Since it was announced that the school is joining United Learning, a number of questions and assertions have been made on social media about the school. We thought it would be helpful to address these so that everyone has certainty of the facts.

**Q: Have United Learning cancelled the school play?**
No. We have had no discussions about whether or not there should be a school play.

The school took the decision several months ago that, due to staffing issues, it unfortunately does not have the capacity at the moment to put on a school play this year. Normally in our schools, we expect there to be a number of performances and productions through the year and we would hope that this will be the case in future.

**Q: Has United Learning said it will change the Sixth Form dress code?**
No. We have had no discussions about this.

**Q: Did United Learning cancel the end of term trip to Thorpe Park?**
No. We have had no discussions with the school about this.

**Q: What will be the consequences of the falling numbers on roll, and in sixth form?**
The reduced numbers on roll reduce the income of the school. The school is currently spending more than its income: it currently faces an in year budget deficit of £500,000. The school expects to have run down all its reserves by the end of this year.

As we have previously said, whoever was running the school would need to address this problem. We will make savings in non-staff areas as a priority and seek to avoid compulsory redundancy if possible.

**Q: What does United Learning plan to do to address the behaviour issues Ofsted identified?**
There is no one-size-fits-all approach to improving behaviour, and different approaches work best in different contexts. So we are now working with the Senior Leadership Team at the school to identify with them how best to address all the issues highlighted by Ofsted. However, we do believe that rapid improvement is possible and that a simpler system would be clearer for staff and pupils.

**Q: How does United Learning plan to address the recruitment and retention problems?**
It is always a struggle to recruit staff to schools which are in the midst of industrial action or where there is uncertainty about the school's future. Now that there is certainty about the future, this will be helpful to recruitment. We are now working with leaders to ensure that gaps for September are filled.

**Q: How will United Learning deal with the elements of poor quality teaching Ofsted has reported?**
We will offer support and training to staff who require it. We have a strong track record, through our subject advisors and education team, of improving the quality of teaching and learning across a school. Our education team will now be working with Senior and Subject Leaders to support the planning of Schemes of Learning for the Autumn Term.
Q: What will the changes be for staff and how will it be managed?
Staff terms and conditions are protected through the TUPE regulations. The TUPE process for staff is currently beginning and will take place over the remainder of this term.

Q: How will staff and parents be able to get involved in school governance?
The school is currently governed by an Interim Executive Board. In the immediate future, this will continue. A more traditional local governing body will be established as the school reaches a position of stability.

Q: How can staff and parents move forward to help build improvements, especially as there will be some disappointments and some anxieties about becoming an academy?
More than anything else, what the school requires at present is a period of calm.

Whatever intentions lay behind 13 days of industrial action, this has undoubtedly had an impact on the effective running of the school and had a negative impact on the education the pupils receive.

We come into the school looking to work with parents to support their children irrespective of the past. Our commitment is to make substantial improvements to the education that pupils receive. There is a great deal to be done and parents can best support this by working positively with the children, encouraging them in their learning and taking an interest in their subjects; and by making clear that they want a period of stability and focus on education.

We understand that some parents will continue to be sceptical about the school becoming an academy. But that decision has been made and will not be reversed.

Q: Will United Learning change the name of the school?
No. The school will continue to be called The John Roan School.

Q: Are United Learning only interested in the school for its historic building and land?
No. Our priority is the children’s education. For us, the land and buildings are of value only in so far as they enable education to take place.