

FOI reference	Question and Answer
September 2018	
FOI310	<p>1. Statistical breakdown of pupils in each school by their religious beliefs/backgrounds in the current academic year 2018/2019. <i>There is only one academy in the area requested (Brent) and there are 664 pupils present there. The statistical breakdown was provided to the requestor. Due to the document size, please contact FOI@e-act.org.uk.</i></p> <p>2. Whether the meat provided (if any) in school meals is a) Halal meat only, b) Non-Halal meat only, c) Both Halal and Non Halal meat. <i>All meat served at the one academy in the Brent area is Halal.</i></p>
FOI311	<p>1. The number of pupil enrolments (i.e. individual pupils) who were informally excluded at some stage in the past academic year (2017/18). <i>721 out of 15,900 pupils trust wide (26 academies)</i></p> <p>2. Whether the school uses isolation or consequence booths. (Yes/No) If used, please outline the rules of their use i.e. how many hours pupils are expected to remain at the booths, the number of toilets breaks, whether they are allowed out to into the playground, or to exercise at lunch and break. <i>E-ACT does not proscribe the use of such booths and delegates the decision of whether to implement to the academy. A handful of E-ACT academies utilises isolation/consequence booths. The academies decide on the operational parameters and collectively they all require pupils within the booths to have alternate break and lunch times to the other pupils. Toilet breaks are generally allowed as need arises however a couple of academies specify two or three set periods during break times in which this can occur.</i></p> <p>3. The number of occasions that pupils have attended such a booth continually for at least a week (i.e. they were present all day on consecutive days for at least a week) in the past academic year (2017-18). <i>32</i></p> <p>4. The number of pupil enrolments with SEN who have been placed in isolation or consequence booths in the past academic year (2017/18). <i>318</i></p>
October 2018	
FOI313	<p>1. Information regarding the use of isolation booths was changed to consider internal exclusions. Number of incidents.</p> <p>2. Number of pupils internally excluded.</p> <p>3. Each individual record to suggest the most common behaviours.</p> <p>4. Behaviours that can result in an internal exclusion.</p> <p><i>For queries 1, 2 and 4 the information was provided to the requestor. Due to document size, please contact FOI@e-act.org.uk to view the information. Query 3 was not provided with information, as it was established that to collect this it would surpass the time limits as specified by S12 of the Freedom of Information Act 2000.</i></p>

FOI reference	Question and Answer
November 2018	
FOI314	<p>1. Number of employees in senior leadership/governance positions at each academy. <i>We have classed senior leadership in academies as headteacher and deputies. This is a nil return.</i></p> <p>2. Number of employees in senior leadership/governance positions in the multi-academy trust itself who were previously employed by Her Majesty's Inspectorate as a percentage of the MAT's senior leadership/governance team. <i>We have classed senior leadership in the multi-academy trust as the Executive Leadership Team and Regional Directors/Deputy Regional Directors. There are a total of twenty-four staff in this category, of which six were previously employed by HMI. This equates to 25%</i></p> <p>3. total amount spent annually on Public Relations retainers by each of your academies and by the multi-academy trust itself. Please provide figures for the last three financial years where possible. <i>We would contextualise this amount by confirming that the PR retainer covered all academies, as well as E-ACT as a trust. 15/16 - £21,600 16/17 - £24,000 17/18 - £31,200.</i></p> <p>4. The total number of pupils permanently excluded from each of your academies annually. Please provide figures for the last three academic years where possible. <i>15/16 - 32 16/17 - 44 17/18 - 43.</i></p>
December 2018	
FOI315	<p>RELATING TO ST URSULA'S ACADEMY:</p> <p><i>Provide me with more information on the absence of previous headteacher. We hold information that relates to the reason for his absence however it is exempt from disclosure under section 40 (2) (a) and (3A) (a) of the Act as it is personal data of the individual concerned. A release of this information would breach the first data protection principle in the EU General Data Protection Regulation.</i></p>
