



Burring, Denise - ST GL

From: ian craig [REDACTED]
Sent: 31 July 2016 11:40
To: Hall, Jane - ST INF
Cc: Abbott, Keith - EY EPA
Subject: SLGS
Attachments: SLGS com notes.16731.docx

Hi Jane. After a busy week when I had no chance to look at any SLGS data, I have now got some time to begin going through it. I must say that it is very well prepared and clear – thank you. I have so far read in detail your red file which was very helpful. From it I have made some notes (attached) which you may wish to look at, **scribble on if you think I've missed anything obvious, and return to me.** You asked me to identify any things that I though was missing from the initial ToR – maybe those highlighted. Through an initial glance at the larger file of complaints, I know that more issues will arise when I get to them, possibly tomorrow.

Can you please let me have an email address for Christine. I know that she is on holiday at the moment, but I would like to send her an initial introductory email so that we can meet asap when she returns.

Ian Craig

Burring, Denise - ST GL

④
From: Abbott, Keith - EY EPA
Sent: 24 August 2016 12:35
To: 'Carpenter Christine'; ian craig
Cc: Rowley, Ana - EY EPA
Subject: RE: Query re independence of investigation

I will try and get this point clarified for you.

Keith Abbott | Director, Education Planning & Access | Education & Young People Services | Kent County Council | Tel: 03000 417008

From: Carpenter Christine [mailto: [REDACTED]]
Sent: 24 August 2016 12:33
To: ian craig
Cc: Abbott, Keith - EY EPA; Rowley, Ana - EY EPA
Subject: Re: Query re independence of investigation

Thanks, Ian. I think the thing to do is to seek advice because, while I think seven years is sufficient to establish independence, it is important that people are confident that this is not just a personal opinion which might in itself suggest that I'm not trying to ensure this investigation is carried out independently.

Chris

③
From: ian craig < [REDACTED] >
To: 'Carpenter Christine' < [REDACTED] >
Cc: Keith.Abbott@kent.gov.uk; ana.rowley@kent.gov.uk
Sent: Wednesday, 24 August 2016, 11:31
Subject: RE: Query re independence of investigation

Thanks Chris. I confirm that I have not communicated with Les Craggs or Georgina Glover (and indeed Jane Robinson) for over seven years as far as I am aware. However, as I said to you when we met, I am happy to stand down from this investigation if you wish me to do so, and at this stage there would be no charge to the school of KCC as so far in total I have only recorded eight hours (one day) against it, and I am prepared to write that off if you asked me to withdraw. However, from the beginning of September when I propose to devote more time to the investigation, costs would begin to accrue.

Ian Craig

②
From: Carpenter Christine [mailto: [REDACTED]]
Sent: 24 August 2016 11:10
To: Les Craggs < [REDACTED] >; Georginaaglover < [REDACTED] >
Cc: Ian Craig < [REDACTED] >; Clerk To Governors <clerktogovernors@langton.kent.sch.uk>; keith.abbott@kent.gov.uk; ana.rowley@kent.gov.uk
Subject: Query re independence of investigation

Dear Les and Georgina,

Both of you have disclosed that you have previously known / worked with Ian Craig. Another Governor has raised a query about what this might mean for the independence of the investigation. Can you please let me know how long ago it is that you worked with Ian Craig and the nature of that work. Can you comment on whether or not you still know Ian / communicate with him.

I've copied the Clerk, and Kent officers into this and hopefully they can check this for me. My understanding is there is the equivalent of a statute of limitations which means that after a period of (I think) five years of not working with a persons / an institution, Ian can be deemed to be independent of the school and these particular governors. Since Jane Robinson was previously a Head in Kent when Ian worked in Kent, the same issue pertains. However, the relationship was not a direct one as far as I can see and there has been no contact for as long as Jane has worked at Langton.

[REDACTED]

I agree with Mike Albury that we need to clarify this asap. My sense is that it should be ok, but for the avoidance of doubt, can me clarify everything, please?

