

Congleton High School

14<sup>th</sup> January, 2011

Dear Mr. Hinckley

Regarding the proposed conversion to academy status of CHS, could I request, very simply, that the Governors and the Head Teacher provide written affirmation that the pay and conditions of the teaching staff here will remain unaltered, at the very least, and improve, at the very best and that as a Governing Body, you will strongly resist any Government initiatives that may be detrimental to working conditions here.

As a profession, we have waited a long time to achieve the professional working conditions from which we now benefit and which, in turn, benefit our students.

Yours Sincerely,

**Teacher 'D'**



ACHIEVING SUCCESS TOGETHER

**CONGLETON HIGH SCHOOL GOVERNING BODY**  
**Box Lane, Congleton, Cheshire, CW12 4NS.**

19<sup>th</sup> January 2011

Teacher 'D'

Dear Teacher 'D',

Thank you for your letter of 14 January.

I am more than happy to confirm that the terms and conditions of all staff will remain unaltered on conversion to an academy, if this is what the governors decide to do.

The governors have always sought to improve the working conditions for all staff – for example the provision of the 6<sup>th</sup> form centre, refurbishment of the XL suite and recent investment in IT equipment. The extent to which we can do this is limited only by the amount of funding we receive, and the additional funding we believe we will receive as a result of conversion to an academy should provide further opportunities for improvement. An academy is a charitable trust and as such governorship will remain voluntary and unremunerated so all funding received will be used solely for the benefit of the school and the excellent staff who work here.

As I'm sure you are aware from colleagues in other schools that we are in a period of declining rolls across many schools in Cheshire East which means a decline in funding over the next few years. This is of great concern to the governors. The best terms and conditions for any person is being able to keep their job and I believe that the additional funding secured through academy conversion will mitigate this effect and enable us to keep as much of the excellent team of professionals together at the school as it is possible to do so.

As far as Government initiatives are concerned the philosophy of academies seems to be that they are to be masters of their own fate rather than be at the mercy of external initiatives. As a state funded academy we would be required to maintain and improve standards, operate within the budget and conform to legal requirements such as fair admissions, balanced curriculum and so on in the same way as for an LA maintained school but beyond that I would not expect us to be interfered with to any greater extent than an LA maintained school would be.

Change of this kind always raises concerns, with perhaps a suspicion that there is some ulterior motive that will be detrimental for the staff. This may have been fuelled by the original academies which were introduced to replace schools which were considered to be failing. It was perceived that the LA maintained model had not been successful and a more radical approach was needed – which sometimes included

substantial changes to terms and conditions for the staff involved. Our school is not in that position – it is a successful school and the new academy approach is to give schools like ours a bit more freedom and a bit more money to continue to do what they are already doing well but even better.

Our school has made great strides over the last five years and this has been achieved with a motivated and professional staff, excellent leadership and good governance and it is not in anyone's interest, staff, governors, students and parents alike for this team to be damaged in any way.

Yours sincerely

Mr R Hinckley  
Chair of Governors.

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