

FOI reference	Question and Answer
September 2017	
FOI284	<p>1. How many incidents have occurred outside North Birmingham academy involving pupils and/or others between September 2012 - July 2017? <i>The academy does not specifically keep a reference of incidents that occur outside the academy. Additionally, the academy would not necessarily be aware that an incident had taken place involving pupils if it occurred outside the academy. There may be reference to incidents outside the academy in individual student files, but this would require a manual search of all student records which would exceed the cost of compliance set out in the Freedom of Information Act (this is set at £450 or 18 hours work) therefore we are unable to provide an answer to parts (1) and (2) of your request.</i></p> <p>2. On how many of the above incidents were the Police called? <i>See above</i></p> <p>3. Who are the Board of Governors, when and where is the next meeting? North Birmingham Academy is part of the multi-academy trust called E-ACT, which has a single Board of Governors – E-ACT’s Board of Trustees. The Board of Trustees are: Michael Wemms, Chair; Jean Scott, Vice Chair; Sean Alleyne; Angus Hislop; Theresa Keating; Bryan Winchester; Cameron Pyke and Pamela Coles. The Board holds five meetings each academic year. The next meeting is on 6 December 2017. The most recent meeting was on 4 October 2017. In addition there are three Committees of the Board (Finance Committee, Audit & Risk Committee and Education & Personnel Committee) all of which meet five times per academic year. In addition to our Board of Governors, each E-ACT academy has an advisory body called the Ambassadorial Advisory Group. The next meeting of the North Birmingham Academy’s Ambassadorial Advisory Group will be on 22 November 2017.</p>
October 2017	
FOI285	<p>Requestor sought copies of the following FOIs: FOI271, FOI272, and FOI273. <i>The information was provided to the requestor. Due to document size, please contact FOI@e-act.org.uk to view the information.</i></p>
FOI286	<p>RELATING TO CREST ACADEMY: In the past 3 years, what is the turnover of teaching staff (including teaching assistants) at your school and how many vacancies currently remain? <i>In the past three years there have been 69 leavers.</i></p> <p><i>Cover staff – 1</i> <i>Education support – 3</i> <i>Finance – 11</i> <i>Pastoral – 1</i> <i>Teachers – 49</i> <i>Premises – 2</i> <i>Uncoded – 2</i> <i>At the time of processing this request there were two vacancies advertised.</i></p>

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FOI287	<p>RELATING TO THE OLDHAM ACADEMY NORTH: How many SEN/AEN pupils will sit 4 or more GCSEs? 100% of all SEN students How many SEN AEN pupils will sit 5 or more GCSEs? 100% of all SEN students Please can you provide NVQ results for all subjects No previous NVQ Results How do you measure the impact that support staff make on GCSE results? All support staff are measured on academic interventions completed and tracked, 1:1 mentoring, pastoral interventions (including attendance, punctuality and behaviour) and support clubs during social times (e.g. managing stress, revision techniques, promoting good mental health etc).</p>
FOI288 – 291	<p>RELATING TO DENHAM GREEN, BLACKLEY, MANSFIELD GREEN AND SHENLEY: How many reports of biphobic, homophobic and transphobic bullying were reported in your school in each year from 2010 up to and including the year ending in 2018? Denham Green - Nil to date on record Blackley - 2016 – 2 incidents, 2017 – 3 incidents. Prior to 2016 such data was not recorded Mansfield Green - 2011 – 2 incident, 2012 – 4 incidents, 2013 – 6 incidents, 2014 – 6 incidents, 2015 – 4 incidents, 2016 – 11 incidents, 2017 – 7 incidents Shenley - Nil to date on record</p>
November 2017	
FOI292	<p>Can you tell me since 2015 how much has the academy spent on DBS checks? The total spent by E-ACT on DBS checks since 2015, including academy, regional and national team checks is £157 698.31.</p>
January 2018	
FOI293 – 295	<p>Information on numbers with Pakistani heritage for NBA, Heartlands and Shenley and the governors Please note that we do not require the equalities and diversity data to be collected mandatorily for staff or pupils. The information provided is based on those which have chosen to disclose.</p> <p>Number and percentage of your students who are of Pakistani heritage. Shenley 1.25%, North Birmingham 13.5%, Heartlands 33%</p> <p>Number and percentage of your teachers who are of Pakistani heritage. Shenley 0%, North Birmingham 3.4%, Heartlands 21%</p> <p>Number and percentage of your support staff who are of Pakistani heritage. Shenley 0%, North Birmingham 0%, Heartlands 8%</p> <p>Number and percentage of your senior leadership team who are of Pakistani heritage. Shenley 0%, North Birmingham 0%, Heartlands 17%</p> <p>Number and percentage of your governing body who are of Pakistani heritage. We do not collect this information on trustees</p> <p>Is there under-representation of Pakistani heritage amongst your employees? We do not hold this information</p>