Thanks

Chris

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Burring, Denise - ST GL

From: Christinetcarpenter [REDACTED]
Sent: 25 August 2016 15:10
To: Ian Craig
Cc: Abbott, Keith - EY EPA; Rowley, Ana - EY EPA
Subject: Time limits

Dear Ian,

Keith is on leave until 31st August. However, I did ask my ex PA to do some research for me. So far, 3 years appears to be the cut off point. I'll forward her emails to you so you can see what she found.

I will also alert governors to what I have discovered (or rather my ex PA). Unfortunately Keith won't be able to provide me with anything more definitive before 31st August. I am anxious to retain your services unless I have better / different advice from Keith or the governors think differently. I absolutely appreciate the point concerning payment after 1st September and that seems right and fair to me even if I have to come back to you.

In the meantime, have a good weekend,

Chris

Sent from my iPhone

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Burring, Denise - ST GL

From: ian craig <[REDACTED]>
Sent: 31 August 2016 13:39
To: 'Carpenter Christine'
Cc: Abbott, Keith - EY EPA; Rowley, Ana - EY EPA
Subject: RE: Independent Investigator

Thank you Chris. I have noted your comments and I am happy to accept your commission. I have so far done very little on this project, but now that I have your 'go-ahead' I will begin work in earnest on the paperwork tomorrow. I have a meeting scheduled with Jane next Tuesday (6 September) when she returns from leave, after which I will arrange some interviews. Thanks again.

Ian Craig

From: Carpenter Christine [REDACTED]
Sent: 31 August 2016 13:12
To: Ian Craig <[REDACTED]>
Cc: keith.abbott@kent.gov.uk; ana.rowley@kent.gov.uk; Clerk To Governors <clerktogovernors@langton.kent.sch.uk>
Subject: Independent Investigator

Dear Ian,

I have now consulted with all the governors (except staff governors) on the information available to me about how long the break with previous employment / association with individuals involved in that employment should be to ensure independence. I copied this information to you also (I think!). The governors are happy to accept that due diligence has been exercised and that 3 years is sufficient to establish independence. In your case, the time lapse is much more. Though I haven't heard back from Keith, I think we've done everything we reasonably can be expected to do, and so I want to confirm that, on behalf of the Governing Body, I would like to commission you to carry out the independent investigation into the various complaints concerning SLGGS.

I also want to provide you with some additional documentation which may be relevant to your work. Firstly, I am sending you the collated responses to the consultation. I am providing the original documentation but I am also making it available in a different form found in 2 attached documents. One of these contains positive and supportive responses, and the other includes the unsupportive responses. Where a response has an asterisk, then it is included in both documents because it is less easy to categorise. I am also sending you the minutes of the meeting with staff.* Finally, I am sending you undated copies of letters to parents which were removed from the website.

*I think this is still an attachment to an email which I will forward separately.

All good wishes - and thanks for your patience. Chris



Simon Langton Girls' Grammar School

Old Dover Road, Canterbury, Kent CT1 3EW

Telephone: 01227 463711 Facsimile: 01227 458363

Email: post@langton.kent.sch.uk Website: www.langton.kent.sch.uk

Dear Parents

I am sending you a further letter on behalf of the governing body to alert you to some concerns that governors have about recent events.

It has come to our attention that some individuals, who have not yet been identified, have set up an event page on Facebook to which they have invited many of our students, requesting that they meet on school premises for a 'peaceful protest' on May 9th. Apparently, the intention is to 'force Mrs Robinson to discuss the MAT application publicly', and local media have apparently been invited. Several of our students have come to us with this news, and they are really upset and quite angry that this should have been proposed, particularly at a time when the examination classes are in the final stages of preparing for their exams and have enough stress in their lives without any distractions such as this. Many of our students are also expressing anger at how the small minority of parents on Facebook are 'whipping things up' in their words, and they believe that the majority of students have had enough of their school and governors being endlessly criticised.

The Governors wish to make you aware that your daughter or son may have received this invitation and you may be unaware. They wish to point out that there are legalities in place here, and it is not lawful for any individuals or groups to arrange such a meeting on school premises without permission of the school, which of course would not be granted. It is an unfair lobbying process which would impede the progress of the school and students at a very important point in their lives.

