

# Consultation Report for St Paul's Church of England (A) Primary School

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February 2025



Building each other up –  
with God as our firm foundation



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## 1. Introduction

St Paul's Church of England (A) Primary School have made an application to the Secretary of State for Academy status and this will be reviewed by the Department for Education at February's Advisory Board meeting.

The school are proposing to become an Academy and join Three Spires Trust (TST) on 1 September 2025.

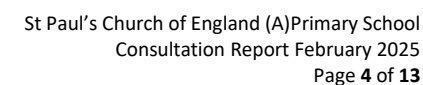
This decision followed a period of research which had been conducted by the school's governing body to help inform their final decisions and recommendations which in turn has subsequently informed this consultation. Consideration was given to what was in the best interests of learners now and in the future as well as what the implications of the options would be for staff, parents and the community that the school serves.

One of the first priorities in this phase is stakeholder consultation. Consultation commenced on 15 January 2025 and concluded on 12 February 2025 and views have been sought from parents and carers, staff, trade unions and the community. Further within the report we have shared a breakdown of meetings that happened, communications which were issued and a copy of all feedback received as part of the process.

### 1.1 Geographic position of the school(s)

The maps on the next pages shows where St Paul's Church of England (A) Primary School is in relation to where other Three Spires Trust (TST) schools are located. All schools within or proposed to join TST are based in Wolverhampton, Shropshire and Stoke-on-Trent/Staffordshire. They have excellent road connectivity due to the proximity of the schools to each other meaning that travel time between schools permits staff to meet regularly in support of school improvement and their professional development. All Church of England Schools sit within the Diocese of Lichfield.

