

Individual Executive Decision Notice

Report title	Outcome of Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School	
Decision designation	GREEN	
Cabinet member with lead responsibility	Councillor Claire Darke Education	
Wards affected	All	
Accountable director	Linda Sanders, People	
Originating service	School Planning and Resources	
Accountable employee(s)	Bill Hague Tel Email	Head School Planning and Resources 01902 555100 bill.hague@wolverhampton.gov.uk
Report to be/has been considered by	People Leadership Team Strategic Executive Board	3 July 2017 11 July 2017

Summary

This report presents the outcome of Informal Consultation on the proposed merger of Springdale Infant School with Springdale Junior School and seeks determination of whether or not to proceed to Formal Consultation (Representation).

Recommendation(s) for action or decision:

That the Cabinet Member for Education, in consultation with the Assistant Director School Standards;

1. Give consideration to all the outcomes of Informal Consultation on the proposed merger of Springdale Infant School with Springdale Junior School.
2. Approve progression to Formal Consultation (Representation) with regard to the proposed merger of Springdale Infant School with Springdale Junior School.

1.0 Background

- 1.1 Strategic policy regarding the organisation of primary school provision in the City is outlined within the Council's Primary School Organisation Strategy 2016-2018 (PSOS). This Strategy was approved by Cabinet in July 2016 following consultation with key stakeholders.
- 1.2 The PSOS outlines a number of advantages of bringing infant and junior schools together, including:
- “Reducing the number of major transitions that pupils face
 - Reducing the likelihood of lost learning at the beginning of Key Stage 2
 - Increasing the opportunity for specialist teachers to work with a wider range of pupils
 - Providing the opportunity for a consistent approach to the curriculum to be adopted
 - Ensuring the continuity of teaching, learning and achievement
 - Cost savings through economies of scale” (PSOS 2016).
- 1.3 The PSOS explains that where intervention is required, “The Council will consider proposing the adoption of structural solutions (including both federation and sponsored academy status) in order to improve standards in underperforming schools” (PSOS 2016).
- 1.4 Springdale Infant School was inspected by Ofsted in January and February 2017 and was judged to be a school which ‘Requires Improvement’. The current school inspection dashboard lists weaknesses in progress and attainment for all children including disadvantaged groups in Early Years Foundation Stage and Key Stage 1.
- The School was locally categorised as B1 in September 2016 and moved from B1 to B2 at the end of the Autumn Term 2016. A pre-warning letter and re-categorisation to a C was issued following a Local Authority review of the school in early February 2017.
- 1.5 Springdale Junior School was judged ‘Good’ by Ofsted in June 2014 and is a LA Category A school.
- 1.6 Representatives of the Education Department recently brokered arrangements for the Headteacher of Springdale Junior School to support Springdale Infant School as the Interim Headteacher.
- 1.7 On 26 April 2017, Cabinet approved the commencement of Informal Consultation on the proposal to merge Springdale Infant School with Springdale Junior School to create a Primary School for children aged 3 to 11 years with effect from 1 January 2018. To enable the proposed merger;
- Springdale Infant School would be discontinued on 31 December 2017.
 - The age range of Springdale Junior School would be altered from 7 to 11 years to 3 to 11 years with effect from 1 January 2018.

- The recorded capacity of Springdale Junior School would be expanded to include the physical capacity of Springdale Infant School's buildings with effect from 1 January 2018.

- 1.8 On 26 April 2017, Cabinet delegated authority to the Cabinet Member for Education, in consultation with the Assistant Director School Standards, to consider the outcome of Informal Consultation and to determine whether or not to proceed to Formal Consultation (Representation).
- 1.9 When proposing to merge schools, Local Authorities must follow statutory processes and timescales as outlined in The School Organisation (Prescribed Alterations to Maintained Schools (England) Regulations 2013 and The School Organisation (Establishment and Discontinuance of Schools) Regulations 2013.
- 1.10 Informal Consultation commenced on 8 May 2017 and concluded on 25 June 2017. The outcome of Informal Consultation is detailed in Section 2 below.

