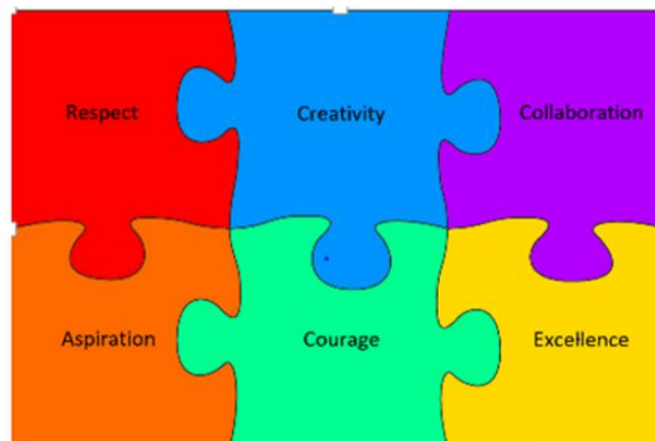




Statutory consultation Report



Randlay Primary School and Nursery

Statutory Consultation Report
May 2026

Contents

1. Executive Summary	page 3
1.1 Introduction	pages 3 /4
1.2 Approach	page.4
1.3 Findings	page 4
1.4 Discussion	page 4
2. Introduction	page 5
3. Statutory Consultation Approach	page 5
3.1 Consultation documentation	page 6
3.2 Website	page 6
3.3 Consultation Events	page 6
3.4 Other stakeholder engagement.	page 7
4. Findings	page 7
4.1 Education	page 7
4.2 Staffing	page 7
4.3 Organisation of the school	page 7
5. Discussion	page 8
5.1 Benefits to the school	page 9
5.2 Negative factors/ risks /mitigation	page 9
6. Conclusion	page 9
7. Next steps <u>.....</u>	<u>page 9</u>

1 .Executive Summary

1.1 Introduction

In Autumn 2025 the Governing Body at Randlay Primary School and Nursery agreed to explore the possibility of joining the Thomas Telford Multi Academy Trust (TTMAT). After already considering a number of Trusts, this was felt the preferred option due to the existing collaborative links and high standards in educational offer amongst all schools within the Trust.

The proposal aligns with the school's ambition to remain outward-facing, resilient, and forward-looking within a changing education system. Joining TTMAT was viewed as an opportunity to:

- Strengthen outcomes for pupils
- Enhance professional development for staff
- Continue collaborative working partnerships.
- Secure long-term sustainability

In line with the Academies Act 2010, a statutory consultation process was undertaken to gather views from the school community and wider stakeholders.

1.2 Approach

The consultation ran from 3rd December 2025 to 29th April 2026 Randlay Primary School ensured that all stakeholders had opportunity to contribute, including:

- Parents and carers
- Staff
- Local schools
- The Local Authority
- Members of the local community including Parish Councillors.

In line with Randlay's inclusive and 'Working Together as One' ethos, the consultation aimed to be transparent, accessible, and welcoming.

This included:

- Initial staff meeting to discuss proposal.
- Proposal launched at information evening for staff with TTMAT representatives.
- Staff discussions in small groups or 1;1.'s
- Clear consultation documents written in parent-friendly language.
- Questionnaires distributed to all families.
- Common question/answer sheet shared with stakeholders.
- Website updates ensuring easy access for working parents
- School meeting opportunity for all stakeholders.

- Opportunities to meet school leaders informally

Communication methods reflected the school's strong community links, using direct engagement, written consultation materials, and online access via the school website. Randlay Primary School and Nursery made deliberate efforts to ensure accessibility for discussion, reflecting its open and community-focused ethos. All queries were addressed carefully, reinforcing the school's commitment to transparency and partnership with families

1,3 Findings

A consultation event open to parents of pupils at the school, members of the general public and school staff was arranged but subsequently cancelled due to a complete lack of response/uptake. Consultation questionnaires were sent out to parents of pupils at the school. A number of parents indicated their keen support to the proposal to join the TTMAT. No negative responses were received. Some parents/carers had questions or queries but were then keen to support the proposal once the questions were responded to.

A small number of parents of pupils at the school did raise some queries/issues through face to face conversations with the Headteacher and through questionnaires.

Responses to every issue raised were provided by the Headteacher and the Chair of Governors.

1.4 Discussion

During the Consultation Process, Mrs Lynda Stolic and Mrs Penny Hustwick (Chair of Governors) have made themselves available to parents of pupils at the school at specified times to ensure that parents had further opportunity to raise any issues/ask questions.

The feedback from parents, carers was and stakeholders very positive with all respondents welcoming the proposal. Questions centred upon the following :-

- Curriculum -would the curriculum change?
- Would there be a change in Randlay's inclusive approach? Can SEND children continue to attend?
- Will standards: will these remain high?
- Will there be a change to uniform?
- Will there be a change of ethos and approachability to the school?
- Will it continue to take children from the local community?

