

## Freedom of Information Request

F.25.26.10: Questions Relating to Live Consultation

Date: 27.02.2026

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   |
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| Which specific subjects and GCSE options will be removed or reduced as a result of each round of restructuring                   | The question you have raised has already been addressed in our published response to FOI F/25.26.04, which is available here:<br><a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a>   |
| How curriculum breadth will be maintained for students currently in Years 9–11 who are mid-GCSE                                  | We hold information relevant to your request: <ul style="list-style-type: none"><li>• Oversight of curriculum breadth is provided by the Scheme of Delegation. This document can be accessed at:<br/><a href="https://www.initiolearning.org/about-initio/governance">https://www.initiolearning.org/about-initio/governance</a></li></ul>   |
| What reassurance is being given directly to students about subject continuity  | The question you have raised has already been addressed in our published response to FOI F/25.26.05, which is available here:<br><a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a>   |
| How the Trust will ensure QE continues to meet its statutory obligations, including the requirement to deliver PE at Key Stage 4 | We hold information relevant to your request: <ul style="list-style-type: none"><li>• Oversight of curriculum breadth is provided by the Scheme of Delegation. This document can be accessed at:<br/><a href="https://www.initiolearning.org/about-initio/governance">https://www.initiolearning.org/about-initio/governance</a></li><li>• The provision of PE is outlined in the National Curriculum, which is publicly available at:<br/><a href="https://assets.publishing.service.gov.uk/media/5a7c74e2e5274a5255bcec5f/SECONDARY_national_curriculum_-_Physical_education.pdf">https://assets.publishing.service.gov.uk/media/5a7c74e2e5274a5255bcec5f/SECONDARY_national_curriculum_-_Physical_education.pdf</a></li></ul> |
| Whether senior leadership roles across the Trust 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:<br><a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a>   |
| 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:<br><a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a>   |
| What measurable impact senior leadership has had on student outcomes 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:<br><a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a>   |

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|   | <p><a href="#">uments</a></p>   |
| <p>How past leadership decisions (including multiple headteacher changes) were made and who is accountable for them</p> | <p>We hold information relevant to your request:</p> <ul style="list-style-type: none"> <li>• Decisions relating to recruitment, appointment of senior leaders, are made in accordance with the Scheme of Delegation. This document sets out the processes for decision-making and the governance structures that determine accountability and is publicly available at: <a href="https://www.initiolearning.org/about-initio/governance">https://www.initiolearning.org/about-initio/governance</a></li> <li>• 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.</li> </ul> |
| <p>What alternatives to classroom staff cuts were considered</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: <a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a></p>  |
| <p>Why these alternatives were not pursued</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: <a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a></p>  |
| <p>What assessment the Trust has made of current staff morale and absence levels at QE</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 the Trust understands about the current impact of staff absence on student learning</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>   |

What concrete measures will be put in place to support staff wellbeing, reduce absence, and prevent further instability for students

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<https://www.initiolearning.org/about-initio/policies-and-documents>