2.0 Outcome of Informal Consultation

- 2.1 At the start of the consultation period over 770 individual letters and consultation documents were distributed to stakeholders. Stakeholders included the Governing Bodies, staff and parents/carers of pupils attending Springdale Infant School and Springdale Junior School. A complete list of those stakeholders who were consulted can be found at Appendix A.
- 2.2 During the Informal Consultation period, 33 written consultation responses had been received by the City of Wolverhampton Council regarding the proposed merger of Springdale Infant School with Springdale Junior School. These were completed by a range of stakeholders including Governors, staff and parents/carers of pupils.

Number of responses received	Respondents in favour of the proposal	Respondents against the proposal	Respondents who 'Don't know'	Not Stated
33	27 (82%)	1 (3%)	4 (12%)	1 (3%)

Copies of all consultation responses are available to decision makers in accompanying Supporting Information Packs and must be given due consideration.

- 2.3 A number of supportive comments regarding the proposal were received during Informal Consultation including:
- "A primary school will have the best possible outcomes for all pupils." (Response 1 – Member of the Governing Body at Springdale Junior School).

- “Both schools working together under one Headteacher - so if we have a child in each school their school plays etc won't be at the same time and other school stuff.” (Response 2 – Parent/ Carer of a pupil at Springdale Infant School).
- “The school needs consistency and strong leadership. There have been too many new initiatives and the merger with the juniors seems to be the best solution.” (Response 6 – Member of staff at Springdale Infant School).
- “Positive move for the school - Positive impact so far since recent inspection.” (Response 8 – Member of staff at Springdale Infant School).
- “As the proposed admission numbers will be remaining the same there are no concerns that this would impact on schools in Staffordshire therefore we have no objections to the proposed merger.” (Response 9 – Staffordshire County Council).
- “The proposed merger will certainly enhance the learning of the children currently in both schools. The levels of continuity, consistency and progression will be maximised by the schools becoming a unified primary school. The clear leadership shown by the Headteacher of the Junior school will not only, benefit the outcomes of the pupils, but will also guarantee a high level of professional development and clear guidance for all staff. The financial benefits for the school will also be enhanced by the economies of scale. Transition for pupils will quickly become less of an issue and stalling in learning will be reduced.” (Response 11 - Member of staff at Springdale Junior School).
- “I agree to the proposed merger of Springdale Infant School with Springdale Junior School because there would be consistency of learning between the two schools thus there would be less 'back tracking and filling the gaps' and more building on pupil's existing knowledge in Key Stage 2. There would be better communication between the two schools especially identifying earlier, pupils with specific learning difficulties.” (Response 21 – Member of staff at Springdale Junior School).
- “Have felt for many years that a merger of the two schools would benefit pupils. A merger would ensure consistency across both schools, consistency in curriculum, expectations and standards. The physical building will mean very few changes will have to take place, so very little disruption to pupils....” (Response 32 – Member of staff at Springdale Junior School)

2.4 A number of concerns and considerations regarding the proposal were also identified during Informal Consultation including:

- “... I believe the school doesn't have to merge to improve. There's obviously a lack of communication between the two schools when there shouldn't be there are in same building. I think the education board should look at more productive ways to improve staff teachers knowledge giving teachers knowledge giving teachers the real skills needed. There's a skill gap between "no longer there experienced staff" and today's modern staff. Fill the skill gap to improve leadership, organisation and performance. More regular reviews of performance is needed...” (response 7 – Parent/Carer of a pupil at Springdale Infant School).
- “On the premise that the best interest of both schools are catered for e.g. proper levels of staffing are upheld for the Infant School and leadership that is representative of both schools are put into place. This process requires transparency for parents so that they are fully informed of all changes and allowed a voice. This should not mean that Infant School activities such as break times, clubs, plays, etc are ceased. Both

schools when merged need a shared ethos and commitment to all.” (Response 15 – Parent of a pupil at Springdale Junior School).

- “The Governing Body and the City of Wolverhampton Council need to make a clear statement of intent that this proposal will not only keep the SL Resource bases but will use the merger to successfully enhance this facility for the children by guaranteeing specialist teaching and the appropriate resources are available across the primary school age range. This opportunity should look at how the merger can ensure stability and continuity for children from age 4-11.” (Response 16 – Parent/Carer of a pupil at Springdale Junior School).
- “I feel the merger makes sense in terms of supporting 2 smaller schools that are so closely connected to both do well and for a well managed transition from infant to junior. However, I also feel this has to be done in the interest of both schools and not primarily as a reaction to the recent infant OFSTED. The merger needs to consider the needs of both schools and maintain the needs of infants’ pupils.” (response 30 – Parent/Carer of a pupil at Springdale Infant School).