FOI317	<p>RELATING TO ST URSULA'S ACADEMY, DATE RANGE - 01 JANUARY 2018 AND 20 DECEMBER 2018:</p> <ol style="list-style-type: none"> 1. How many teachers have been suspended from employment at E-ACT Academy? <i>Fewer than five</i> 2. How many teachers are on a sabbatical? <i>0</i> 3. How many members of staff have had long-term leave due to ill health, I define long-term leave as any leave greater than 30 consecutive days? <i>Nine</i> 4. How many teachers have resigned from your school? <i>Fewer than five</i> 5. How many new teachers have you employed? <i>Five</i> 6. How many members of staff have been investigated in relation to safeguarding of children? <i>0</i>

FOI reference	Question and Answer
FOI318	<p>1. The number of teachers eligible to be assessed for pay progression in September 2018.</p> <p>2. The numbers who received progression, were denied progression or (where relevant) did not apply for progression.</p> <p>3. Breakdowns by scale point, sector of school and personal characteristics such as gender, ethnicity, full/part time status etc.</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>
January 2019	
FOI319	<p>RELATING TO BURNHAM PARK ACADEMY:</p> <ol style="list-style-type: none"> 1. A copy of the E-ACT request to terminate the funding agreement 2. E-ACT's proposal for closure, along with documentary evidence submitted with the request to terminate the funding agreement 3. A copy of the Equalities Impact Assessment made in relation to the request for termination. Evidence submitted to confirm the existence of other available provision for pupils within reasonable travelling distance, with particular reference to pupils in exam years 4. A copy of E-ACT's closure plan and timeline 5. A copy of the evidence E-ACT has gathered in relation to the costs and transport arrangements necessary to convey children to other schools. A copy of the evidence submitted on the impact the closure will have on the local community 6. A copy of the financial arrangements to be made in relation to the closure of the Academy. 7. A copy of the information to be provided to interested parties during the Listening period. 8. All Minutes, correspondence, notes (including hand written notes and notes of conversation) between E-ACT and a) the Regional Schools Commissioner and b) Buckinghamshire LA, relating to Burnham E-ACT Academy 9. A copy of E-ACT's communications and stakeholder plan that was shared with the DFE <p><i>At the time of the request, in relation to numbers 01 – 07, the information was not held because the consultation process had not commenced, and no decisions had been taken. In relation to 08 and 09, exemption 36 (2) (c) was deemed to apply.</i></p>
FOI321	<ol style="list-style-type: none"> 1. The name of your current health and safety provider or confirmation if the trust employs their own health and safety officer/manager <i>The trust's health and safety provider is Arthur J Gallagher. In addition, we employ a National Health and Safety Officer.</i> 2. Details of the length of your contract with your current health and safety provider and the start and end dates. <i>Arthur J Gallagher have provided our ongoing support and consultancy since 2016.</i> 3. Details of the service you receive e.g. number and type of inspections, provision of documentation etc. <ul style="list-style-type: none"> ·Sharezone (Web Based) support ·Annual Support and assistance with Risk Assessments ·External Health and Safety Audit which alternates annually with an internal audit

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	<p>·National strategy guidance and support</p> <p>4. The price paid for your current health and safety service per school. £100 per academy, plus additional bespoke services as necessary</p> <p>5. Details of any health and safety support contract that exists for the whole trust or per Region. As above</p>
FOI322	<p>RELATING TO THE OLDHAM ACADEMY NORTH:</p> <p>1. What is your current contract end date for gas? <i>October 2021</i></p> <p>2. What is your current contract end date for electricity? <i>October 2019</i></p> <p>3. What is your monthly or annual spend on the gas contract? <i>Annual circa £30k</i></p> <p>4. What is your monthly or annual spend on the electricity contract? <i>Annual circa £80k</i></p> <p>5. What is your target for consumption reduction? <i>We do not hold this information</i></p> <p>6. What steps do you take to reduce energy consumption? <i>BMS Audits have been carried out, energy usage is being monitored and LEDS being installed as and when possible.</i></p> <p>7. Would you benefit from funding options on energy projects? <i>This is not a request for information as defined by the Act.</i></p>
