the school staff still be subject to the car parking workplace levy?
 - *Yes, as it applies to all Nottingham City employers with 10 or more car parking spaces.*

2.5 Sample questions raised at the Drop-In session on 26th September

- Does CET have their own policies on ‘Supporting students with medical needs’?
 - Yes. Copies of the policy and other related policies shared with the individual.
- Who within CET would provide support for staff involved in the above mentioned area?
 - The person responsible for these policies is CET’s Head of Facilities and Estates.
- Will the school’s budget change?
 - *The Education and Skills Funding Agency (ESFA) funds academies on the same basis as maintained schools. They base allocations and payments to academies on an academic year, compared with financial year for maintained schools.*
- What development opportunities exist for staff?
 - *This will continue to be determined by the school, but supported by CET. This will also include Trust-wide events to share best practice.*

Section 3 – Next Steps

1. This report on the outcome of the consultation process will be supplemented by several other processes and included in the Funding Agreement submission to the DfE for approval.
2. This report will be circulated to key stakeholders and published on the Academy page of the school’s website.

For further information and any enquiries about Ellis Guilford School’s proposed conversion to an Academy please contact us at consultation@creativeeducationtrust.org.uk

Appendix A - Stakeholder List

- All Parents and Carers (Consultation leaflet sent home with students)
- All Staff and Governors (including those who were absent, on sick leave or on maternity/paternity leave)

Further Education in Nottingham

Bilborough College

New College Nottingham

Central College Nottingham

Feeder Junior Schools in Nottingham

Hempshill Hall Primary School

Southwark Primary School

Old Basford Primary School

Roslyn Primary School

Ambleside Primary School

Whitemoor Primary School

Djanogly Northgate Primary

Senior Schools in Nottingham

Nottingham University Samworth Academy

Fernwood School

Bulwell Academy

Nottingham University Academy of Science and Technology

Trinity School

Djanogly City Academy

Bluecoat Beechdale Academy

Farnborough Academy

Nottingham Academy

The Nottingham Bluecoat Academy

The Nottingham Emmanuel Academy

Nottingham free School

Nottingham Girls' Academy

The Oakwood Academy

Top Valley Academy

MP/Councillors

Alex Norris MP

Nick Raine, Local Councillor, Basford Ward

Cat Arnold, Local Councillor, Basford Ward

Linda Woodings, Local Councillor, Basford Ward

Rupert Matthews MEP

Rory Palmer MEP

Margot Parker MEP

Jonathan Bullock MEP

Emma McClarkin MEP

External Groups Using Facility

Field Sports Management

Community Liaison

Round Table

Basford Road Baptist Church

Christ Church, Nuthall Road

Aspley Evangelical Church

New Generation Church

Saint John's Methodist Church

St Leodagarius Church

The New Whitemoor Baptist Church

Queensberry Street Baptist Church

St Aidan's Church Old Basford

Muslim Foundation UK

Nottingham Liberal Synagogue

Stockhill Fore Station

Radford Road Police Station

Local Businesses

Trade Unions

Unison

GMB

NAHT

NASUWT

NUT

ATL

Appendix B - Consultation Questions

Tear-Off slip of Consultation Leaflet

ELLIS GUILFORD SCHOOL ACADEMY PROPOSAL

Are you a:

- Student at Ellis Guilford School?
- Parent or carer of a student at Ellis Guilford School?
- Member of staff at Ellis Guilford School?
- Local resident?
- Other?

Do you agree that the school should become an Academy?

- Yes
- No

Additional comments – please tell us how you think the Academy could be even better for you and the area.

PLEASE REPLY BY 19 OCTOBER 2018

Appendix C - Academy details on the school's website



Ellis Guilford

0115 913 1338



Our School

- [Creative Education Trust](#)
- [DfE Performance Tables](#)
- [Privacy Notices](#)
- [Our School in Pictures](#)
- [Careers Office](#)
- [Student Ambassadors](#)
- [Library - LRC](#)
- [Meet the Senior Leadership Team](#)
- [OFSTED](#)
- [Parent View](#)
- [Policies](#)
- [Prospectus](#)
- [Pupil Premium & Catch-up](#)
- [Exam and Assessment results](#)
- [Vacancies](#)
- [Welcome from the Head Teacher](#)



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Creative Education Trust

PROPOSAL TO CONVERT ELLIS GUILFORD SCHOOL TO ACADEMY STATUS IN NOVEMBER 2018

For some time, our governing body has been discussing how best to continue to provide a high quality education for our children in the context of continuing national changes to schools and funding arrangements. The government and local authorities have been encouraging schools to work much more closely with each other. Our governors have spent much time this and last year discussing how Ellis Guilford School can take advantage of the changes and strengthen its partnership arrangements with other schools.

These discussions have led governors to resolve that the best way to support partnership working is for our school to become an academy. This means that Ellis Guilford School is proposing to enter into a formal partnership with other schools as part of a multi-academy trust. After a due diligence exercise, we have chosen Creative Education Trust (CET) as the preferred trust to join by 1st November 2018.

We have now reached the point that we need to seek the views of the local community, parents, students and staff on this proposal. We will be running a consultation process from 4th September 2018 to 19th October 2018 to both help you understand what is being proposed and to gather your views.

Meetings are scheduled which will consist of a brief explanation about what academy status would mean for Ellis Guilford School, followed by a question and answer session. Representatives from CET and the school's Governing Body will also be in attendance. The details of the meetings are as follows :

- **Wednesday 19th September at 3.30pm** for all staff
- **Wednesday 19th September at 5.30pm** for all parents and the public
- **Wednesday 26th September 2018 from 3.30pm to 5.30pm** as an informal drop-in session for parents, local community and staff to ask any question

It is essential that we gather as many views and opinions as possible, and answer any questions as part of the consultation process.

We understand that some parents, carers and other members of the community may not be able to attend the meeting so we have added a link to the Consultation leaflet below which provides information about some of the questions you may have. We have also provided a link below for respondents to provide feedback via an online form.

We look forward to hearing from you and receiving your feedback.

[Click here](#) to access an online response form

[Click Here](#) for the consultation leaflet