

Freedom of Information Request

F.25.26.08: Questions Relating to Live Consultation

Date: 18.02.2026

Where possible, the Trust has provided high-level information about processes and policies. Where disclosure would reveal personal data or prejudice the effective conduct of public affairs during a live consultation, exemptions have been applied in accordance with the FOIA.

Question	Response
<p>What steps have been taken to avoid redundancies both at Corfe Hills and QE and what other steps have been considered (pay freezes/cuts on executives, recruitment freezes etc.?)</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • Information relating to the consideration of alternative staffing models, including draft options, scenario planning and internal discussions, forms part of the Trust's deliberative processes. Disclosure during an ongoing consultation would be likely to inhibit the free and frank provision of advice, the exchange of views for the purposes of deliberation, and would otherwise prejudice the effective conduct of public affairs. This information is therefore exempt under section 36(2)(b)(i), 36(2)(b)(ii) and 36(2)(c) of the FOIA. • In addition, information that would identify individual staff or specific posts considered during internal consultation is exempt under section 40(2), as it constitutes personal data. Disclosure of this information would breach the first principle of data protection law- that personal data is processed lawfully, fairly and in a transparent manner (Article 5(1)(a) UK GDPR). There is no strong legitimate interest that would override the prejudice that disclosure would cause to the rights and freedoms of the individuals concerned. • The Trust can confirm that a range of structural and financial considerations are being reviewed in line with the Trust's Scheme of Delegation, and statutory duties. The consultation process is designed to ensure that all relevant factors are considered before final decisions are made.
<p>Out of those steps considered, what was the reason for them not being taken?</p>	<p>The question you have raised has already been addressed in our published response to FOI F/25.26.05, which is available here: .https://www.initiolearning.org/about-initio/policies-and-documents</p>
<p>What proportion of Senior Leadership is facing cuts?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • Information relating to the consideration of alternative staffing models, including draft options, scenario planning and internal discussions, forms part of the Trust's deliberative processes. Disclosure during an ongoing consultation would be likely to inhibit the free and frank provision of advice, the exchange of views for the purposes of deliberation, and would otherwise prejudice the effective conduct of public affairs. This information is therefore exempt under section 36(2)(b)(i),

	<p>36(2)(b)(ii) and 36(2)(c) of the FOIA.</p> <ul style="list-style-type: none"> • In addition, information that would identify individual staff or specific posts considered during internal consultation is exempt under section 40(2), as it constitutes personal data. Disclosure of this information would breach the first principle of data protection law- that personal data is processed lawfully, fairly and in a transparent manner (Article 5(1)(a) UK GDPR). There is no strong legitimate interest that would override the prejudice that disclosure would cause to the rights and freedoms of the individuals concerned. • The Trust can confirm that a range of structural and financial considerations are being reviewed. The consultation process is designed to ensure that all relevant factors are considered before final decisions are made.
<p>What proportion of females and part time staff have been identified for redundancy?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • As previously stated, information relating to the evaluation of alternative options forms part of the Trust's internal deliberative processes and is exempt under section 36 (2)(b)(i), 36(2)(b)(ii) and 36(2)(c) of the FOIA. • As previously stated, information that would identify individual staff or specific posts considered during internal consultation is exempt under section 40(2), as it constitutes personal data. Disclosure of this information would breach the first principle of data protection law- that personal data is processed lawfully, fairly and in a transparent manner (Article 5(1)(a) UK GDPR).
<p>What is driving this timeline of cuts to close a consultation by March 26th 2026?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • The timeline for a restructure consultation is determined by the Organisational Change and Consultation Policy. This policy is publicly available at: https://www.initiolearning.org/about-initio/policies-and-documents
<p>How has the Trust mitigated to protect SEND and PP spending in light of these cuts so that they directly reach those children if staff will not be at the frontline?</p>	<p>We hold information relevant to your request:</p> <p>For SEND Protection: Schools have a legal duty under the Children and Families Act 2014 to use their "best endeavours" to secure special educational provision for pupils. Schools SEND provision is evaluated by OFSTED. Please click the links below for the current SEND information for Queen Elizabeth's and Corfe Hills Schools:</p> <ul style="list-style-type: none"> • QE website SEND info: <ul style="list-style-type: none"> ○ https://www.queenelizabeths.com/page/?title=Special+Educational+Needs+and+Disabilities&pid=217 ○ CH website SEND policy: https://www.corfehills.net/page/?title=Policies&pid=15 <p>For PP spending, schools are held to account via Ofsted inspections and must publish their Pupil Premium strategy,</p>

