

# De Bohun Primary School

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## De Bohun Primary School FAQs

### Update 2

### Friday 1 March 2024

We will be sending an updated version of our Frequently Asked Questions to our community as different questions get raised and answered.

#### NEW QUESTIONS

##### 1. Industrial relations

I want to make sure that we try and ensure that the move to an MAT does not erode the pay and conditions of staff, especially when there will be an extra layer of highly paid executives running the MAT.

##### **Our answer:**

**It is important to be clear on this point. There are a number of highly paid executives within the Ivy. This is what the 5% top slice payment goes towards (along with other central services). However, that is not any different to the current model where we fund highly paid LA officers. We have evaluated, at length, that the work the Ivy's central team do for their schools and have concluded it equates to much better value for money and therefore gives an enhanced offer for our children.**

##### 2. What approach does Ivy MAT take to pay and conditions for new staff? Does it undertake to match or better the terms for local authority staff (teaching, TA and support staff)?

What has been Ivy's relationship with the requests from the main teaching unions (especially the NEU)?

##### **Our answer:**

**As The Ivy have schools in Enfield and Herts, they undertake a model of using the best of both. For example, some of the conditions around support staff pay and conditions are enhanced with the Ivy as they are better in Herts. Currently our staff do not benefit from this.**

##### 3. Opportunities for increasing environmental sustainability

I have heard of other MATs using the opportunity of collective negotiation to help bring about environmental changes - such as installation of solar panels, tree-planting and insulation. Was this discussed with the MATs interviewed by the governors?

##### **Our answer:**

**Yes – it was a specific question raised and each Trust provided an answer.**



**"From possibility to reality..."**

