

Oasis Academy Coulsdon Consultation Report Proposal to Implement a CPD Period

Executive summary

Oasis Academy Coulsdon is part of the Oasis Community Learning (OCL) multi academy trust. It is an (Ofsted rated 'Good') all-through academy in Croydon. Oasis Academy Coulsdon currently admits children between the ages of 11 and 16 years.

The proposal is to implement a CPD period across three schools in the Croydon cluster (Oasis Academy Coulsdon, Oasis Academy Shirley Park – secondary phase only, and Oasis Academy Arena). To allow time for a CPD hour, the school day on a Wednesday will finish at 2.10pm rather than 3pm.

Various aspects of the CPD period:

- School-Specific CPD: Sessions tailored to the individual needs and priorities of the academy.
- Professional Collaboration: Opportunities for staff across schools to collaborate in subject areas, share best practices, and develop cross-school initiatives.
- Specialised Training: Sessions led by external experts or cluster senior leaders, focusing on targeted skill development.
- Action Research and Impact Tracking: Engaging staff in research-driven strategies and evaluating their impact on teaching and learning.
- Cluster-Wide CPD: Shared sessions that address common priorities across the three schools, such as curriculum development or behaviour strategies.

A consultation was completed from 28th April 2025 to 19th May 2025. Some queries and comments were received, which have been addressed below.

Information provided to stakeholders took the following forms:

- Website information on the proposed changes – Appendix 1
- Public consultation information event
- An email from the principals to all staff
- An email from the principals to all parents

The aim of this consultation was to allow all members of the community and key stakeholders to ask questions and share their thoughts on this proposal.

All these communications flagged the online survey ([Oasis Academy Coulsdon CPD Period Consultation Survey](#)) to readers/attendees attention.

Statutory consultation results and responses

A face-to-face event was held on Wednesday 7th May 2025. There were no attendees. A video of the meeting information was shared to all parents and added to the website information.

209 consultation survey responses were received. The following is an analysis of the answers to the 4 questions on the survey.

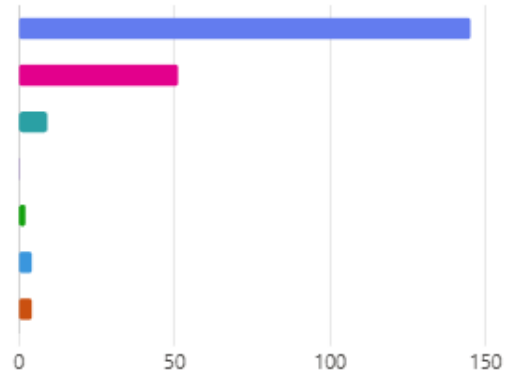
Q1: What is your connection to Oasis Academy Coulsdon?

Of the 209 respondents, there were representatives of:

- Parent or guardian of student at the academy – 145
- Member of staff at the academy – 51
- Parent or guardian of student at another school – 9
- OCL employee – 2
- Member of the local community – 4
- Other - 4

1. What is your connection to Oasis Academy Coulsdon?

● Parent or guardian of student at the academy	145
● Member of staff at the academy	51
● Parent or guardian of student at another school	9
● Council employee	0
● Oasis Community Learning employee	2
● Member of the local community	4
● Other	4



Q2: Does your child currently attend Oasis Academy Coulsdon?

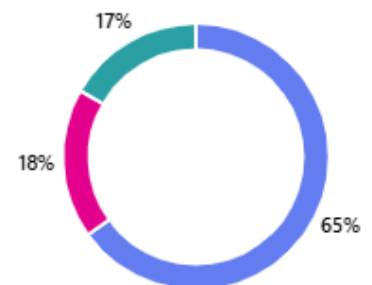
Yes – 136

No – 38

Not a parent - 35

2. Does your child currently attend Oasis Academy Coulsdon?

● Yes	136
● No	38
● Not a parent	35



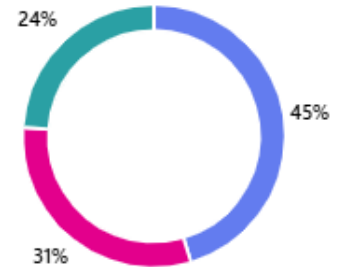
Q3. Are you in support of the proposal to implement a CPD period?

Yes – 95

No – 64
I don't mind - 50

3. Are you in support of the proposal to implement a CPD period?

● Yes	95
● No	64
● I don't mind	50



Q4. Do you have any additional queries or comments regarding this proposal?