2.5 A number of consultation meetings also took place during the Informal Consultation period. Representatives from the Education Department outlined the proposal and stakeholders were offered the opportunity to ask raise queries or offer comments. A summary of these meetings is outlined below with full details of each meeting available in the accompanying Supporting Information Packs available to decision makers. Decision makers must consider all responses to consultation when determining whether or not to proceed.

Stakeholder Group	Date of Meeting	Number of Attendees
Springdale Junior School Governing Body	8 May 2017	8
Springdale Infant School Governing Body	9 May 2017	8
Springdale Infant School staff	15 May 2017	22
Springdale Junior School Staff	16 May 2017	28
Springdale Infant parents/carers	17 May 2017	18
Springdale Junior parents/carers	18 May 2017	7
Springdale Infant pupils (School Council)	19 May 2017	9
Springdale Junior pupils (School Council)	19 May 2017	8

3.0 Response to Consultation

3.1 In response to the outcomes of consultation, representatives from the Education Department would like to make the following comments:

3.1.1 Leadership:

Should the proposal to merge the schools be approved, a Headteacher for the Primary School would need to be appointed in accordance with HR policy and processes. The post would be ringfenced to the current Headteachers’ of Springdale Infant School and Springdale Junior School.

3.1.2 Governance:

Consultation on the proposed federation of the Governing Boards of Springdale Infant School and Springdale Junior School was recently undertaken by the two schools' Governing Boards with the support of representatives of the Education Department. Springdale Infant School's Governing Board met on 20 June 2017 and Springdale Junior School's Governing Board met on 19 June 2017; both Governing Boards reviewed the outcomes of consultation on the federation and voted to become a federated board.

3.1.3 Support:

The Education Department have brokered arrangements for the Headteacher of Springdale Junior School to support Springdale Infant School as the Interim Headteacher. In addition, representatives from the School Standards Team are supporting Springdale Infant School to improve standards of education and the outcomes for pupils. The focus of this work has been on improving leadership, particularly in the identification of the most important areas for development alongside helping teachers to provide lessons that offer more challenge to their pupils. In addition, advice is being provided to ensure that the School's youngest pupils benefit from the development of the outdoor learning environment.

3.1.4 Financial Implications:

The proposed merger of the schools would provide opportunities for efficiency savings and maximise the use of school resources.

3.1.5 Staffing:

Should the proposal be approved, all staff at both Springdale Infant School and Springdale Junior School employed on 31 December 2017 would transfer to the Primary School on 1 January 2018. All staff would undertake roles and responsibilities commensurate with their current salary.

3.1.6 Admissions:

All pupils on roll as at the 31 December 2017 would automatically transfer to the Primary School.

3.1.7 Resource Base Provision:

Currently both Springdale Infant School and Springdale Junior School operate resource base provision for pupils with language and communication difficulties. This proposal would not affect the nature of provision currently available.

3.1.8 Subject to ultimate approval, the future organisation and management of the Primary School would be the responsibility of the School's Headteacher and Governing Body.

4.0 Next Steps

4.1 Progression to Formal Consultation (Representation) regarding the proposed merger of Springdale Infant School with Springdale Junior School is recommended.

5.0 Consultation and Decision Making Timeline

5.1 Subject to approval, the following consultation and decision making timeline would apply:

8 May 2017 – 25 June 2017 (Stage 1 – Informal Consultation – 7 weeks) – (Completed)

Informal Consultation with stakeholders including pupils, parents, staff and Governors.

July 2017

The Cabinet Member for Education in consultation with the Assistant Director School Standards, considers the outcome of Informal Consultation and determines whether or not to proceed to the next stage of the process.

11 September 2017 (Stage 2 – Publication)

If the Council decides to continue, a public notice would be published summarising the proposal. A copy of the Full Proposal and the reasoning behind it would also be made available.

11 September 2017 – 8 October 2017 (Stage 3 – Formal Consultation – 4 weeks)

Formal Consultation period (Representation) – Offers stakeholders the opportunity to make formal comments or objections regarding the proposal.

29 November 2017 (Stage 4 – Decision)

The Cabinet of the Council would consider the outcome of consultation and make a final decision on the proposals. This decision would then be subject to a four-week appeals period.