FOI323	<p>RELATING TO THE NORTH BIRMINGHAM ACADEMY:</p> <p>1. What is your current contract end date for gas? <i>October 2021</i></p> <p>2. What is your current contract end date for electricity? <i>October 2019</i></p> <p>3. What is your monthly or annual spend on the gas contract? <i>Annual cost is £17,000</i></p> <p>4. What is your monthly or annual spend on the electricity contract? <i>Annual circa £75,000</i></p> <p>5. What is your target for consumption reduction? <i>10%</i></p> <p>6. What steps do you take to reduce energy consumption? <i>Use of heating and lighting controls.</i></p> <p>7. Would you benefit from funding options on energy projects? <i>This is not a request for information as defined by the Act.</i></p>
February 2019	
FOI324	<p>RELATING TO THE CREST ACADEMY:</p> <p>1. How many students from ethnic minorities face discrimination/racism/inequality at school?</p> <p>2. What percentage of girls from ethnic minorities face racism at school?</p> <p>3. What percentage of boys from ethnic minorities face racism at school?</p> <p>4. What age groups from ethnic minorities face the most and the least inequality while at school?</p> <p>5. How many boys from ethnic minorities face inequality at school?</p> <p>6. How many girls from ethnic minorities face inequality?</p>

FOI reference	Question and Answer
	<p>7. How many girls from ethnic minorities face exclusion at school? 8. How many girls from ethnic minorities face inclusion at school? 9. How many boys from ethnic minorities face exclusion at school? 10. How many boys from ethnic minorities face inclusion at school?</p> <p><i>In relation to questions 1,2,3, we have reviewed the recorded complaints and concerns from ethnic minority pupil and can confirm no instances of pupils being subject to these have been recorded. We are unable to provide an answer to question 4 because we do not hold the data. In relation to questions 5 and 6, E-ACT is committed to ensuring equality of opportunity, and we actively discourage intolerance and inequality of any form by celebrating and promoting the diversity of our students, employees and the communities we serve. We are unable to provide accurate information based on exclusion rates by ethnicity due to the manner in which our data system records and retains information on pupils who have left the academy (questions 7 and 9). In relation to your question on inclusion (8 and 10), all pupils have equal access to activities so we consider the answer to be a nil return.</i></p>
FOI325	<p>E-ACT's SCHOOLS IN THE YORKSHIRE REGION:</p> <p>1) What was the total number of pupils in the school? 2) How many pupils were issued with a C5 (ordered to spend time in an isolation booth)? 3) What was the total number of C5 orders issued? 4) How many of the pupils issued with a C5 were eligible for Free School Meals? 5) How many of the pupils issued with a C5 had special education needs? 6) Please provide information about your rules around isolation booths and how they are used - i.e. how many booths are in the school, what is the max/min time children can spend in them, how many children can be sent to isolation at any one time, how many staff members are required to run them.</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>
FOI326	<p>1) I would also like to know how many days' pupils spent in "isolation booths", or the equivalent, in the last school year (2017/18). 2) I would like to know how many of your pupils spent time in "isolation booths", or the equivalent, in the last school year (2017/18). 3) I would like the data broken down into whether the pupil was in Y7, Y8, Y9, Y10 or Y11, and whether they had an EHCP or were entitled to FSM. 4) For my reference, would it be possible to have a copy of the trust's policy on the use of isolation too?</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>

FOI reference	Question and Answer
FOI327	<p>RELATING TO HEARTLANDS, NORTH BIRMINGHAM AND SHENLEY ACADEMY:</p> <p>Does your organisation pay the Living Wage (£9.00 an hour) to all directly-employed staff? <i>We pay all staff who are entitled to the living wage, the living wage or above as appropriate for their role.</i></p> <p>Does your organisation pay the Living Wage (£9.00 an hour) to all contracted workers? <i>For professional contracted workers contracted via a supply agency, we pay agency rates. For companies which we contract with (e.g. grounds), we pay an agreed figure for the contract as a whole but are unable to comment on their pay structures.</i></p> <p>Are you a Living Wage Employer, accredited by the Living Wage Foundation? <i>No</i></p> <p>If you are not an accredited Living Wage Employer already, do you have plans to seek accreditation in 2019/20? <i>No</i></p>