It has also been brought to our attention that some students in year 8 have received a tweet from a parent who also has a child in year 8, requesting them to support the campaign against the MAT process. This is being treated very seriously as harassment as it is worrying to our younger students in particular and we would urge all parents to report any such issues to the school. This parent should not be putting your daughters in such a position and it is entirely inappropriate.

Some parents have been contacting us over the past week in particular to express their shock and distaste at what is being circulated on Facebook, one stating that she thought that 'these people are causing more damage to the reputation of the school than becoming an academy ever could'. To come in this morning to find stickers in several of the corridors with such comments as 'Robinson hates grammar schools – don't let her ruin Langton', 'Don't let the Gestapo silence us', 'Spires can sort out its own problems' are deeply shocking and upsetting, most particularly when our students do not behave in such a way, and have been set up to do this by a very few parents who should know better.

Yet again, I have been asked to encourage as many of you as possible to respond to the governors' consultation about academy status – if you are supportive or still have further concerns. The governors will consider all responses and these will influence their decision about whether to proceed to the next steps. We have also placed more information from other Headteachers in the area who are involved in multi-academy trusts, which I hope you will find the time to read over the weekend.

Yours sincerely

Jane S Robinson

Headteacher: Mrs J Robinson M.A.



Simon Langton Girls' Grammar School

Old Dover Road, Canterbury, Kent CT1 3EW

Telephone: 01227 463711 Facsimile: 01227 458363

Email: post@langton.kent.sch.uk Website: www.langton.kent.sch.uk

Dear Parents

I am sending you another letter with even more information about academy and MAT status, as we have had further questions from some parents. Some of you may have received a leaflet during Year 7 Parents' Evening last Wednesday which identified a number of points which I would like to clarify:

- There is no rush for our school to become an academy or MAT. This is not a forced decision and it is not yet a definite decision. We are in a consultation process and all stakeholders have been asked to give their views over a period of 8 weeks (the minimum period should be 4 weeks, and the norm is between 4 – 6 weeks).
- The completion of this process is May 16 (not the 1st week of June) after which all responses will be considered by the Governing Body, before making a definite decision.
- The final signing of the funding agreement with the EFA is the time at which the decision is irrevocable (not 1st June).
- SLGGS is not being 'forced to join a MAT', the school's GB has made this decision of its own accord.
- The concept of academies belonging to small, local MATs is to support school improvement between good/outstanding schools and those schools which are not yet in that position. Those schools which have put forward proposals to create MATs with just other good/outstanding schools have been rejected by the DfE as it is not the intention that all such schools join together without including an equivalent number of schools which need support.
- Staff and students have all worked incredibly hard to ensure that the only issue from our last OFSTED (value-added in the 6th Form) has been addressed, and this has improved over the past two years. We were the only grammar school in the entire area last year to achieve positive value-added scores for our 6th form, and the average grade at A level (B-) was higher than any other state school in the area.

I would also like to clarify some further misunderstandings which some parents have been asking about. In the event of the governors deciding to become an academy, the ownership of the land which the buildings presently occupy will not change. It will remain in the hands of the Simon Langton Endowment Trust, with whom we will come to a supplemental legal agreement, so that the school continues to occupy the buildings, exactly as it does now. The playing fields will remain as local authority land, and be leased back to the school on a 125 year lease. By asking several other grammar schools in the area and others such as St Anselm's, we are told that most schools do not even notice changing status – the parents, staff and students all operate in exactly the same way as before. The major change for any one group is in the governance, which is strengthened. A parent was quoted in the paper last week as saying that there will be 'zero accountability' and precisely the opposite is the case, there will increased levels of accountability to ensure that standards across the trust continue to improve. A new academy trust, should this be a result of consultation, would be directly accountable to the DfE through the Regional Schools Commissioner.

We are all passionate about preserving this wonderful school's history, it is part of who we are and the Governing Body would not be consulting on becoming an academy if the result of this was that the ethos would change. The name of the school will remain as it is; we will continue to be a girls' grammar school for Yrs 7 – 11, with boys in the sixth form; we will continue to ensure that the students here at SLGGS get the best state school education that money doesn't have to buy.

I trust that you all have a good Bank holiday break,

Headteacher: Mrs J Robinson M.A.

