

Freedom of Information Request

F.25.26.09: Questions Relating to Live Consultation and QE Leisure Centre

Date: 25.02.2026

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
Whether senior leadership roles are included in the restructuring process	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
How the Trust has assured itself that senior leadership costs are proportionate and represent value for money	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
What measurable impact senior leadership has had on student outcomes and the quality of education at QE	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
Who is accountable for the sequence of headteacher appointments and departures the school has experienced	<p>We can confirm 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. <p>The Scheme is publicly available here: https://www.initiolearning.org/about-initio/governance</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.
What other options were explored before frontline cuts were proposed	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
Why those alternatives were not pursued	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
How the Trust will ensure curriculum breadth and A-level choice are maintained	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
How subject specialist provision will be protected	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>What is being communicated directly to students who are anxious about the impact on their studies</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 the Trust understands about current morale and absence levels at QE</p>	<p>This question asks the Trust to provide a reflective assessment of staff morale and absence levels, which requires the creation of new commentary rather than the disclosure of recorded information. This falls outside the scope of the Act.</p> <p>However, we can confirm that staff wellbeing is actively monitored and 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>To the extent that any recorded information relating to individual absence or performance exists, it would be exempt under section 40(2) of the FOIA as personal data.</p>
<p>What concrete steps will be taken to support staff and limit the classroom impact of this process</p>	<p>The question you have raised has already been substantially 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 the Trust's current position is on the leisure centre, and what timeline it is committed to</p>	<p>We confirm that we hold information relevant to your request.</p> <ul style="list-style-type: none"> ● Areas of the leisure centre have been refurbished and are currently available for hire. ● The Trust has not yet committed to a timeline for the swimming pool and first floor, as a full evaluation of those areas is currently underway. We are not withholding any information under an exemption at this time.
<p>How the Trust accounts for the approximately £750,000 of council funding received for that facility</p>	<p>We confirm that we hold information relevant to your request.</p> <ul style="list-style-type: none"> ● Please refer to the attached document: How the Trust accounts for the approximately £750,000 of council funding received for that facility
<p>What steps the Trust is taking to rebuild trust with the council and local community on this matter</p>	<p>We can confirm we hold information relevant to the context of your request.</p> <ul style="list-style-type: none"> ● The Trust has no relationship with Dorset Council in relation to the facility. ● We are currently engaged with a wide variety of community groups, such as Wimborne Cricket Club, Wimborne Athletics Club and a local climbing group, plus eighteen other groups and organisations, who have been utilising the facilities, including the external areas, since Dorset Council transferred the facility back to the Trust.
<p>Whether the board is satisfied that its current composition genuinely reflects the interests of the communities it serves</p>	<p>This question asks for a reflective judgement from the Board rather than recorded information, and responding would therefore require the creation of new commentary, which falls outside the scope of the Act. However, we can state that:</p> <ul style="list-style-type: none"> ● The formation and approval of the Board of Trustees (the Trust Board) are governed by the Trust's Articles of Association and its Scheme of Delegation. The named documents are available on the Trust website, which is linked below

	<ul style="list-style-type: none">• https://www.initiolearning.org/about-initio/governance
Whether any review of senior leadership structure and costs is planned as part of the current process	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