



## CONSULTATION EVENT Q&A – 7<sup>th</sup> October 2021

### **Q1. What is a Free School?**

A1. Free schools are run on a not-for-profit basis and are funded by the government but are not run by the Local Authority. They have more control over how they do things. Free schools can set their own pay and conditions for staff, change the length of school terms and the school day, they do not have to follow the national curriculum.

### **Q2. What support will be in place for children with English as an additional language?**

A2. We have EAL Policies in place across all our schools. We are experienced in teaching children with English as a second language. We invest in dual text, decoding text and phonics. It is important that children feel safe and secure in order to learn.

### **Q3. What is the secondary feeder school?**

A3. Toot Hill Secondary School in Bingham, an Outstanding School run by the Nova Education Trust.

### **Q4. How will you recruit your staff?**

A4. We have 14 schools open and have staff who may want to progress their careers so some recruitment could be internal, tried and tested. We will be advertising externally in the wider market place. We operate a Safer Recruitment Policy across the Trust.

### **Q5. Who does your recruitment?**

A5. We do. The Trust has its own HR department. Once a Headteacher is in place at the school, the Headteacher, with the support of the Trust, will employ the teaching and support staff.

### **Q6. Do you put new Heads in your schools?**

A6. This depends. Our most recent Primary Free School, Poplar Farm in Grantham has an experienced Headteacher in place. Another Free School, Foxfields Academy in Leicestershire has an

experienced Headteacher in place. When we began supporting Chapel St Leonards Primary School on the East Coast, a new Headship took up the position.

If a new Headteacher is put in post at Bingham Primary School, Becky Jackson (Deputy Director for Primary Education) will mentor and coach the new Headteacher. Becky has 25 years experience in education with 10 of those years as a Headteacher. Her length of experience supports school development with her work as a Local Leader of Education.

To clarify, there will be one Headteacher in place solely to lead Bingham Primary School.

**Q7. What happens if the Reception class isn't filled in September 2022, will you put Reception children in with other Year groups at the school?**

A7. We are funded so that we have one Reception Class regardless of whether it is full in September 2022 or not. We will then have mixed year groups likely to be Years 1 & 2, 3 & 4, 5 & 6.

**Q8. What are the challenges to setting up a good school?**

A8. From our own previous experience with opening Free Schools, we have found establishing a community from a new housing development quite challenging. We would like this new community to have a sense of confidence from the outset.

The Trust will support the school with this from the very beginning, organising events so that parents can meet and get to know one another prior to their child starting school.

It can be liberating to start a fresh with a brand new school but with that comes the challenges of creating traditions to match your community.