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	<p>Is there under-representation of Pakistani heritage amongst your governors? <i>We do not hold this information</i></p> <p>If the answer to 6 and 7 above is in the affirmative, is there a strategy in place to address the gap(s)? Please provide the strategy. <i>E-ACT promotes diversity in recruitment and appointment. However, there is no specific strategy in place to address appointment of those with Pakistani heritage.</i></p>
FOI296	<p>RELATING TO THE OLDHAM ACADEMY NORTH:</p> <p>What was the reason behind creating each individual post of Assistant head teacher? <i>A recruitment strategy for TOAN was developed in 2016 which included looking at skills gaps in the academy. It was clear that there was a gap in skills and experience at middle management level. As there were no vacancies a one year internal secondment was adopted, with no salary adjustment due to budget limitations, with a view to identifying future talent and to add capacity to SLT. This was developed further with a paid fixed term role to maintain the capacity for SLT and to continue with specific focus areas to ensure impact.</i></p> <p>What was the job specification for each individual role? <i>The information was provided to the requestor – can be requested from FOI@e-act.org.uk</i></p> <p>How many people applied for each post? <i>There were 11 applications. Candidates were asked to express a preference and, if they had more than one area of interest, were asked to state them all and give an order of preference. The TLA Culture post was split between two candidates so both were given an opportunity to develop their ideas.</i></p> <p>How is success monitored in each individual role? <i>Each employee is subject to the annual appraisal process for teaching staff, RABs and RPBS and results are publically available.</i></p> <p>How has each member contributed to the GCSE results where applicable? <i>Specific information is not held regarding levels of contribution. GCSE results are publicly available</i></p> <p>What is the accountability for each role? <i>Each role is accountable to the headteacher who is accountable to half-termly Raising Achievement Boards with the Regional Education Director (North)</i></p>
FOI297	<p>RELATING TO PAY PROGRESSION DATA FOR SEPTEMBER 2017</p> <p><i>The information was provided to the requestor. Due to document size, please contact FOI@e-act.org.uk to view the information.</i></p>
April 2018	
FOI298 - 299	<p>Union request on pay information and teacher numbers</p> <p><i>The information was provided to the requestor. Due to document size, please contact FOI@e-act.org.uk to view the information.</i></p>
FOI300	<p>The number of teaching staff that are taken on, each year, to the Trust between 15 June and 1 August each year and receive salary payments over the August period. Please also provide a breakdown of the cost to the Trust of these staff in terms of Salary/NI/Pension. Please provide this for each year from 2012. <i>We advise that following the migration to a new payroll system in 2016, we do not have all the information accessible, but have set out the information below that we do have. From 15th June 2016 - 1st August 2016 we had 34 new teaching staff. From 15th June 2017 - 1st August 2017 we had 32 new teaching staff. Our teaching staff are paid over August.</i></p>

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	<p><i>It is not appropriate to outline pay in terms of salary/NI/pension as requested in relation to individual staff. Our teachers are enrolled onto Teachers' Pensions and pay a contribution rate based on their salary band. Details of these contribution rates are available here: https://www.teacherspensions.co.uk/employers/managing-members/contributions/calculatingcontributions.aspx As an employer, we pay 16.48% as an employer contribution. Our teachers are paid in line with the School Teachers Pay & Conditions Document which is released annually. The current teaching pay scales for 2017-18 are: Main pay range £22,917 (min) - £33,824 (max) Upper pay range £35,927 (min) - £38,633 (max) In terms of the recruitment/joining bonus paid to members of staff, this is not common practice for E-ACT. We can confirm that during the period of information we were able to access on our systems, one recruitment incentive was paid of less than £200.</i></p>