St Paul's C Of E Primary School



# Three Spires Trust (Shropshire)

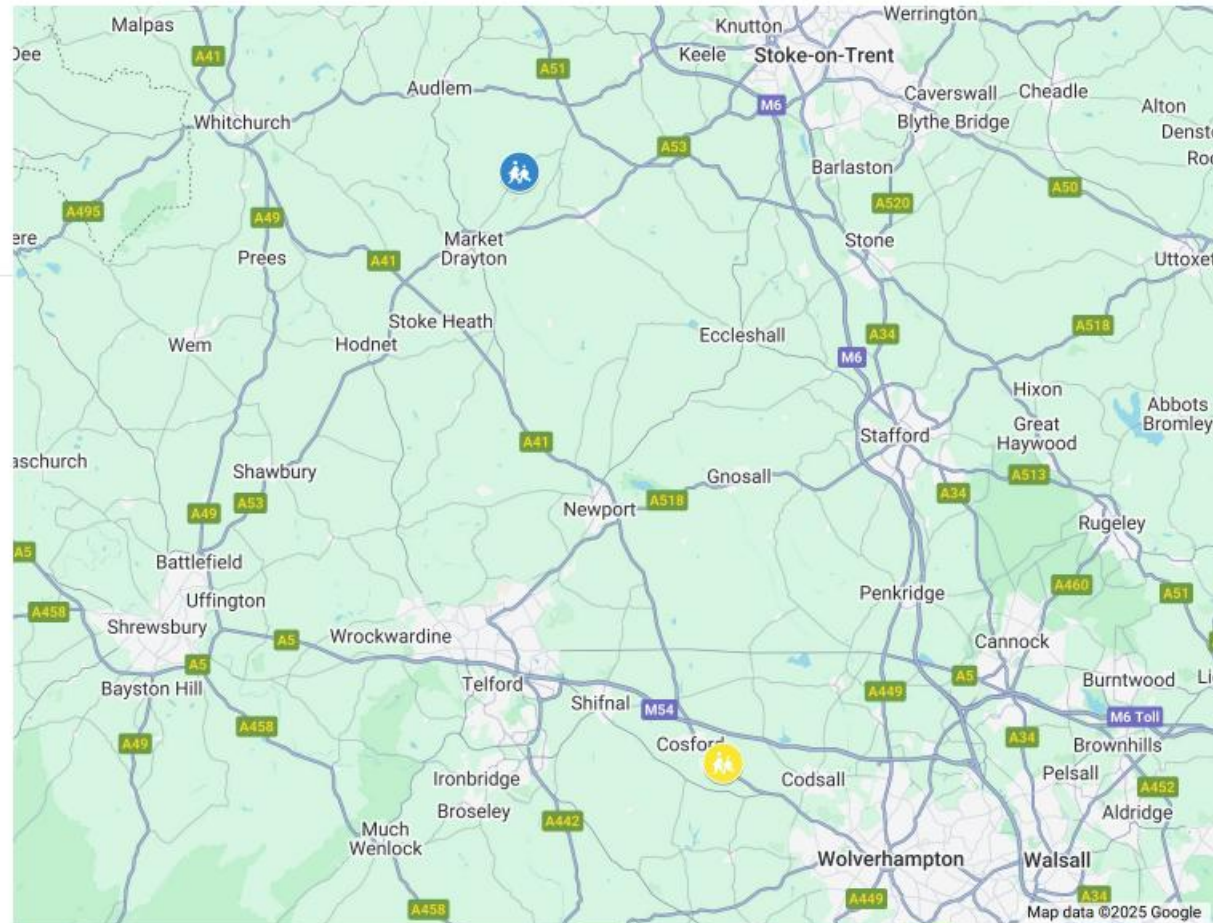
## Schools



Saint Mary's Church of England  
Primary School



Norton In Hales C Of E School





## Three Spires Trust (Stoke on Trent/Staffordshire)

### Schools



The King's Church of England Academy



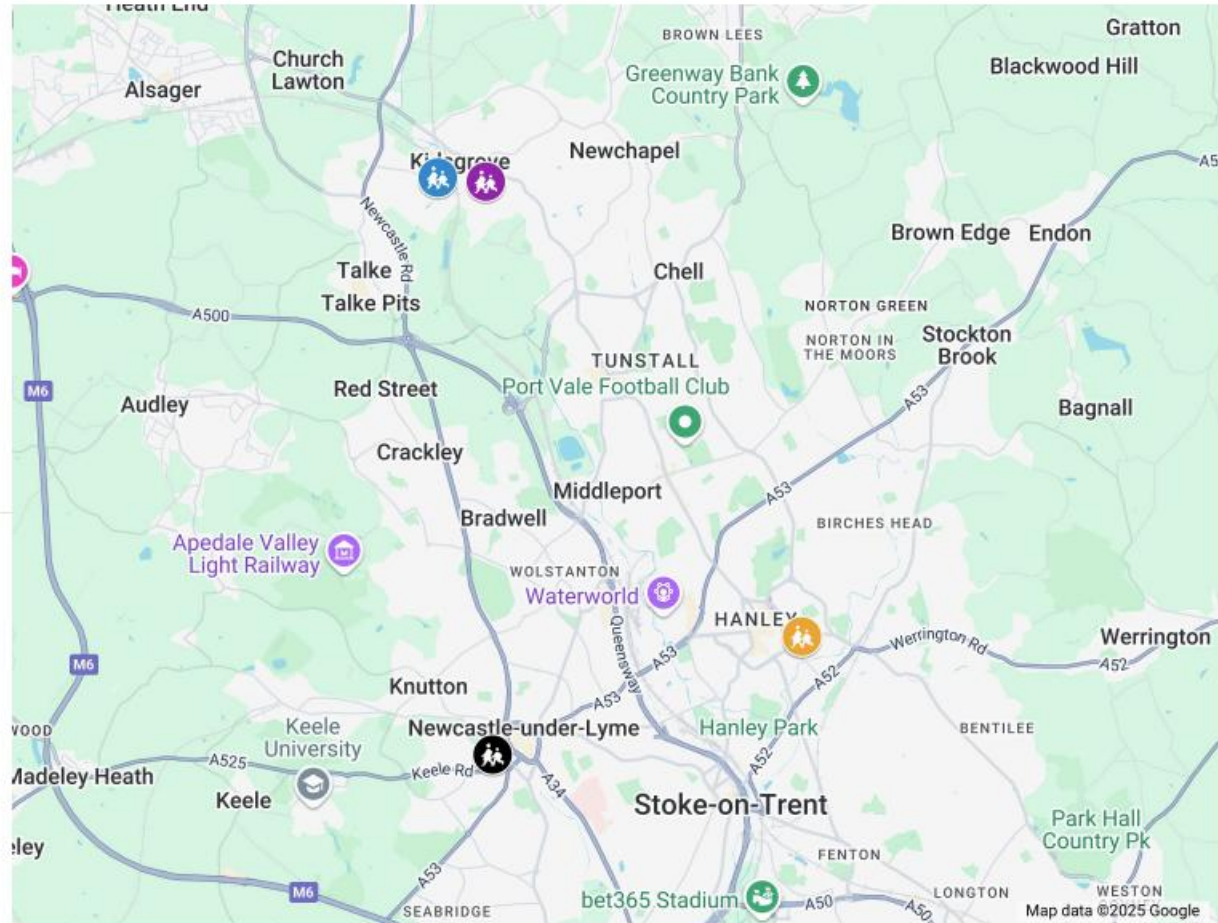
St Thomas C of E Aided Primary School, Staffordshire



