

## Freedom of Information Request

F.25.26.11: Questions Relating to Live Consultation

Date: 02.03.2026

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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| A comprehensive and transparent explanation of the financial rationale for the proposed cuts, including how similar measures are being applied across other schools within the Trust.        | <p>Initio Learning Trust, like many education organisations nationally, is facing significant financial pressures. These pressures include rising costs, fluctuating pupil numbers, and reductions in funding in real terms. As a result, the trust is required to review its structures and expenditure to ensure long-term financial stability while continuing to meet the needs of pupils across all schools.</p> <p>We would like to reassure you that no decisions are taken lightly. All proposals being explored at this stage form part of an ongoing consultation process, and feedback from staff, families, and the wider community is an important part of that process. The trust is committed to following the requirements of the Academy Trust Handbook, including ensuring that spending decisions represent value for money and remain aligned with educational priorities.</p> |
| A clear evaluation of alternative options to reductions in frontline staffing, where savings are required.   | <p>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></p>   |
| A detailed and publicly accessible explanation of how any reductions to frontline staff will be implemented while minimising impact on educational provision, staff wellbeing, and students. | <p>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></p>   |
| How educational standards and provision at QE will be protected during restructuring   | <p>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></p>   |
| How A-level options and overall curriculum breadth will be maintained  | <p>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></p>   |
| How smaller or vulnerable subjects will be safeguarded   | <p>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></p>   |

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| <p>What reassurances are being communicated directly to students regarding staffing and subject continuity</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:<br/><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 undertaken regarding current staff morale and staff absence levels at QE</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:<br/><a href="https://www.initiolearning.org/about-initio/policies-and-documents">https://www.initiolearning.org/about-initio/policies-and-documents</a></p> |