

TDA Proposed Reorganisation FAQs

Why is the Academy reorganising now?

Our priority is to provide the highest quality education possible for all of our students within a safe and stimulating environment and we will strive to not only maintain this but to constantly improve it.

There has not been any comprehensive restructure since TDA was opened in September 2007 when three schools were amalgamated to form one larger academy, nor was there any 'cost cutting' as a result of the 'Credit Crunch' in 2008. Having a reorganisation of the staffing structure after seven years without change is now essential. TDA has the potential to be an outstanding Academy and to do that we need to consolidate and progress the improvements already implemented over the 2013/14 academic year when we achieved our best ever results.

In addition, as with other public bodies, government funding for education will be reduced further for the 2015/16 academic year and beyond and it is therefore necessary to concentrate our resources in order to not only maintain our existing high standards but to further improve upon them. During the last three years our funding, direct from government has reduced by an average of 3%. We anticipate further reductions of at least this level for the next three years. All main political parties have indicated continuing funding cuts.

How many posts will be lost?

We currently employ 364 (288 FTE) staff. Of these 167 (151 FTE) are teachers and 197 (136 FTE) are associate staff. Our 46 day consultation period with staff starts on the 12th January 2015 and no more than 33 posts, 9% of our workforce is at risk. It is hoped that natural wastage and voluntary redundancies will account for as many at risk posts as possible. Normal staff turnover within the Academy runs between 12% and 17% per annum.

If you had your best ever results in the academic year 2013/14 why are you changing the structure?

We have taken the opportunity to review the Academy's structure over the last academic year in order to fully assess what works well and where improvement is required to help us to move the Academy to an outstanding category. This has involved a combination of internal review and external reports. We now need to focus on greater accountability within the system to help us push towards outstanding and the reorganisation is intended to provide clearer, more defined accounting lines for both teachers and associate staff. In addition, we need to provide greater motivation within the system and our new pay for

performance scheme and a clearer progression path based on rewards for performance will complement the planned reorganisation.

So, exactly what form will the reorganisation take?

Obviously this cannot be fully defined until the consultation process is complete on the 27 February 2014 but it is intended that the senior posts will be appointed first followed by the next layers of leadership and management posts and then people will be job matched where possible into the new organisational structure.

Is TDA in financial difficulties?

Absolutely not! Regardless of the government funding cuts TDA would have gone ahead with the reorganisation anyway in order to help achieve an outstanding category, help motivate our staff and not just maintain but improve our quality. The Academy has a strong balance sheet. It continues to invest heavily in capital for our students as evidenced by the Junior Phase, Exams Hall, Construction training Centre, Sixth Form Centre and a rolling IT replacement strategy. By improving our pay to income ratio we will be able to direct better our resources to where the children need them the most.

It has been reported nationally in the media about the financial challenges facing all schools. These include pay rises, raised national insurance and pension contributions, mounting heating and lighting bills, as well as increased examination costs.

We do have to take the funding cuts into account as does every school in the country and feel that it is better to act prudently now rather than drastically later in this respect.

How will you know if the reorganisation has worked?

We will be closely monitoring the situation to ensure that our quality standards are maintained and improved and that the greater accountability within the management structure is achieving our objectives. Research will be conducted at a suitable time after the implementation in September 2015 and the biggest indicator of success will be that more children than ever make better progress. This has already begun to happen with the small changes we have already been able to make.

When will the restructure be implemented?

The consultation with the staff opened on the 12th January 2015 and this process will take 46 days; we will then submit any refinements to the original plan to the Board on 4 March 2015. We hope to have an approved final reorganisation by the 6th March 2015. After this we will need to follow an agreed process of selecting staff for new and ring-fenced posts as well as slotting in those staff who are a direct match.

The reorganisation will be in place for the start of the new academic year in September 2015.

How will the students benefit from the reorganisation?

We want every child and young person at TDA to receive the best quality education. The reorganisation is designed to ensure a consistent application of our policies across the whole academy and this together with increased accountability for our staff will help to improve academic performance and behaviour both within and outside of the Academy premises. Increased progression opportunities for staff and performance related pay will also provide a highly motivated workforce that is fully committed to working towards the academy gaining an Outstanding OFSTED rating as soon as possible.