	<p>demonstrating how the funding supports disadvantaged pupils. Please click the links below to see the current PP information for Queen Elizabeth's and Corfe Hills Schools:</p> <ul style="list-style-type: none"> • QE website pp info: <ul style="list-style-type: none"> ◦ https://www.queenelizabeths.com/page/?title=Free+School+Meals+%26amp%3B+Pupil+Premium&pid=23 • CH website pp info: <ul style="list-style-type: none"> ◦ https://www.corfehills.net/page/?title=Free+School+Meals+%26amp%3B+Pupil+Premium&pid=50
<p>How has the Trust evaluated the work/life balance and wellbeing of staff to absorb any extra workload as a result of cuts?</p>	<p>This is not something for which the Trust holds recorded information, and responding would require the creation of new commentary, which falls outside the scope of the Act.</p> <p>However, we can state that staff are supported through line-management structures, occupational health referrals, wellbeing resources and HR policies and processes. Colleagues also have access to a dedicated employee assistance programme.</p>
<p>What steps are being taken to support staff and children at these schools to ensure curriculum disruption is kept to a minimum?</p>	<p>The question you have raised has already been addressed in our published response to FOI F/25.26.05, which is available here: https://www.initiolearning.org/about-initio/policies-and-documents</p>
<p>How is your executive pay structure ratified?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • The ratification process for the executive pay structure is laid out in the Scheme of Delegation. This policy is publicly available at: https://www.initiolearning.org/about-initio/governance
<p>How do the trust reconcile the pay packages with the current economic climate?</p>	<p>This is not something for which the Trust holds recorded information, and responding would require the creation of new commentary, which falls outside the scope of the Act.</p> <p>However, we can share that pay and remuneration are governed by the Scheme of Delegation. The scheme is publicly available at: https://www.initiolearning.org/about-initio/governance.</p> <p>The Trust also adheres to national frameworks, including the School Teachers' Pay and Conditions Document (STPCD) for teachers and the "Green Book" for local government support staff.</p>
<p>What is the financial effectiveness of the Trust measured against - is it cash reserves and what checks and measures are in place to stop shoring up of reserves?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • An accountability framework is defined by the Scheme of Delegation, where the Trust Board is legally accountable to the quality and effectiveness of financial performance. The named document is available on the Trust website, which is linked below • https://www.initiolearning.org/about-initio/governance

