

## Staff

<p>Will staff be asked to travel and work in different schools in the trust?</p>	<p>There will be many opportunities for collaboration, shared thinking, and development but no expectation to teach or work elsewhere.</p>
<p>How does joining Athena affect staff contracts?</p>	<p>Contractual terms, length of service, and other employment rights transfer with colleagues. TUPE legislation means that contracts are transferred with employment. Staff will move to Athena payroll from the date of the transfer. There is no break in service and current employment start date transfers with colleagues.</p>
<p>Will colleague holidays and contractual entitlements transfer over?</p>	<p>Yes, all current holiday and contractual entitlements will transfer with colleagues.</p>
<p>Will staff be paid by the Council? Will the LGPS transfer over to Athena?</p>	<p>Colleagues' employers will change from their school to Athena Learning Trust. There is no change to the pensionable service – Athena Learning Trust is a member of the LGPS and Teachers Pension schemes.</p>
<p>How does Athena focus on staff pastoral care and wellbeing support?</p>	<p>Pastoral support and staff development is really important at Athena Learning Trust. We ensure there is clarity over these roles and responsibilities and an understanding of who does what. As an example, we have clear and supportive attendance procedures, and role and responsibility benchmarking in place.</p> <p>Athena focuses on creating supportive, clear systems which are easy to use; a clear delineation of responsibility; and ensuring all colleagues have line management regardless of their role. Schools' head teachers and local governing bodies determine how resources are allocated.</p>

## Unions

<p>What arrangements are in place for union consultation and recognition? Will a formal agreement be in place prior to the transfer?</p>	<p>With regard to relationships with unions, the local arrangements with union representatives in place at schools will continue. The Trust is not obliged under TUPE to enter into a TURA or other arrangement with unions before the transfer takes place. However, we are committed to discussing how Athena can best work with unions as we grow, and this is a central part of joining discussions.</p>
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## Schools

<p>How does Athena continue to forge relationships with local feeder schools, local primary and secondary schools, and continue to benefit from those relationships?</p>	<p>As part of Athena Learning Trust, schools continue to benefit from those links with other local schools. The link with Athena is about school improvement, and local school links will remain the same. Athena also provides support to schools not in the Trust as part of the Trust and School Improvement Offer, and we are open to talking to other prospective schools in the area, both primary and secondary.</p>
<p>How does Athena create good quality communication and teamwork across schools?</p>	<p>This is a core part of excellent education at Athena and is achieved through:</p> <ul style="list-style-type: none"> <li>● Genuine Caring</li> <li>● High supportiveness and responsiveness</li> <li>● Regular meetings online</li> <li>● Regular calls, 1:1s, and support</li> <li>● In-person conversations</li> <li>● Seeking feedback, inviting honesty, and encouraging sharing.</li> </ul>
<p>How does Athena support schools' values and governance?</p>	<p>Key and clear values are an essential part of Athena and our schools, and they inform all we do. Individual school Governors are the gatekeepers of the culture, values, and ethos of the school, which remain integral to their unique provision. A new governing body will be voted in which creates an important opportunity for schools to have local ownership over those key things.</p>
<p>Where does school improvement funding come from?</p>	<p>Schools each contribute to shared service provision, including for finance, estates, HR, IT, and governance, but also a small school improvement team who have expertise in improving the student and staff experience. This is mainly spent on staffing across the shared service,</p>

**Athena Learning Trust  
Consultation FAQ's**

	<p>alongside shared software licenses and SLAs which are cheaper when purchased centrally than individually by schools.</p>
<p>How will joining Athena Learning Trust support students?</p>	<p>Joining Athena Learning Trust creates positive and supportive impacts for all students including:</p> <ul style="list-style-type: none"> <li>● Calm, peaceful, disruption-free learning in every classroom, every lesson, every day</li> <li>● High-quality teaching using research-informed habits - recap, model, check, practice</li> <li>● Improved outcomes at GCSE and A Level</li> <li>● Free additional GCSE tuition during Period 6 lessons</li> <li>● Strong character curriculum, including assemblies, PSHE, and daily greeting</li> </ul>
<p>What is Athena's SEND strategy?</p>	<p>Athena is committed to providing excellent SEND provision through high support, high expectations, and high encouragement.</p> <p>As part of these, we:</p> <ul style="list-style-type: none"> <li>● Provide high-quality teaching using research-informed habits: recap, model, check, practice</li> <li>● Conduct a detailed review of all EHCPs across the trust</li> <li>● Focus on attendance, behavior, and reading.</li> <li>● Identify key provisions for EHCPs</li> <li>● Resource key research-based interventions that are effective for the majority for staff to refer to</li> <li>● Implement targeted reading and numeracy catch-up programs for students who have fallen behind</li> <li>● Provide coaching and mentoring</li> <li>● Ensure the best allocation through investigating the support staff role and planning responsibilities.</li> </ul>