

School Challenge and Improvement Visit Record

School: Fairview Primary	LA Officer(s): [REDACTED]	
Staff present/seen: Staff and Staff Gov Rep	Date: 16 th March 2020	
Duration of visit: 1hr	Preparation / follow up:	
<p>Main focus:</p> <p>To listen to and signpost a group of 17 staff - to hear their concerns, offer support in understanding the MAT and democratic processes, and the policy of local autonomy and central accountability. This followed requests received to meet because staff felt that there had been a lack of communication and transparency from the Governing Body.</p> <p>Notes on issues raised by Fairview staff through their questions to LA:</p> <p>Issue: Concerned, feel marginalised and under represented on the GB MARGINALISED</p> <p>Issue: Aggrieved that they have not been listened to - complete DISREGARD FOR PROFESSIONAL VOICE</p> <p>Issue: Lack of education expertise and neutrality of professional voice on the GB - SUSPICIOUS OF GB MOTIVES</p> <p>Issue: They don't understand the Governors' rationale - nor believe it is the right one for the school - to go with TWBT INACCURATE ASSESSMENT OF CAPACITY TO DELIVER</p> <p>Issue: They don't know some of the governors or what they stand for MISTRUST</p> <p>Issue: They don't appreciate the 'divide and conquer' approach to speaking with Gobs 1:1 that has been offered - are at a loss as to why you haven't spoken with them personally as a group DIVISIVE</p> <p>Issue: The bullish nature of some of the gobs has made them fear for their job, if they were to speak against the GB and then put themselves at risk. FEAR INDUCING</p> <p>Issue: They don't understand the lack of transparency between Gobs, professionals, community LACK OF TRANSPARENCY</p> <p>Issue: They feel unclear about the academisation process, UNINFORMED</p>		

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Issue: They feel taken for granted - that they will work regardless of who GB appoint **UNDER VALUED**

Issue: Their experience of the school visits to TWBT did not give evidence of anything better than they already have through Compass **QUESTIONABLE EVIDENCE BASE**

Staff were signposted to their appropriate democratic and professional reps for further information:

- Chair of Governors
- Headteacher
- Staff Governor Rep
- HR provider
- Union Rep
- LA DCS / AD
- RSC
- MP

Actions:

1. Follow up the visit by making contact with CoG and re-establishing the LA as a key partner in local education landscape.
2. Share the concerns of the staff from the Q&A session with staff, HT& CoG.
3. Facilitate SLT / GB to decide upon a plan of action to eradicate the staff concerns and rebuild professional trust and integrity between professional education staff and GB.

Date of next visit:

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Focus:

4. Since this meeting, the RSC has suspended the process of academisation, requesting further information and time to review intelligence gathered in order to inform next steps.