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<p>What due diligence is taken to oversee spending on peripheral items e.g. branded stationery , signage, new data management systems when balanced in light of making staff redundant?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • Spending on peripheral items is managed through the Trust Financial Regulations Policies as well as statutory frameworks such as the Procurement Act, 2023. • Spending is overseen by the Trust Board and committees as well as external auditors. • Financial statements are publicly available at: https://www.initiolearning.org/about-initio/policies-and-documents
<p>How much has Inito spent on recruitment of executives and head teachers including recruitment agencies and redundancies in the last five years across the Trust?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • Our records show that the total amount spent on recruitment of executives and head teachers including recruitment agencies and redundancies in the last five years across the Trust is £56,752.00. This breaks down to £35,537.00 for Head Teachers and £21,215.00 for Executives.
<p>What plans are there in the next five years for any school closures or mergers within the trust?</p>	<p>We do not hold any information related to school closures or mergers.</p> <ul style="list-style-type: none"> • While the Trust holds no specific plans for closures or mergers, we review our strategic direction annually. Any future proposals would involve a statutory consultation process with parents and the community.
<p>In light of this, do any of your executives have interests in other trusts ? For example are they trustees in other educational trusts which although is allowed can be a conflict of interests particularly if they are local.</p>	<p>We can confirm that:</p> <ul style="list-style-type: none"> • All Trustees, Members, and senior leaders are required to declare relevant interests • A Register of Interests is published on the Initio Learning Trust website: https://www.initiolearning.org/about-initio/governance • These declarations are reviewed annually and updated throughout the year. • Any potential conflicts are managed in accordance with the Trust's Scheme of Delegation. The scheme is publicly available at: https://www.initiolearning.org/about-initio/governance. • Individuals are excluded from decision-making where a conflict exists.
<p>What assessments have been made of staff morale and absence levels and have all return to work interviews been followed up with appropriate steps to manage any wellbeing concerns? In light of future impact of morale because of the Trust action, has any additional resourcing and support been put in place?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> • Staff wellbeing and attendance are monitored through established HR processes and line-management structures, in line with the Trust's HR policies and procedures, and statutory duties as an employer. Support for staff is provided through routine pastoral and management channels. Colleagues also have access to a dedicated employee assistance programme. • Policies are publicly available at: https://www.initiolearning.org/about-initio/policies-

	<p>and-documents</p> <ul style="list-style-type: none"> Information relating to the performance of identifiable individuals, specific hiring decisions, or internal deliberations is exempt under section 40(2) of the FOIA as it constitutes personal data. Disclosure of this information would breach the first principle of data protection law- that personal data is processed lawfully, fairly and in a transparent manner (Article 5(1)(a) UK GDPR). There is no strong legitimate interest that would override the prejudice that disclosure would cause to the rights and freedoms of the individuals concerned.
<p>How was the appointment of four subject directors in the trust allowed in the last two years at salaries suggested of 75k per annum? How was this scoped out ? (This in light of falling birth rates and financial constraints would suggest their roles would be extraordinarily hard to justify - replacing subject leads across the trust who received a very small tlr that would not cover one of those salaries). How are these roles and their impact being measured?</p>	<p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> Decisions relating to recruitment, appointment of senior leaders, and financial oversight are made in accordance with the Trust's Scheme of Delegation. This sets out the processes for decision-making and the governance structures that determine accountability. This document is publicly available at: https://www.initiolearning.org/about-initio/governance While staff performance accountability is set out in established appraisal processes, information relating to the performance of identifiable individuals, specific hiring decisions, or internal deliberations is exempt under section 40(2) of the FOIA as it constitutes personal data.
<p>How were the wages of striking teachers in 2023 used given it was 7 days of salary unexpectedly gained by the Trust ?</p>	<p>This is not something for which the Trust holds recorded information, and responding would require the creation of new commentary, which falls outside the scope of the Act. Any money 'gained' would have stayed within individual school budgets to be managed by those schools.</p>

Public Interest Test (for section 36 exemptions)

The Qualified Person for the Trust has given their reasonable opinion that the exemptions under section 36(2)(b) and 36(2)(c) are engaged.

Because Section 36 is a qualified exemption, we have also carried out a public interest test. We recognise the strong public interest in transparency, particularly where staffing, curriculum planning and the use of public funds are involved. However, at this stage, we consider that the public interest in allowing the consultation to run properly and ensuring that decision-makers can deliberate freely outweighs the public interest in disclosure. In particular, disclosure may:

- disrupt the consultation by placing incomplete or evolving information into the public domain.
- discourage staff and stakeholders from contributing openly, knowing that discussions may be disclosed before proposals are finalised.
- create confusion or unnecessary concern while options are still being considered.
- limit the space needed for leaders and advisers to explore, test and refine proposals before decisions are made.