St Giles And St George's academy



Hanley St Luke's C of E Aided Primary School



## 2. Consultation Methodology

The overall aim of the consultation process was to ensure that everyone who has a stake in the decision of the school to become an Academy and join TST had the opportunity to hear about the plans and to share their views.

The objectives of the process were to:

- Provide relevant background information for stakeholders;
- Explain the reasons for the proposed transition to academy status;
- Set out the stages in the process for the school to become an academy with TST and the associated timelines;
- Answer questions raised.

The principles laid down by the project team for the consultation were that it should be:

- An open and transparent process;
- Accessible to all stakeholders in terms of:
  - The times of the events;
  - The language used (jargon-free wherever possible and acronyms fully explained);
  - Being well-publicised.

A variety of media were used to consult including:

- Direct letters;
- Text messaging;
- Publicised meetings involving presentations and questions and answer sessions;
- Frequently asked questions and comments slips;
- Online survey;
- School website (See Appendix 1).

### 2.1 Direct letters

Letters introducing the consultation were sent to the following groups and copies are included in Appendices 2a-e.

- Trade Unions
- School Staff
- Parents/Carers
- Community members
- Governors

## **2.2 Online survey**

A Google Survey was created and used as an online tool to provide everyone with an opportunity to have their say and to gauge reaction to the proposal to convert to academy status and join TST. The results of the survey can be found in this report under section 3.2.

## **2.3 Publicised meetings**

All stakeholders were invited to a consultation event, an overview of events held can be seen in the table in section 3.1.

## **2.4 Staff, Parent/Carer and Community Meetings**

At each of the consultation meetings a presentation was shared with information about TST and why St Paul's Church of England (A) Primary School is proposing to convert to an Academy. A sample copy of the presentation can be found in Appendix 3a and 3b. The presentation was also shared online via the school website.

## **2.5 Frequently Asked Questions (FAQs)**

Appendix 4 includes the FAQs document that was distributed to parents/carers, stakeholders, unions, governors and staff in the school and a copy was also available on the school website.



### 3. Overview of the Feedback received

Appendix 5 contains all the questions, comments and feedback received from the various meetings and surveys which took place throughout the consultation period. The number of participants in meetings and survey responses are outlined in the table below and on pages 10 of this report.

#### 3.1 Attendance at Consultation Meetings and Survey Responses

The following timetable of events was communicated to stakeholders and carried out during the consultation period:

Date	Time	Event	Venue	Attendees
28.1.25	3pm	Trade Union Meeting	School	5
28.1.25	3:45pm	Staff Meeting (Unions in attendance)	School	16
28.1.25	5pm	Parent/Carer and Local Community	School	7
6.2.25	9am	Parent/Carer Meeting and Local Community	School	16
10.2.25	5:30pm	Governor Meeting	School	11

#### 3.2 Google Online Survey

We received one completed survey online who was a staff member. The response supported the proposal for St Paul's Church of England (A) Primary to become an Academy and join Three Spires Trust. Full detailed feedback is provided on page 10.