Feedback from staff was also very positive with common queries being around contracts and employment.

- Will my contract change?
- What sort of collaboration may happen?
- Will I be employed by Telford and Wrekin?

Responses to every issue raised were responded to by the Headteacher or Chair of Governors.

Staff have also been in regular contact with the Headteacher who has had an open door approach to any queries or questions.

2. Introduction

This continues to be a time of significant change within education particularly within the area of Telford and Wrekin where many schools have recently converted to Academy status. We consider it to be vital that we retain full control over the future direction of our school. The Governing Body believes that the best way to ensure that we are able to do this is to become an Academy and as such, Governors decided to submit a formal application to the DfE to convert to Academy status.

Governors decided that as an Academy, we would have the flexibility to shape the future of our school to best fit the needs of our pupils, staff and parents. Over a period of time now, the Governing Body has considered all options open to the school and in Autumn 2025, agreed to further explore the possibility of joining the Thomas Telford Multi Academy Trust. Governors did so because the ethos of the trust is one that matches ours, existing collaboration works well and their proven track record is undoubtedly driven by the fact that they want the best for all children, just as we do. If we were to join the TTMAT, we would maintain our name (to include academy) and enjoy considerable autonomy whilst benefitting from further collaboration within the Trust.

Governors recognised that by joining the Trust, we would continue to forge our own school strategies and ideals whilst being able to benefit from the Trust's success, sharing the practice that makes them good and outstanding schools. We further recognised that we could also benefit from the cost savings of centralised services that would, in turn, allow us to ensure that our budget is spent on supporting our children to give them the best possible opportunities.

The proposal is to convert to academy status and to join the Thomas Telford Multi Academy Trust from 1st September 2026 if time constraints allow.

3. Statutory Consultation Approach

In order to provide an informed basis for any decision to convert Randlay Primary School into an Academy, a legal duty under the Academies Act 2010 requires that:

1. Before a maintained School in England is converted into an Academy, the school's Governing Body must consult such persons as they think appropriate
2. The consultation must be on the question of whether the school should be converted into an Academy
3. The consultation may take place before or after an Academy Order, or an application for an Academy Order, has been made in respect of the school.

In line with this requirement, the Governing Body undertook a formal consultation process during the period 3rd December 2025 to 29th April 2026. The consultation was intended to:

- Inform key stakeholders about the proposal to convert Randlay Primary School and Nursery into an Academy
- Assess and evaluate public opinion on Randlay Primary School and Nursery becoming an Academy
- Assess and evaluate public opinion on Randlay Primary School and Nursery joining the Thomas Telford Multi Academy Trust
- Provide key stakeholders with an insight into how the Trust operates, their reputation for educational excellence and their aspirations for Randlay Primary School and Nursery

This document formally reports on the statutory consultation process and its findings

3.1 Consultation Documentation

A Consultation Document outlining the Trust's mission, vision and values was produced. Within this document, notification of the consultation period, the options available for feedback and details of a public consultation meeting were reported. A Frequently Asked Questions Document was also produced. A parent response questionnaire was sent out to parents and a response box placed in the reception foyer.

The parent response questionnaire was designed to assess initial public opinion on the Academy conversion. Stakeholders were asked for their views/comments generally and to set out any questions for the Governing Body to consider and respond to.

3.2 Website

The school's website was used effectively to disseminate information on the Trust's proposal and the consultation itself. This was utilised to make this information widely accessible. The website provided information about the proposed Academy conversion and a link to the Questionnaire and the Frequently Asked Questions Document.

3.3 Consultation Events

A staff information evening was held on 3rd December 2025. This was very well attended by staff and almost all were present. Following this, the Headteacher held small group or one to one discussions with staff. A public consultation meeting was arranged for Tuesday 14th April . Notification of this meeting was provided to parents of children at the school, staff, TTMAT, local schools, Councillors, Local Authority, and other members of the wider local community. Unfortunately, there was no uptake for this meeting and a decision was therefore taken to cancel. However further opportunity for consultation was given by Mrs Stolic and Mrs Hustwick making themselves

available every morning of the week commencing 19th April for stakeholders to approach them directly. Opportunity was also given for individual private meetings with Mrs Stolic and Mrs Hustwick. Again no parents utilised this facility. Some parents did speak to Mrs Stolic at school drop off and pick up times ..

3.4 Other Stakeholder Engagement

As part of the wider consultation with key stakeholders, the Trust and Randlay Primary School and Nursery have maintained regular dialogue with the Local Authority including a meeting with the Director of Education within Telford and Wrekin.

4. Findings

4.1 Education

The small number of parents who responded via the questionnaire or via email, were keen to know whether the proposed conversion would affect or alter the curriculum. Parents were advised that it would not.