FOI328	<p>RELATING TO DENHAM GREEN ACADEMY:</p> <p>1. What is your current contract end date for gas? <i>October 2021</i></p> <p>2. What is your current contract end date for electricity? <i>October 2019</i></p> <p>3. What is your monthly or annual spend on the gas contract? <i>Annual cost is £7,500</i></p> <p>4. What is your monthly or annual spend on the electricity contract? <i>Annual cost is £6,600</i></p> <p>5. What is your target for consumption reduction? <i>N/A</i></p> <p>6. What steps do you take to reduce energy consumption? <i>BMS audits and Annual DECS</i></p> <p>7. Would you benefit from funding options on energy projects? <i>This is not a request for information as defined by the Act.</i></p>
March 2019	
FOI329	<p>Please could provide information for each of the following calendar years: 2014, 2015, 2016, 2017, 2018, Jan 01 to Mar 01 2019. Please could you tell me, for each of the calendar years listed:</p> <ol style="list-style-type: none"> 1. The total number of public liability cases settled (cases where pay-outs were made) following compensation claims for children injured or involved in accidents on school premises. 2. The total amount (in £) awarded in pay-outs to those involved or injured in accidents on school premises. 3. For the years 2018 and Jan 01 - Mar 01 2019 only, please provide details of each claim settled, including details of the accident, the amount awarded and if possible, a breakdown giving the amount awarded and spent on legal fees. <p><i>Our regions have confirmed there is a nil return for the above request.</i></p>

FOI reference	Question and Answer
FOI330	<p>Please give an itemised breakdown of all monies spent on credit cards since inception at the Oldham Academy North. The information was provided to the requestor. Due to the document size, please contact FOI@e-act.org.uk to view the information.</p>
<p>April 2019</p>	
FOI331	<p>RELATING TO WILLENHALL ACADEMY Information regarding energy supply and usage</p> <ol style="list-style-type: none"> 1. What is your current contract end date for gas? <i>October 2021</i> 2. What is your current contract end date for electricity? <i>October 2019</i> 3. What is your monthly or annual spend on the gas contract? <i>Annual cost is £92,000</i> 4. What is your monthly or annual spend on the electricity contract? <i>Annual cost is £109,000</i> 5. What is your target for consumption reduction? <i>None set</i> 6. What steps do you take to reduce energy consumption? <i>Heating & lighting controls</i> 7. Would you benefit from funding options on energy projects? <i>This is not a question for information under the Freedom of Information Act.</i>
FOI332	<ol style="list-style-type: none"> 1. Please provide the names of the independent (privately funded and run) alternative provision the trust used for excluded or other pupils in 2016-17, 2017-18 and 2018-19? Including for any dual registration. 2. Is that private alternative provision inspected by Ofsted? Please state and if possible give current Ofsted grade. 3. As part of the same table, please state how many pupils were sent to each of those named independent alternative providers in 2016-17, 2017-18, 2018-19? 4. How much in total did the trust spend on independent alternative provision for each of those years? 5. How many pupils did the trust refer to local authority-run PRUs or state funded alternative provision in each of those years? Broken down by year, please. 6. How much did the trust spend on this local authority PRU or state funded AP provision for each of those years? 7. Why does the trust send pupils to independent alternative provision, rather than local authority-run? (Provide reasons, please. Thanks). <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>
FOI333	<p>Please state the total number of pupils placed on part-time timetables during the entire school academic year for a) 2015/16, b) 2016/17, c) 2017/18, and d), the 2018/19 academic year to date.</p> <p>2/ Of the total number of pupils placed on part-time timetables during the entire school academic year of 2017/18, please state:</p> <ol style="list-style-type: none"> a. The total number of pupils placed on part-time timetables for more than one academic term but less than one academic year.