## Google Survey Responses

1. Please confirm the status that best describes you	If you answered 'other' to question one please insert the status which best describes you.	2. Have you received enough information regarding the reasons why the school is proposing to become an academy and join Three Spires Trust?	2a. If you answered no or don't know answer to question 2 explain what else you would like to have seen/heard.	3. Have you received enough information about Three Spires Trust?	3a. If you answered no or don't know to question 3, please describe what else you would like to have seen/heard below.	4. We have no plans to change our school name as a result of academisation, Do you agree with this approach?	4a. Please insert any comments regarding the school name below
Support Staff	Administration	Yes		Yes		Yes	

1. Please confirm the status that best describes you	5. We have no plans to change our uniform purely as a result of academisation. Do you agree with this approach?	5a. Please insert any comments regarding the school uniform below	6. Do you support the proposal for St Paul's CofE Aided Primary School to become an academy and join Three Spires Trust?	7. Did you (or will you) be attending one of our scheduled consultation meetings?	8. Do you agree that the Secretary of State should enter into a Funding Agreement (contract) for St Paul's CofE Aided Primary School? To understand more about what is a Funding Agreement log onto <a href="https://www.gov.uk/government/publications/academy-and-free-school-funding-agreements-multi-academy-trust">https://www.gov.uk/government/publications/academy-and-free-school-funding-agreements-multi-academy-trust</a>	8a. If no, please explain why	9. Any other comments (please write below)
Support Staff	Yes		Yes	Yes	Don't Know		

### **3.3 Themes and Key Messages**

Appendix 5 contains all the questions, comments and feedback received from the various consultation events / media used throughout the consultation period. A summary of all the responses and the messages contained therein, for the school and TST are provided in the remainder of this section.

Stakeholders are most interested in:

#### **1. Staffing – contractual implications, general concerns and opportunities**

- a. Can you offer any reassurances staff may have around restructure?
- b. Could staff be asked to work across multiple academies/sites?
- c. Do St Paul's staff have any concerns around joining Three Spires Trust?

#### **2. Process and timeline**

- a. What is the proposed timeline?
- b. How long does TUPE last for?

#### **3. Financial considerations**

- a. Is St Paul's financially healthy?
- b. Does Three Spires Trust do anything to increase income?
- c. How is a Trust not a business and is it good value for money?
- d. Does Three Spires Trust dictate how to spend whatever money is left with the school?
- e. How does the Trust manage to do things cheaper?

#### **4. Relationship with Diocese and LA**

- a. How do you (TST) communicate with the Diocese?
- b. Will there be any relationship between the school and the local authority after transfer?
- c. With the church being an integral part of the school, the church pays insurance and capital expenditure through the Barchester Committee. Will this continue?

## **5. Admissions**

- a. Will admissions policies change?

## **6. Benefits for school joining Trust and growth plans**

- a. What are the Trust's growth plans?
- b. Can we have an example of the tangible benefits of joining that you're already experiencing?
- c. I am a former SENCo at another school and we didn't used to get any support and came here apprehensive today but I am inspired having heard the presentation.

## **4. Conclusion and Recommendations**

On compiling all the feedback and reviewing the data received, the conclusion that can be drawn is that there are no apparent legitimate reasons why the school should not become an academy according to the timescales outlined. Stakeholders who raised concerns had their questions answered and were satisfied with the responses. Ultimately stakeholders were provided with the assurances that this is the right decision for the school, its pupils, staff and community.

The Trust have demonstrated their commitment to working with St Paul's Church of England (A) Primary School and Wolverhampton LA and look forward to moving forward together to make a positive difference to the children they would be responsible for.

Thank you to Governors, School leaders, staff and TST for responding to the questions raised.

## 5. List of Appendices

<b>Appendix 1</b>	Extract from School & Websites
<b>Appendix 2a</b>	Invite Letter to Trade Unions
<b>Appendix 2b</b>	Invite letter to Staff
<b>Appendix 2c</b>	Invite letter to Parents/Carers
<b>Appendix 2d</b>	Invite letter to Community
<b>Appendix 2e</b>	Invite letter to Governors
<b>Appendix 3a</b>	Unions and Staff Presentation
<b>Appendix 3b</b>	Parents/Carers/Community Presentation
<b>Appendix 4</b>	Frequently Asked Questions for Stakeholders
<b>Appendix 5</b>	Feedback Received from consultation meetings, emails and online survey