1 January 2018 (Stage 5 – Implementation)

Subject to approval, proposals would be implemented as published.

6.0 Financial implications

- 6.1 The proposed merger of the schools would provide opportunities for efficiency savings and maximise the use of school resources. The Local Authority schools funding formula includes a lump sum payment of £125,000 per school so the proposed merger would eventually release £125,000 of the Dedicated Schools Grant which would be available for allocation across the remaining schools in the city. In the year of conversion, the primary school would retain the full allocations originally made to the separate schools. A transitional year then follows, where the primary school would receive a proportion of lump sum that would equate to £87,500, in addition to its own £125,000 lump sum.
- 6.2 Subject to approval of the proposal, it is recognised that there would be a need to invest in ICT to consolidate the infrastructure and server/backup environment. Given financial constraints facing the authority, it is anticipated that this cost would need to be met by the primary school utilising a proportion of the aforementioned lump sum allocation.

- 6.3 Subject to approval of the proposal, investment would also be required to merge the SIMS databases from Springdale Infant School and Springdale Junior Schools into one database. Given financial constraints facing the authority, it is anticipated that this cost would need to be met by the primary school utilising a proportion of the aforementioned lump sum allocation.
- 6.4 Based on the budget forecasts received, both schools are expected to hold surplus balances at the point of transfer, and these will be combined for use in the single school, subject to the discretion of the Local Authority. Should, either of the schools move into a deficit position, the combined deficit / surplus will transfer to the new school.

DB/29062017/D

7.0 Legal implications

- 7.1 Any proposals to alter the structure of school provision in the area and specifically in the case of these two schools need to comply with the detailed provisions in the Education and Inspections Act 2006 and the Regulations referred to at paragraph 1.9 of this report and general consultation principles.
- 7.2 This is to ensure sufficient consultation is undertaken and that relevant stakeholders are notified of the proposal/decisions in a timely manner and stakeholders are given ample time to consider and respond and comment on the proposals. All responses received from stakeholders must be taken into account throughout this process to determine whether or not to progress to formal consultation and throughout any subsequent appeals process.

RB/29062017/Z

8.0 Equalities implications

- 8.1 This report has equal opportunity implications as the contents have direct reference to educational provision for children and young people in the city.
- 8.2 Subject to approval to proceed, consultation would form part of the Equality Impact Assessment. The equality analysis would be informed by the outcome of consultation and reported to decision makers.

9.0 Environmental implications

- 9.1 There are no environmental implications to this report.

10.0 Human resources implications

- 10.1 The members of staff of the schools in scope are employed by the Local Authority, there would therefore be no transfer of employment and it is anticipated that terms and conditions of employment would remain unaffected. It may however, be required to

review the leadership structures of the schools. The appropriate HR policy and process would be followed ensuring consultation with the affected staff, should the proposal be adopted.

11.0 Corporate landlord implications

11.1 Given the nature of the buildings we would not expect to undertake any physical changes to the buildings as part of this proposal. Springdale Infants and Springdale Junior are already physically linked and share a reception point, parking etc. Subject to ultimate approval, the asset register would be updated to reflect the establishment change.

12.0 Schedule of background papers

- Cabinet (26 April 2017) Re-organisation of Educational Provision
- Springdale Infant School Ofsted Inspection Report – 18 January 2017 & 7 February 2017 (www.ofsted.gov.uk)
- Springdale Junior Ofsted Inspection Report – 17 & 18 June 2014 (www.ofsted.gov.uk)

Informal Consultation - Stakeholder list

- Governing Body – Springdale Infant School
- Governing Body – Springdale Junior School
- Staff – Springdale Infant School
- Staff – Springdale Junior School
- Parents/Carers – Springdale Infant School
- Parents/Carers of pupils allocated a Reception place for September 2017 at Springdale Infant School
- Parents/Carers of pupils on the waiting list for a Reception place for September 2017 at Springdale Infant School
- Parents/Carers who have expressed an interest in a nursery place at Springdale Infant School
- Parents/Carers – Springdale Junior School
- Pupils at Springdale Infant School (via School Council)
- Pupils at Springdale Junior School (via School Council)
- Headteacher and Chair of Governor of Primary Schools in the Merry Hill Ward; St Michael's Catholic Primary and Uplands Junior
- Headteacher and Chair of Governors of Primary Schools in the Penn Ward; St Bartholomew's CE Primary, Warstones Primary, Woodfield Infant and Woodfield Junior
- Diocesan Authorities; Archdiocese of Birmingham and Lichfield Diocese
- Members of West Midlands School Organisation Group
- South Staffordshire Council
- Shropshire Council
- Walsall Council
- Trade Unions; ASCL, ATL, GMB, NAHT, NASUWT, NUT, UNITE, UNISON
- Ward Councillors – Merry Hill and Penn Wards
- Directors of ConnectEd
- Members of Children, Young People and Families Scrutiny Panel
- Headteachers of all schools in Wolverhampton (via the weekly e-Bulletin).