FOI301	<p>Information on what secondary schools children go to from Chalfont Valley E-Act Academy, in Little Chalfont, Amersham, Buckinghamshire <i>This is not information which the schools hold so we cannot provide you with the data. The local authority should be able to provide you with this information; The Admissions and Transport department can assist.</i></p>
May 2018	
FOI302	<p>1. For each year, please provide a list of schools who provide trips to destinations abroad (outside the UK) and, if possible, what level the trips are aimed at i.e three days in Paris for year seven pupils, a week of skiing in Switzerland for year 11 pupils, etc). 2. Please provide details of the cost of each trip in each year (this should be the standard rate issued for a trip and not include any optional extras. For example, if a group was taken on a skiing trip to Switzerland the base cost might be £700, but pupils may have the option to alter this in favour of snowboarding for an additional fee of £65 – in these cases, please provide only the base cost [£700]). 3. For each year (or if it's possible, for each TRIP) please provide details on the number of pupils who are eligible to attend each trip and how many actually went – please also provide the total amount of money collected for school trips (again, either for each year or each trip – whichever is most readily/easily accessible/presentable <i>The information was provided to the requestor. Due to document size, please contact FOI@e-act.org.uk to view the information.</i></p>
June 2018	
FOI303	<p>1 The name of your supplier for electricity and gas, for each year as far back as possible without incurring unreasonable cost or working time for you. Prior to 2017-18 obtaining the records would incur unreasonable working time so we are replying for this academic year only: <i>Dong/Orsted – Gas, Scottish power – Elec HH · Scottish & Southern – Elec NHH</i> 2. The unit rate and standing charge you are currently being charged by your energy supplier. <i>This information is exempt from disclosure under regulation 43(2) of the Act.</i> 3. The cost of your energy bill for the 2017-18 financial year, for electricity and gas. <i>Electricity 17/18 - £1,004,035, Gas 17/18 - £432,942</i></p>
FOI304	<p>1. How do you procure facilities management services (maintenance, cleaning, security, catering, energy and utilities)? <i>We use a mixture of brokers, frameworks and academies procuring on an ad-hoc basis.</i> 2. Who were the suppliers who applied for inclusion on each framework/contract for the supply of FM services and who were successful & unsuccessful at the PQQ & ITT stages? <i>We consider these details to be commercially confident.</i></p>

FOI reference	Question and Answer
	<p>3. What are the contract values of each framework/contract (& any sub lots), and each individual service (maintenance, cleaning, security, catering etc) year to date? <i>Our energy contract is negotiated centrally and its value is c£1.3million per annum. We consider that to provide a breakdown of every contract at every academy would take over the time exemption and will not be providing the information in this request.</i></p> <p>4. What was the start date & duration of framework/contract? <i>The current gas contract runs until October 2018, and the electricity until October 2019.</i></p> <p>5. Is there an extension clause in the framework(s)/contract(s) and, if so, what is the duration of the extension? <i>We can confirm that if used, extension clauses are generally for twelve months.</i></p> <p>6. Has a decision been made yet on whether the framework(s)/contract(s) are being either extended or renewed? <i>No</i></p> <p>7. Who is the senior officer (both inside and outside of procurement) responsible for this contract? <i>Procurement Manager, Dominic Peverell</i></p>
