

FOI request on compromise or settlement agreements

FOI request

1. How many members of staff have left the employ of your sponsored school(s) on compromise (or 'settlement') agreements since the establishment of your organisation's first academy-status school, and
2. What was the total cost of reaching such agreements since that date, to date, in 2014?

It would be helpful if you could please provide any necessary notes to understand the context of the information provided.

FOI response

Background information to support response as at 10th July 2014:

- The Elliot Foundation has 16 open primary academies in three clusters (West Midlands, London, East Anglia) with two more opening shortly
- We employ over 600 staff
- We opened our first academy on September 1st 2012 and our most recent converter joined us on July 1st this year
- Of our 16 academies, 12 were sponsored and 4 were converters:
 - 6 joined in special measures
 - 4 required improvement
 - 5 were good (but three of these were below floor or vulnerable)
 - 1 was outstanding
- Based on Ofsted inspections this year and our own self assessment (which has been validated by the Ofsted judgements received) the position today is:
 - 4 of our schools are outstanding
 - 9 of our schools are good
 - 3 require improvement
- The level of EAL children in TEF is 56% which is four times the national average
- The percentage of children receiving pupil progress funding is almost three times the national average
- The schools in the Elliot Foundation average in the 82nd percentile in the ONS index of multiple deprivation
- And yet our (unvalidated) level 4+ RWM percentage for 2014 is 76% which exceeds the national average



Q1 How many staff have left Elliot Foundation schools on compromise agreements by year since the Elliot Foundation was founded?

- 2 members of staff (in 2013-2014), 0 in all other years
- 0 headteachers, principals or deputies

Q2 What was the total cost of reaching these agreements

- £21,163.88
- Given that the current average cost of employment tribunal claims is c. £14k (depending on the nature of the claim)
- The average cost of unsuccessfully defending an employment tribunal is c. £5k (depending on the nature of the claim)
- The likelihood of losing a employment tribunal claim as an employers is c. 45%
- And the complexity of the two cases concerned
- We consider that the decision to compromise was an efficient use of public funds

It is a core value of the Elliot Foundation to support and grow our staff as we believe that this is the best way to achieve rapid improvement in outcomes for all children. Consequently, I should be very interested to know how our answers to your questions compare with other academy sponsors and with local authorities.

In line with our commitment to openness I shall be publishing a copy of this response to your question on our website.