

- What is the guarantee on staff pay and conditions?

We will follow the TUPE process

- What is the situation in terms of staff employment? Could the MAT decide that our staffing level is too expensive and get rid of highly experienced class teachers or our number of TA's?

The scheme of delegation allows for the schools to make their own decisions on staffing as long as the budget allows for it. No decisions will be made centrally.

- What is the legal situation if the MAT makes a decision that the school does not agree with?

Decisions will be made in consultation with schools. As part of a larger organisation this will always be the case.

- What input does the school have in the decision making process in terms of anything from curriculum to finance to staffing and anything else?

Every school has equal footing when it comes to decision making.

- Will the school still benefit from sparsity funding?

Yes, this is from central government.

- What happens if the school starts to lose money?

Just like now, we would be working to set a balanced budget and would have to work hard to continue to do this. If we look like we will fall into deficit we will be supported to ensure we get back into a positive position, just like we would not from the ESFA.

- What is the top slice percentage? How is it set? Can it be changed by the MAT or is it a continued fixed percentage?

This is currently 7.7% and is discussed and reviewed annually.

- Does this top slice percentage match what we currently spend on these same resources?

The top slice is higher than what we currently pay for services (HR, payroll, auditors). However, our financial services costs would also be taken centrally, resulting in us saving the vast majority of one of our salaries. This results in the school saving money on these services.

- Who has a say on how the school funding is distributed?

We have complete control over the budget.

- I understand that when you join a MAT they take over the legal entity of the school. What happens to our school if the MAT folds for any reason?

We would then be supported to join another MAT.

- What is the Scheme of Delegation of the Warriner MAT board?

<https://www.warrinermultiacademytrust.co.uk/attachments/download.asp?file=51&type=pdf>

- What is the aim of the Warriner MAT in terms of its size? What would their maximum number of schools/pupils be? Are they in discussion with any other schools at present?

They are taking over the running of a brand new school to be opened in Bicester in September and are in discussions with another school in Buckinghamshire. The optimum size of MATs is 10 – 15 schools and Warriner do not want to exceed this.

- Legally could the Warriner MAT be consolidated with another MAT? Would the school have any say if this was suggested?

They could not be forced to join another MAT. Suggestions could be made, but there would be no expectation that they would have to do this. We would have a say in this as we would have a person on the board of trustees.

- What examples do you have of other primary schools in the MAT using specialists? Not sure how for example a secondary school languages teacher would have the time to come and teach in or assist in teaching in a primary school 40 minutes away?

The biggest support will come from curriculum planning, resourcing and having access to an expert to help us structure our curriculum and help with our CPD and curriculum knowledge. We would also be able to book in staff to come and do days with us.

- What proposed capital projects would you be applying for Condition Improvement Fund for and instead you would have to look at the MAT for funding?

We would still be looking to access CIF funding and this would be supported by the MATs site team. Our biggest priority is still to replace the roof of the older building.