FOI305	<p>1. Please would you outline what Leadership Development programmes you have offered at your Academy Trust and what money has been spent on these over the last 3 years. <i>We have a three year programme with "Ambition School Leadership" covering 2016-19 costing £65,000 per annum</i></p> <p>2. As such, would you document each supplier you contracted to deliver these programmes and the total sum paid to each suppliers for their services. <i>As above</i></p> <p>3. Where possible, would you also be able to provide me with the number of Headteacher positions you have recruited for over the last 3 years and the money you have spent on recruiting these Headteachers. Once again, it would be great if you outline what agencies or publications you used to advertise these and breakdown the costs per organisation you contracted. <i>Over the last three years, E-ACT has recruited 35 Head Teacher positions. 12 of these were via an internal recruitment process.</i></p> <p>4. Specific head teacher recruitment costs over the last three years: <i>TES - £17,268.00, Other providers £21,376.71</i></p> <p><i>In addition, we held trust-wide job advertising subscriptions with GuardianJobs in 2016-17 and TES for 2017-18. We cannot however breakdown the specific head teacher cost for these adverts.</i></p>
July 2018	
FOI306	<p>Please could you provide a detailed structure chart (with names, positions and contact details) of the Finance and HR departments for E-ACT</p> <p><i>The information was provided to the requestor. Due to document size, please contact FOI@e-act.org.uk to view the information.</i></p>
August 2018	
FOI307	<p>1. Does the trust operate a policy of using 'isolation rooms' or 'isolation spaces' as a behaviour management policy? (in which a pupil is removed from a lesson and put in a room) <i>The trust does not mandate the use of isolation rooms or isolation spaces but allows academies to utilise this provision if they choose</i></p> <p>2. How many schools within the trust use isolation rooms? (Answer xx out of xx total schools). <i>11/26</i></p> <p>3. Are pupils always and without exception provided with the identical work they would be doing in the lesson they are missing while in the isolation room? If not, what are they supplied with? <i>Where possible, pupils are provided with the same work. Where is it not possible e.g. PE, they are provided with suitable alternatives.</i></p>

FOI reference	Question and Answer
	<p>4. Is a member of staff always and without exception present in the isolation room while the pupil is in there? <i>Yes</i></p> <p>5. What is the maximum time a can pupil kept in there? Please indicate: one lesson, half a day, full day, up to a week, longer. <i>This varies on the academy, but can, in exceptional circumstances, be up to five days depending on the severity of the incident or behaviour repetition. In most cases isolation is for part of a day, or a full day.</i></p> <p>6. What is the rationale for the trust using isolation rooms/not using/banning the use of isolation rooms? Are other disciplinary methods less effective? <i>Used as an alternative to external exclusion (as the pupil remains within a productive learning environment) or as a serious sanction when the incident does not warrant external exclusion</i></p>
FOI308	<p>1. What Mobile Device Management Solution are you using? And when is the renewal date? <i>n/a</i></p> <p>2. What functionality requirements do you have? <i>Calls, texts, emails, pictures</i></p> <p>3. How many mobile device users do you have? <i>191</i></p> <p>4. What type of handsets do you have? <i>Mainly smart phones, few historical iPhones</i></p> <p>5. If you have an existing Mobile Device Management solution, what is your chosen deployment method? E.g. BYOD, COBE, etc <i>N/A</i></p> <p>6. What type of device monitoring tool are you currently using? <i>N/A</i></p> <p>7. What are you using for instant messaging? <i>N/A</i></p> <p>8. What solution are you using for Mass Communication? E.g beepers? And when is the renewal date? <i>N/A</i></p> <p>9. What is your mobile budgets per year? <i>N/A</i></p> <p>10. Who is your mobile phone provider? <i>O2</i></p> <p>11. Who is your incumbent provider for Software solutions? <i>NA</i></p> <p>12. Who is the decision maker for IT Purchasing? <i>Procurement/COO/Local IT leads</i></p> <p>13. What email exchange server are you running? Cloud or on premise? <i>Office 365, cloud</i></p> <p>14. Who do you currently use for penetration testing? <i>N/A</i></p> <p>15. Do you currently use a document security or digital rights management tool? If so what do you use? <i>N/A</i></p>
FOI309	<p>1. The total number of transgender pupils (or those with gender dysphoria) attending schools in your control. <i>Across our 29 academies, seven pupils are recorded as transgender pupils (or those with gender dysphoria).</i></p> <p>2. The total number of schools in your control which have gender neutral toilets <i>Six</i></p> <p>3. The total number of schools in your control <i>Please see above</i></p>