

Outcomes of Wilberforce College's academisation consultation

The consultation

Consultation on the proposal to:

- Academise
- Form a multi-academy trust with Withernsea Sixth Form College

The consultation period

The consultation period ran from 3 January 2023 to 3 March 2023.

The consultation process

Staff

- Staff briefing
- Q&A sessions
- One-to-one meetings offered
- College Operations Group meeting (senior leaders and line managers) to undertake a SWOT analysis

Students, parents and carers

- In writing, including an email address and MS Form to provide their feedback
- In-person consultation event
- On the College's website

Local employers and partners (including LA, other schools and colleges)

- In writing, including an email address and MS Form to provide their feedback
- On the College's website

The consultation responses

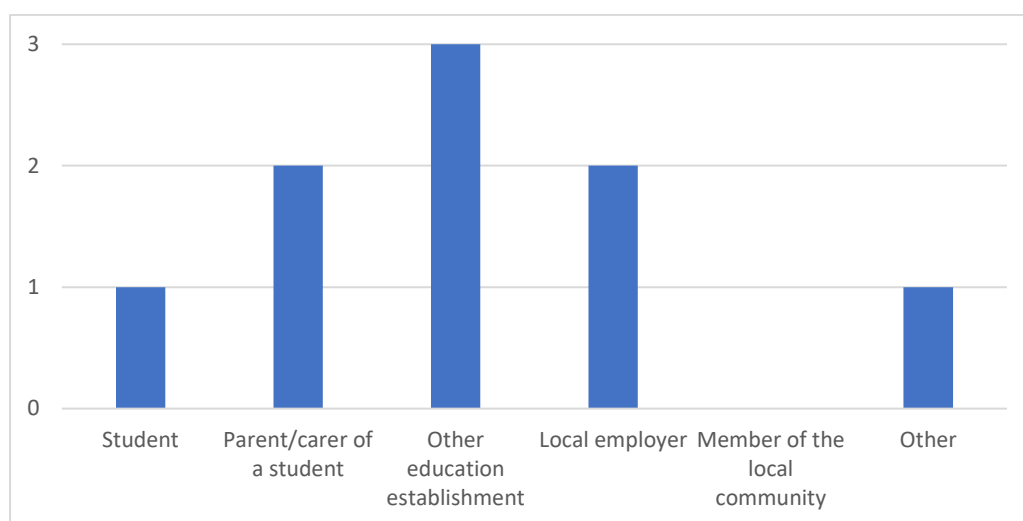
Overall, feedback from staff was positive and, following the meetings, supported both elements of the proposal.

Staff questions/concerns revolved around terms and conditions of employment, cross-site working and potential changes to the culture and reputation of each institution.

Staff saw strengths and opportunities for:

- Sharing good practice and staff CPD
- Developing the curriculum – progression and pathways
- Access to more funding streams
- Economies of scale and financial savings (e.g. VAT, shared contracts) that can be redirected to the curriculum/students

We received nine responses from other stakeholders:



Feedback collected electronically from other stakeholders can be found at appendix A. A summary of key points, along with the College's response, can be found below:

- *Why form a new multi-academy trust when there are others in the area that we will be able to join?* [from two other educational establishments]

Governors and senior leaders have considered and explored a number of options for a number of years. During this time, we've had discussions with other existing multi-academy trusts and formed close partnerships with other sixth form colleges. We agree that there are many fantastic multi-academy trusts who are serving Hull and East Riding very well. However, what has been highlighted throughout this time is Governors' and Senior Leaders' desire to maintain its culture and expand opportunities for students in our community. For the last two years, ourselves and Withernsea High School have been exploring the potential for greater collaboration, with the aim of increasingly benefitting our young people and, in turn, the communities we serve. We believe that we have the cultural alignment and expertise required to jointly deliver a first-class education to students in our region.

- *Have the Governors or SLT considered any other local school(s) to join the proposed MAT?* [from one student]

As part of the application, Governors and Senior Leaders will outline their plan for group. The plan is to grow the MAT over the coming years; however, this will be managed carefully to ensure that all establishments are culturally aligned and share the same visions for our students, staff and local communities.

- *With the proposed collaboration with Withernsea, students from Withernsea may be tempted to join Wilberforce in the future. What steps will the college be taking to provide the necessary transport for these students considering both sites are at a distance of 15.2 miles from one another?* [from one student]

The College already has an established bus service from Withernsea, which arrives to College via many East Hull villages. Depending on applications, we review the route and amend if necessary; similarly, we increase provision if demand for services increases.