Parents also sought to understand how the SEND Policy/procedures would look post conversion. Parents were reassured that there would be no change to our SEND provision and the high-quality support currently provided to our SEND pupils

Parents were interested to learn about how the Trust would benefit Randlay. Parents were informed that there could still be sharing of good practice amongst subject leaders, shared CPD for staff, shared resources and collaboration, all of which would benefit our pupils.

Parents also wanted reassurance that the ethos and welcoming atmosphere at Randlay Primary School and Nursery wouldn't change. Parents were reassured that this would continue and that this was at the heart of the Randlay approach which would not change.

4.2 Staffing

Staff have been overwhelmingly positive.

Staff have been keen to know how staff pay and conditions would be affected. Staff have been advised that there would be a legal change of employer and that all employees will transfer automatically to TTMAT with effect from the conversion date. Their employer will change to the TTMAT. TUPE (Transfer of Undertakings (Protection of Employment)) preserves an employee's terms and conditions when a business or undertaking, or part of one is transferred to a new employer. All employees assigned to Randlay at the time of conversion have the right to transfer to the Academy and to have their terms and conditions protected. A TUPE consultation process will take place in liaison with Trade Unions. Staff have been advised of the position relating to their pensions and pay.

4.3 Organisation of the School

Parents questioned whether there would be a change to the school's name. Parents were advised that we would retain our name subject to a slight variation to include the word Academy.

Parents enquired as to whether there would be a change to the school uniform. Parents were notified that the uniform may change including the logo but any change would include a separate consultation and be mindful of costs to parents/carers... Parents were reassured that there would be no immediate requirement to purchase new uniform rather that the new logo would be required when they were next to purchase new uniform.

5. Discussion

The Trust and Randlay Primary School and Nursery have endeavoured to answer all of the questions raised during the consultation process as transparently and thoroughly as possible and, in doing so, has sought to deliver a compelling case explaining how Randlay Primary School and Nursery joining the TTMAT will benefit pupils and staff.

Staff have been reassured that they will retain their terms and conditions of employment and that TTMAT will be working in partnership with them to ensure the best outcomes for all pupils.

All stakeholders have been reassured that Randlay Primary School and Nursery would retain its autonomy and ethos and that measures will be taken to support and develop staff.

5.1 Benefits to Randlay Primary School and Nursery

It was noted that the benefits of the proposed academy conversion include:

- The potential for collaboration could help raise/support continual improvements in pupil attainment, TTMAT provides a structure within which Randlay could share our expertise and work with primary and secondary colleagues to strengthen teaching and learning
- TTMAT ethos and vision aligns with the vision and ethos of Randlay.
- Geographically close to enable sharing of human and capital facilities
- Offers staff professional development opportunities and supports succession planning
- Enhance the strong leadership. Teachers could combine their knowledge and abilities to work on challenges and solutions together
- Strategic Management: Governors and Trustees could draw on each other's experience to formulate strategic approaches
- Shared Staffing: Human Resources within schools could work across multiple sites, this can appease recruitment challenges and offer more varied opportunities to staff

- Specialist Resources: with combined funding in the Trust, specialist knowledge could be bought in many different areas, both academic, extra-curricular and operational
- Professional Development could be organised across schools thus spreading the cost and up skilling as many individuals as possible
- Economies of Scale; The Trust would be able to purchase thereby achieving economies of scale not accessible by the school as individuals. With ever tightening budgets, this could help the school maintain and build upon the resources and standards they aspire to
- Reduction of administrative burden on individual schools on issues such as policy development and procurement, allowing school leadership to focus on school improvement.
- To shape our own destiny within a changing school system
- TTMAT structure would allow us to protect our autonomy and uniqueness of the school whilst adding capacity and accountability
- TTMAT provides the right balance of support, rigour and challenge to move the school forward towards our aim of delivering outstanding education to the children

5.2 Negative Factors and risks/mitigation

No negative factors have been identified with only minor risk issues.

Risk	Mitigation
Limited stakeholder engagement	Continued communication throughout
Concerns about change	Clear reassurance regarding continuity of provision
Staff uncertainty	Ongoing consultation and union engagement through TUPE process.

6. Conclusion

After careful consideration, the Trust and Randlay Primary School and Nursery believe that the proposal to convert to an Academy and to join the TTMAT is broadly welcomed by the school community.

During the consultation, no objections or criticisms of the proposal were received.

It is therefore concluded that there is support for the Governing Body's proposal to convert to Academy status and to join the TTMAT from 1st September 2026 (pending timescales).

7. Next Steps

The Trust and the School will continue to implement the pre-conversion action plan in close consultation with the DfE

Whilst the formal consultation period has ended, the Trust and the School considers consultation as a continuous process and will remain in contact with key stakeholders throughout.