IEDN JULY 2017

OUTCOME OF INFORMAL CONSULTATION ON THE PROPOSED MERGER OF SPRINGDALE INFANT SCHOOL WITH SPRONGDALE JUNIOR SCHOOL

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5. SUMMARY OF SPRINGDALE INFANT GOVERNING BODY CONSULTATION (9 May 2017)
6. SUMMARY OF SPRINGDALE INFANT STAFF CONSULTATION (15 May 2017)
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CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

1

Are you a: (Please tick as appropriate)	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input checked="" type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other (Please state)	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? (please tick as appropriate)		
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW
Please add comments here and overleaf:		
A primary school will have the best possible outcomes for all pupils.		
PTO		

CONSULTATION RESPONSE FORM

10 MAY 2017

**Consultation on the Proposed Merger of Springdale Infant School with
Springdale Junior School**

Are you a: <i>(Please tick as appropriate)</i>	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? <i>(please tick as appropriate)</i>		
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW
Please add comments here and overleaf:		
Both schools women's together so net		
activities & school plays clash		
PTO		

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Who are you a: (Please tick as appropriate)

<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other (Please state)	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)

YES NO DON'T KNOW

Please add comments here and overleaf:

PTO

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: <i>(Please tick as appropriate)</i>	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? <i>(please tick as appropriate)</i>		
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW
Please add <u>comments</u> here and <u>overleaf</u> :		
PTO		

my child is at Springdale Infant School. As long as the children are educated and are happy I don't mind. Key Stages are important, Curriculum, easy transition is and covering pupils who are already in the schools for transitions up to junior school from infant school. Teachers with wide range of key stages are good. Saving money is good because no school can ever get full funding. Tips are nice with full information for transitions. feeling like they are people persons schools, child friendly and family schools. I would not want to have my children at all different schools because there was no room due to change. This would be an advantage we have to apply 3 times for places in these schools. Transitions to high school would be nice with more transition information. My child does her levels and has some small grouping help it works and she has friends.

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: *(Please tick as appropriate)*

<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)

YES NO DON'T KNOW

Please add comments here and overleaf:

Title: _____ PTO

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: (Please tick as appropriate)	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input checked="" type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other (Please state)	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? (please tick as appropriate)		
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW
Please add comments here and overleaf:		
The school needs consistency and strong leadership. There have been too many new initiatives and the merger with		
PTO		

Title: Mr First Name: Mr

the juniors seems to be the
best solution.

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

7

Are you a: (Please tick as appropriate)	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other (Please state)	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)

YES NO DON'T KNOW

Please add comments here and overleaf: A school should not have to merge because of poor leadership and ^{not} hitting standards set by council or education board. This comes from the top the education PTO

based should be scrutinised for failing schools such as Springdale. Ofsted are very contradictory, how can they assess junior school in 2014 and the infants in 2016?? Two year gap and ~~staff~~ mem KEY! staff members have left since, that's a joke at best by ~~of~~ Ofsted. And Ofsted have the ~~arrogance~~ arrogance to review mark the infants as improvement needed. ~~How can~~ A school separate or not should be already helping each others performance naturally. There are in same building, I believe the school doesn't have to merge to improve. There's obviously a lack of communication between the two schools when there shouldn't be there are in same building. I think the education based should look at more productive ways to improve staff teachers knowledge giving teachers the real skills needed. There's a skill gap between "no longer there experienced staff" and today's modern staff. Fill the skill gap to improve leadership, organisation and performance. More regular reviews of performance is needed. (One review every 12 months)

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: <i>(Please tick as appropriate)</i>	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input checked="" type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? <i>(please tick as appropriate)</i>		
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW
Please add comments here and overleaf:		
- Positive move for the School		
- Positive impact so far since recent inspection		
		PTO

17 MAY 2017



FAO Tom Knott
School Organisation Manager
School Organisation Team
Wolverhampton

School Organisation Team
Staffordshire County Council
2 Staffordshire Place
Tipping Street
Stafford
ST16 2DH

16th May 2017

Dear Mr Knott

**Re: The Future of Springdale Infant School and Springdale Junior School,
Warstones Drive, Penn, Wolverhampton, WV4 4NJ**

Thank you for your recent consultation on the proposed merger of Springdale Infant School with Springdale Junior School, to create a primary school with effect from 1 January 2018.