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Burring, Denise - ST GL

From: ian craig <[REDACTED]>
Sent: 13 September 2016 08:19
To: 'Christinetcarpenter'
Cc: Hall, Jane - ST INF; Leeson, Patrick - EY Corporate Director; Rowley, Ana - EY EPA; Abbott, Keith - EY EPA
Subject: RE: Performance Reviews / reviews of MOU

Sorry to hear about [REDACTED] Just to confirm that I too would like this to take place asap. JH and I met last week and she has a complete set of my availability over Sept/Oct which I am doing my best to protect for this work. Our problem (as always in these circumstances) will be [REDACTED] JH has all this in hand.

Ian Craig

From: Christinetcarpenter [REDACTED]
Sent: 12 September 2016 21:29
To: ian craig <[REDACTED]>
Cc: Jane.Hall@kent.gov.uk; patrick.leeson@kent.gov.uk; ana.rowley@kent.gov.uk; Keith.Abbott@kent.gov.uk
Subject: Re: Performance Reviews / reviews of MOU

I haven't received anything from Jane Hall yet. Please move quickly - I've had [REDACTED] so I want to get everything sorted asap and make sure future arrangements / plans are in place. This is without prejudice to the investigation and its findings but a sensible view of what I can and can't do to ensure the school is safely governed.

Chris

Sent from my iPad

On 12 Sep 2016, at 20:28, ian craig <[REDACTED]> wrote:

Thanks Chris. I just wanted you to assure me that the Reviews had been done, which you now have done. I believe that Jane Hall has sent you the revised Terms of Reference, which once approved will allow her to contact [REDACTED] to set up the initial interview. [REDACTED] will also be copied into the agreed ToR so that she is fully aware of the issues we will be discussing - [REDACTED]. All the other interviews will flow after that. Following your agreement of the ToR I believe that I can be formally issued with a commissioning document. Like you I would like to get on with this as time is moving on, but quite rightly Jane H is ensuring that all relevant processes are correctly applied.

Ian Craig

From: Christinetcarpenter [REDACTED]
Sent: 12 September 2016 18:54

To: Ian Craig <[REDACTED]>
Subject: Fwd: Performance Reviews / reviews of MOU

Dear Ian,

I can confirm that [REDACTED] has sent me the documents to which she refers below. I have not included the attachments.

Let me know if that is what you wanted or if there's something else needed.

All good wishes- Chris

Sent from my iPad

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Burring, Denise - ST GL

From: ian craig <[REDACTED]>
Sent: 13 September 2016 10:57
To: Rowley, Ana - EY EPA
Subject: RE: Investigation process CRM:0138267

Thanks.

Ian Craig

From: ana.rowley@kent.gov.uk [<mailto:ana.rowley@kent.gov.uk>]
Sent: 13 September 2016 10:35
To: [REDACTED]
Subject: RE: Investigation process CRM:0138267

Yes ! Chris now has the TOR from Jane Hall and should be coming back to you. I'm sorry this hasn't happened more quickly.

From: ian craig [REDACTED]
Sent: 13 September 2016 10:26
To: Rowley, Ana - EY EPA
Subject: RE: Investigation process CRM:0138267

Hi Ana. Just to say that I have not yet received anything formally commissioning me to do this investigation. I assume that it will come at some point!

Ian Craig

Dr Ian Craig
Visiting Professor & Senior Teaching Fellow
University College London Institute of Education, and
Visiting Professor, London School of Economics and Political Science

From: ana.rowley@kent.gov.uk [<mailto:ana.rowley@kent.gov.uk>]
Sent: 13 September 2016 10:19
To: [REDACTED] Jane.Hall@kent.gov.uk; Keith.Abbott@kent.gov.uk
Cc: [REDACTED]
Subject: RE: Investigation process CRM:0138267

Chris,

Was on the phone to Jane Hall as this came through. She will be in contact with you with a response.

Kind regards,

Ana

From: Christinetcarpenter [REDACTED]
Sent: 13 September 2016 10:16
To: Hall, Jane - ST INF; Rowley, Ana - EY EPA; Abbott, Keith - EY EPA
Cc: Ian Craig
Subject: Fwd: Investigation process CRM:0138267

Please could you draft a response or even deal directly?