FOI reference	Question and Answer
	<p>b. The total number of pupils placed on part-time timetables for more than a whole academic year.</p> <p>c. The total number of pupils placed on part-time timetables with SEND (including SEND support and EHCPs).</p> <p>d. The total number of pupils placed on a part-time timetable because a physical medical condition prevents them from attending full-time education.</p> <p>e. The total number of pupils placed on a part-time timetable because of risk of exclusion.</p> <p>f. The total number of pupils placed on a part-time timetable without formal consent of a parent/carer.</p> <p>g. The total number of pupils placed on part-time timetables who do not have these absences recorded as authorised absences.</p> <p><i>The information was provided to the requestor. Due to the size of the information, contact FOI@e-act.org.uk to view the information.</i></p>
May 2019	
FOI334	<p>1. Does your school/ trust have a nominated DPO? Yes</p> <p>2. If so, please specify the DPO's name and contact details. If this is outsourced, please specify where to. <i>Harriet Rushton, dpo@e-act.org.uk</i></p> <p>3. What is the level of compliance that you are currently working at in line with GDPR? Please specify where you have got this figure from. <i>We do not hold this information. We are only obliged to disclose information which we hold in recorded form.</i></p> <p>4. Please supply a copy of your article 30 record of processing activity. If you do not have one please specify the lawful reason why. <i>Please note that the information you have requested was not held on the date we received your request. However, we have since prepared an article 30 record and this is attached. [this attachment is large and can be requested by contacting foi@e-act.org.uk]</i></p> <p>5. Does your school have an Information Asset Register, if so is this kept up to date and when is the review and monitoring process of this? <i>As a trust we have information asset registers.</i></p>
FOI335	<p>How many former or outgoing employees signed non-disclosure agreements with the trust in the following years? a) 2018 – 16, b) 2017 – 7 c) 2016 – 0 d) 2015 – 0 e) 2014 – 0 For the financial years ending above and to date: 2019 (year to date) – 5</p>
FOI336	<p>IN RELATION TO WILLENHALL E-ACT ACADEMY:</p> <p>A full breakdown of the salaries of your headteacher and deputy headteachers over the past five years (2014-2019[most recent]). If you have had different people occupying that role, I would like all individuals' salaries referenced over the period and the change in employee referenced. The breakdown should work on a year-by-year basis. If the school has changed name over the course of this period, I would like the salaries included from the school's previous iteration. If new management have taken on the school in the period (2014-2019), I would like the data release to start from whenever the school was taken over by new management.</p> <p><i>The information was provided to the requestor. Due to the size of the information, contact FOI@e-act.org.uk to view the information.</i></p>

FOI reference	Question and Answer
FOI337	<p>Please can you tell me how much the academy trust has spent on glyphosate weed killer in each school year over the past five years. Please include the product name. Please can you also tell me where on each schools' premises this product is used.</p> <p><i>The trust predominately uses private contractor firms in relation to grounds maintenance and as such does not specify which product to use. There are some purchases of weed-killer recorded on our systems totalling £4,289.25 over the last five years. Some of this will include contractor labour costs for the weed-killing work but we cannot separate this out. Where known, it has been confirmed that the products used are: Round-up bi-active, Gallup hi-aktiv 490, Roundup bio 360, Roundup ready to use, Gallup XL. As the work is contracted out, often the direction of where to spray is left to the expertise of the private contractor. In the North, London and South West, it has been confirmed that weed-killer is used on hard surfaces around the academies such as paths, block paving, curbs, stairs, boundary walls.</i></p>
June 2019	