There were 133 responses received. These were a combination of queries and responses – some of the queries are included and addressed below. Recurring themes included:

- Loss of lesson time
- Childcare
- Long term benefits for staff and children

Query/ Concern	Answer
Can the CPD also cover SEN training for all teachers, including SEN.	There will be a focus at least once a half term in the new CPD time on improving our teaching of students with SEND and reviewing their progress.
I work long hours and carry out CPD in my own time. I do not see any reason why teachers do not do the same. Added to which teachers get 6 weeks summer holiday, 2 weeks at Christmas and Easter and 3 half terms ie a total of 15 weeks ie 75 days holiday as opposed to the industry standard of 25 days. I do not think this is setting a good work ethic to the students, some of which will be starting employment where significantly longer hours will be required.	<p>Our staff complete a huge amount of professional development in their own time throughout the year however the importance of this time, is that it gives us time to work together and discuss your children and their progress and when we work together, we know we can improve the learning of your children.</p> <p>Evidence suggests where CPD is well organised and implemented it can result in a whole extra year of student progress over secondary school (EPI, 2021).</p> <p>Without giving time for this in teams, the CPD is far more variable and does not allow us to share best practise for your individual children.</p> <p>School holidays are factored already into teachers' pay and conditions and therefore we cannot direct staff to meeting time during the holidays.</p>

<p>You haven't explained why CPD can't be tagged onto the end of a school day every 2 weeks? (You also have inset days, which were originally provided for staff training)</p>	<p>After school, teachers work hard preparing for the lessons the next day and marking student work, any CPD after school results in less time to prepare for the next day and therefore can impact the quality of lessons the next day.</p> <p>Typically, teachers have 3 hours a week in their timetable to plan their lessons (and typically teach 26 lessons a week and therefore after school is vital for this planning).</p>
<p>I worked in a school that implemented a similar proposal. Students were sent home early every Wednesday, allowing for staff development and department CPD. In my opinion, it elevated the Teaching and Learning of the whole school.</p>	<p>Evidence from other schools suggest the same</p> <p>We are suggesting that this is a trial, and towards the end of the year we will be reviewing students' progress to ensure that this does have the intended impact of improving outcomes, if it does not, we will not continue with the pilot.</p>
<p>Is it every week if not will it be confusing for the students Having 1 day with an early finish allows children to attend social/sporting activities or to simply have some quality family time, I fully support this decision as my child starts at Oasis in September and I can already predict the positive benefits this will have on us all.</p>	<p>The proposed arrangements will be for every week.</p>
<p>Does not encourage attendance of children on that day. As this is a national problem seems concerning.</p>	<p>We hope that for some of our students who do struggle with school that a slightly shorter day with more enrichment at the end of the day will encourage attendance however we will include this as part of our review of the trial.</p>
<p>Students will miss course work which is important to there education.</p>	<p>We will not be reducing any time in our option subjects, with coursework.</p>
<p>Will the students be given more homework, to make up for lost classroom hours?</p>	<p>We would like students to use this as an enrichment afternoon and as such will not be setting compulsory homework.</p>
<p>My concern is that creative subject coverage will be impacted. The weekly timetable is already full so which subject will be</p>	<p>We are currently reviewing our curriculum and comparing the hours we give subjects in comparison with other schools and using this to inform. We will be changing the timetable in a different way for each year group, to minimise impact on individual subjects over the 5 year journey your child has with us.</p>

<p>reduced? This will also have impact on travel and have impact on those parents/ children that need to be collected at the end of the day.</p>	<p>We are hoping to run a number of activities after school on a Wednesday to support parents with pick up. We are hoping to build up to offering a wide enrichment offer during this session delivered by external staff.</p> <p><i>Please click here, to complete this short survey to provide an indication of the level of need for additional provision on a Wednesday afternoon, from 2.10-3.00pm.</i></p>
<p>Please can you let us know as soon as possible which Inset Days will not be going ahead so that parents can plan accordingly.</p>	<p>Please see the term dates for 202526, published on our website, by clicking here</p>
<p>Will there be any extra times to be added to other school days to make up for the shorter day?</p>	<p>We already run a longer school day than many schools so we will not be changing the length of other days to keep the timetable consistent on the other four days.</p>

This information will be shared via the academy website, when this report is published.

Conclusion and Next Steps

We are confident that implementing a CPD period at Oasis Academy Coulsdon will benefit stakeholders. We are grateful to the respondents who took the time to offer their feedback.

We would like to thank all those who have taken the time to read and respond to this proposal. We will, of course, continue to work with our stakeholders and the local community over the next few months. Updates will be posted to the website as we are able to share them.

Appendix 1

Screengrab of front page of academy website, with consultation publicised.