Thanks Chris

Sent from my iPad

Begin forwarded message:

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Burring, Denise - ST GL

From: Abbott, Keith - EY EPA
Sent: 30 September 2016 14:06
To: ian craig
Subject: Re: Contract

Ian

Thanks for the update. Will get something worked out with Alisdair.

Have a good weekend.

Keith

Sent from my iPhone

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Burring, Denise - ST GL

From: ian craig <[REDACTED]>
Sent: 24 October 2016 17:50
To: Abbott, Keith - EY EPA
Subject: RE: SLGGS

Jane Hall and I have agreed to meet with Chair this Wed [REDACTED]
[REDACTED] Things may become plainer at that point.

Ian

From: Keith.Abbott@kent.gov.uk [mailto:Keith.Abbott@kent.gov.uk]
Sent: 24 October 2016 10:10
To: [REDACTED]
Subject: Re: SLGGS

Ian

Thanks for the update. When you get to the point of invoicing address it to the school but email it to me so I can sort it out with the Chair. Timeline still gives GB time to act before Xmas if/should they need to. Never thought we could hope for anything quicker given scale and breadth...

Thank

Keith

Sent from my iPhone

On 22 Oct 2016, at 11:00, ian craig <[REDACTED]> wrote:

I said that I would keep you updated on both progress and my costs.

- We made a slow start, mainly due to [REDACTED] and a delay in [REDACTED] [REDACTED] but we are now moving fairly quickly through the main protagonists. We think we need to see up to about 20 people overall;
- Initial thoughts are that there are some very clear and obvious issues, but also some allegations that will eventually probably not stand up. [REDACTED] [REDACTED] but as we see more people we may change this view;
- Our time-line for completion has now, unfortunately, been extended up to mid-November;
- So far I have spent just under 6 days, and anticipate at least another 8 = 14 days = [REDACTED] (you had initially assumed 16 days = [REDACTED] so it will be close). My travel currently amounts to approx £125 (at 40p a mile) and this is likely to climb to beyond £300. I am of course keeping detailed records;
- Jane Hall is brilliant!

Ian Craig



Burring, Denise - ST GL

From: Hall, Jane - ST INF
Sent: 26 October 2016 20:08
To: Cavell Hill, Susan - EY EQS
Cc: Leadership & Governance Central - EY EQS; Ian Craig; Alisdair Chisholm
Subject: [REDACTED]; 'Paul Ferguson'
Clerking Request for 9th November 2016 1.00pm to 4.15pm
Flag Status: Completed

Dear Susan

Paul Ferguson has been supporting Dr Ian Craig and myself with an investigation we are carrying out on behalf of Alisdair Chisholm, Chair of Governors.

I have scheduled two witness meetings for 9th November but unfortunately Paul is not available on that day. Paul has been digitally recording the meetings but has also be in attendance to take notes. We have booked a room at our Brook House office in Whitstable. At the moment I have confirmation from our first witness to attend and I am awaiting confirmation from the second one.

Do you have an experienced clerk who would be available to minute these meetings. If this is not possible we may just seek to get the meeting digitally recorded so that Paul can type up the minutes later. However, I know from experience that it can be difficult to type up minutes when you have not been present.

I have copied in Alisdair to this email as he is the commissioning officer and will be covering the costs.

Many thanks

Jane

Jane Hall | HR Consultancy Manager | Schools' Personnel Service | Worrall House, 30 Kings Hill Avenue, Kings Hill, West Malling, ME19 4AE | Phone: 03000 412034 | www.the-sps.co.uk



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Burring, Denise - ST GL

From: ian craig <[REDACTED]>
Sent: 07 December 2016 19:20
To: [REDACTED]
Cc: Abbott, Keith - EY EPA; Hall, Jane - ST INF
Subject: My time to date

Hi Alistair. As Jane said to you on the phone this afternoon, I am now up to the [REDACTED] originally specified for the investigation, as follows:

[REDACTED]

[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
TOTAL SO FAR	[REDACTED]

We are I think committed additionally to:

- 0.5 days to complete interviews with JR [REDACTED]
 - Possibly 140 miles travel @ 40p pm = £ 56.00
 - 0.5 days for JH and IC to draft headlines for report [REDACTED]
- TOTAL ADDITIONAL COMMITTED =
- [REDACTED] + [REDACTED] = [REDACTED] [REDACTED]

We believe that [REDACTED] will not ask us to see any further witnesses, but will provide us with additional witness statements to support any points she has made, so we cannot foresee at this stage any additional expenditure. We are of course not clear how long the write-up will take, but it may well be 3 days writing/editing, which will bring the totals up to [REDACTED] I have of course maintained detailed records of my time and expenses up to this point and will continue to do so.

Are you happy for me to continue at this stage and alert you if for any reason the total cost of my time and travel is looking like exceeding [REDACTED]?

Ian Craig

> On 14 Jan 2017, at 14:21, Michelle Lee-Bourner <[REDACTED]> wrote:

>

> Gentlemen

>

> I hear this morning (and not through the GB) that Craigs report is due at the end of Jan [REDACTED]
> [REDACTED] I am told that the source of this information is KCC.

>

> Can you please have this information circulated officially through the GB and before it winds up on the parent forum.

>

> Thankyou.

>

> Michelle.

>

> Sent from my iPhone

>

>

> This email message and any attachments are for the exclusive use of the intended addressee(s). This message may contain confidential, privileged and/or proprietary information, and unauthorized review, use or distribution by persons other than the intended addressee(s) is strictly prohibited and may be unlawful. Unintended transmission does not waive any privilege including attorney-client, attorney work product or claims to confidentiality. If you received this email in error or it was forwarded from recipients who received it in error, please contact me by return message and immediately destroy all electronic, paper and other versions of this message. Thank you.

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> in other languages<<http://www.mylanfooter.com/>>.

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Burring, Denise - ST GL

From: Clerk to Governors <clerktogovernors@langton.kent.sch.uk>
Sent: 19 April 2017 22:41
To: [REDACTED]
Cc: Ferguson, Paul - CY EQS
Subject: FW: Complaint re [REDACTED] and [REDACTED]
Attachments: SLGGS 11.05.2016.pdf

This is another outstanding one.

From: Clerk to Governors
Sent: 30 March 2017 21:54
To: gill.nye@kent.gov.uk
Subject: FW: Complaint re [REDACTED] and [REDACTED]

Hi Gill
Have you had a response back from legal on this?
Tracey

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Burring, Denise - ST GL

From: Clerk to Governors <clerktogovernors@langton.kent.sch.uk>
Sent: 19 April 2017 22:42
To: [REDACTED]
Cc: Ferguson, Paul - CY EQS
Subject: FW: FOI - Complaint to the ICO[Ref. FS50658803]

Importance: High

Another outstanding

From: Clerk to Governors
Sent: 30 March 2017 22:04
To: gill.nye@kent.gov.uk
Subject: FW: FOI - Complaint to the ICO[Ref. FS50658803]

Hi Gill
Still waiting for a response from legal on this one.
Thanks
Tracey

From: Christinetcarpenter [REDACTED]
Sent: 13 September 2016 10:16
To: Hall, Jane - ST INF; Rowley, Ana - EY EPA; Abbott, Keith - EY EPA
Cc: Ian Craig
Subject: Fwd: Investigation process CRM:0138267

Please could you draft a response or even deal directly?

) Thanks Chris

Sent from my iPad

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Burring, Denise - ST GL

From: Abbott, Keith - EY EPA
Sent: 22 September 2016 10:48
To: ian craig
Cc: Hall, Jane - ST INF
Subject: Re: SFS involvement in Investigation

The SFS contacts are Yvonne King (yvonne.king@kent.gov.uk) and Jackie Coleman (Jackie.colemam@kent.gov.uk)

Sent from my iPhone

On 22 Sep 2016, at 10:23, ian craig <[REDACTED]> wrote:

Good thinking – I have passed on you message to Keith rather than email separately.

Ian Craig

Dr Ian Craig
Visiting Professor & Senior Teaching Fellow
University College London Institute of Education, and
Visiting Professor, London School of Economics and Political Science