FOI338	<p>1. A copy of all expense claims forms from 1 April 2016 to the present day (or March 31st if to the present day is not possible). "Expenses" include, but are not restricted to, costs associated with:(a) private car use (eg mileage, care hire costs) (b) public travel (e.g, train, bus, flights) (c) subsistence, e.g. meals whilst away from normal place of work. (d) Accommodation, bills and trips.</p> <p>2. A copy of all receipts associated with each expenses claim as detailed in part 1.a) to d) of this request, from 1 April 2016 to the present day (or March 31st if to the present day is not possible).</p> <p>3. A copy of credit card statements used by the Chief Executive Officer, Managing Director, senior directors, trustees, teachers and head teachers/ principals, assistant heads of your trust, from 1 April 2016, to the present day. (or March 31st if to the present day is not possible).</p> <p>4. A copy of associated invoices/receipts against each credit card statement as provided in part 3. of this request.</p> <p>5. The highest paid person on the trust's payroll, their position, name, salary and benefits package.</p> <p>6. A list of all-party transactions from the last 12 months, or the last most recent financial year on record.</p> <p>Unsure about the expenses information asked by the requester</p> <p><i>We have provided expenses for our executive leadership team and trustees for the previous financial year, and this financial year to date. We have calculated that to provide the responses for the remainder of the FOI would exceed the eighteen-hour window and reduced your request as per your specification. Please note that several of our trustees chose not to claim expenses, and of those that do claim, they do not always chose to claim the full allowed amount. Our Chairman, for example, claims 25p per mile as opposed to 45p. These choices are driven by a desire to ensure that public funds are well spent, and where possible that as much as possible is available to provide an education for our pupils. If you are interested, our trustee expenses policy is on the website. Number 5 – the highest paid person on the trust payroll is our CEO Designate, Jane Millward, with an annual salary of £177,773.00 plus pension contribution. Number 6 – we have been unable to complete this within the time</i></p>

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	<p>limit allocated under FOI. The information for (1)-(4) was provided to the requestor. Due to the size of the information, contact FOI@e-act.org.uk to view the information.</p>
FOI339	<p>RELATING TO BURNHAM PARK ACADEMY.</p> <p>Copies of the correspondence and minutes of meetings between E-ACT and any other organisation where the problems and possible future of Burnham Park Academy were discussed including but not limited to: Regional Schools Commissioner. Wycombe High School Academy Trust. Department of Education. Schools Funding Agency. Buckinghamshire County Council. E-ACT</p> <p>E-ACT requested a refined request when it was identified that to collect the information would surpass the time limits as specified by S12 of the Freedom of Information Act 2000.</p> <p>REFINED REQUEST: Minutes of meetings between Mr Moran and the Regional Schools Commissioner regarding the challenges in dealing with the problems experienced at the Burnham Park Academy. Information is not held by E-ACT and E-ACT enquired whether there was another information area for assistance.</p> <p>ADDENDUM REQUEST: 1 Please provide me with details of the date/s person/s etc that Mr Moran had had the unrecorded meetings with at the RSC office where he discussed the problems being experienced at the Burnham Park Academy, his recollections of the discussion/s which led to a decision to close Burnham Park Academy.</p> <p>The meetings were held by telephone between the RSC and Mr Moran. Recollections of discussion do not classify as information held for the purposes of the Act and therefore we are unable to comply with this element of your request.</p> <p>2 Who else in E-ACT had meetings with the RSC concerning the E-ACTs problems at Burnham Park Academy, which led to the decision to close the school? Please provide me with copies of the minutes / notes etc of these meetings.</p> <p>The meetings with the RSC were only held with Mr Moran, acting on behalf of E-ACT. E-ACT does not hold copies of these minutes.</p> <p>3 Copies of minutes of meetings, correspondence etc. between E-ACT and the RSC, DfE, School Funding Agency, Bucks County Council and any other organisation related to the decision to close Burnham Park Academy.</p> <p>4 Copies of the evidence E-ACT provided to the RSC, DfE Schools Funding Agency etc which addressed the problems being experienced at the school which suggested or recommended the closure of Burnham Park Academy.</p> <p>5. Copies of the Minutes and meeting documents that E-ACT has had with the RSC, DfE, Bucks County Council etc. regarding E-ACT's decision to incorporate The Bourne End Academy into the E-ACT MAT</p> <p>The information was provided to the requestor. Due to the size of the information, contact FOI@e-act.org.uk to view the information</p>

FOI reference	Question and Answer
FOI341	<p>RELATING TO THE MIDLANDS REGION</p> <p>Have there been any incidents that you've categorised as 'hate' incidents (prejudice or bullying related) which appeared to staff to arise from divisions relating to the 'Brexit' issue? 2. In October last year the government published an update to its Hate Crime Action Plan committing it to provide extra programmes for schools providing by groups such as Kick it Out and Show Racism the Red Card. Has your school benefitted from any such programmes?</p> <p><i>As you are aware, many of our academies are in some of the most challenging parts of the country, and we are proud to attract pupils from amongst the most diverse communities in England. The biggest concentration of E-ACT academies can be found in the Midlands where the number of prejudice-related incidents is low. This is because our academies actively involve our pupils in conversation about diversity and tolerance through specific programmes run in conjunction with external providers and through the comprehensive PSHE curricula. West Walsall E-ACT Academy, for example, was recently rewarded for its work around inclusivity by being granted Stonewall School Champion status, an award given to a select few in recognition of work around the promotion of acceptance and combating discrimination of every kind. In addition, as a trust, E-ACT has access to the Stonewall account for advice and resources. All academies deliver anti extremism and radicalisation training to all year groups. Our regional DSLs and DDSLs deliver training on Prevent and our academies use PHSE to discuss and address equalities. By celebrating and valuing all forms of diversity, and by actively engaging pupils in the conversation about recognising and respecting people's differences, our academies place the promotion of diversity at the centre of their educational offering. The information was provided in tabular form. To request a copy please contact FOI@e-act.org.uk</i></p>
July 2019	
FOI340	<p>All documents in relation to restructures from 2015 onwards in Birmingham and Walsall, number of staff made redundant and positions since 2015, number of staff whose contract terminated since 2015, number of staff on gardening leave past five years, number of staff left by mutual consent and pay out</p> <p><i>The breakdown information was provided to the requestor. Due to the size of the information, contact FOI@e-act.org.uk to view the information</i></p>
August 2019	
FOI342	<p>Since September first 2016, how many complaints about safeguarding or bullying to trustees have not been 'progressed further' or investigated.</p> <p><i>Fewer than five. The trustees take very seriously any complaints received. All are subject to fact finding action and the findings will determine the subsequent action to be taken. Where there is sufficient evidence to support the complaint, these are dealt with under the most appropriate procedure or policy. Where there is insufficient evidence these are discussed by some trustees and the CEO.</i></p>

FOI reference	Question and Answer
	<p>Since 01 September 2016, how many national directors of education, regional directors of education, deputy regional directors and headteachers have been appointed following: An open advertisement i.e. open to anyone to apply from outside E-ACT. How many have been employed following and internal advertising process and how many have been employed without internal or external advert.</p> <p><i>External advert – 17, internal advert – 9, no advert – 20. At E-ACT, we place our people at the centre of all we do. As such, and where appropriate, we look to develop and promote colleagues from within the trust in line with the relevant legislation, recommendations and guidance published by the Department for Education, Keeping Children Safe in Education and any guidance or code of practice published by the Disclosure and Barring Service. We are proud of the fact that many of the individuals appointed to key positions within the trust are people who have developed their talents at E-ACT over time. We also continue to attract the most talented people from outside of the organisation, who bring invaluable experience and skill to our leadership structures. Every internal and external appointment is subject to the same interview process to ensure that all candidates meet the requirements of the role in question. All appointments are also made within a succession planning framework identified by the national director of education in the case of headteachers, REDs and DREDs, and the chief operating officer for RODs and DRODs.</i></p> <p><i>At a time when the education sector is experiencing a national recruitment crisis, all our line managers are encouraged to have succession planning conversations with their staff so that we can continue to retain our most talented people and fully utilise their skill to further the education of the pupils we serve</i></p>