As the proposed admission numbers will be remaining the same there are no concerns that this would impact on schools in Staffordshire therefore we have no objections to the proposed merger.

If you require any further information or wish to discuss this further, please do not hesitate to contact me at karen.richards@staffordshire.gov.uk or please phone 01785 278684.

Yours Sincerely

Karen Richards
Senior School Organisation Officer
School Organisation Team
Staffordshire County Council

the knot unites



19 MAY 2017

CONSULTATION RESPONSE FORM**Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School**Are you a: *(Please tick as appropriate)*

<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input checked="" type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)
 YES
 NO
 DON'T KNOW

Please add comments here and overleaf:

The proposed merger will enhance the education of the children in both schools currently

PTO

and in the future, by ensuring continuity, consistency and easing transition from year 2 to 3.

It will minimise any stalling of learning for the children.

In light of the recent ofsted for the Infants school, a merger will ensure that the good practice from the junior school can be shared with colleagues from the infants - which should in turn lead to improved outcomes for the children, who are, after all the most important consideration in all of this!

The levels of continuity, consistency and progression will be maximised by the schools becoming a unified Primary school.

The clear leadership shown by the headteacher of the Junior School will not only benefit the outcomes of the pupils, but will also guarantee a high level of professional development and clear guidance for all staff.

The financial benefits for the school will also be enhanced by the economies of scale.

Transition for pupils will quickly become less of an issue and stumbling in learning will be reduced.

9 MAY 2017

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: (Please tick as appropriate)	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input checked="" type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other (Please state)	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? <i>(please tick as appropriate)</i>		
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW
Please add comments here and overleaf:		
PTO		

MAY 2017

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: *(Please tick as appropriate)*

<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)

YES NO DON'T KNOW

Please add comments here and overleaf:

PTO

2017

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: <i>(Please tick as appropriate)</i>	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input checked="" type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? <i>(please tick as appropriate)</i>		
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW
Please add comments here and overleaf:		
<p>The proposed merger of Springdale Infant and Junior school will ensure all children receive a good education with less transition between key Stages.</p>		
		PTO

19 MAY 2017

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: (Please tick as appropriate)	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input checked="" type="checkbox"/> Parent/ Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other (Please state)	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018? (please tick as appropriate)
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> DON'T KNOW
Please add comments here and overleaf: ON THE PREMISE THAT THE BEST INTERESTS OF BOTH SCHOOLS ARE CATERED FOR. E.G. PROPER LEVELS OF STAFFING ARE UPHOLD FOR THE INFANT SCHOOL AND LEADERSHIP THAT IS REPRESENTATIVE OF BOTH
PTO

SCHOOLS ARE PUT INTO PLACE. THIS PROCESS
REQUIRES TRANSPARENCY FOR PARENTS SO THAT
THEY ARE FULLY INFORMED OF ALL CHANGES
AND ALLOWED A VOICE. THIS SHOULD NOT MEAN
THAT INFANT SCHOOL ACTIVITIES SUCH AS
BREAK TIMES, CLUBS, PLAYS ETC ARE
CEASED. BOTH SCHOOLS WHEN MERGED NEED
A SHARED ETHOS AND COMMITMENT TO ALL.

MAY 2017

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: (Please tick as appropriate)	
<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input checked="" type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other (Please state)	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)

YES NO DON'T KNOW

Please add comments here and overleaf:
 The governing body & the City of Wolverhampton Council need to make a clear statement of intent that this proposal will not only keep the St Descause bases but will use the ~~PTO~~ PTO

Title: _____ First Name: _____ Surname: _____

merger to successfully enhance this facility for the children by guaranteeing specialist teaching and the appropriate resources are available across the primary school age range. This opportunity should boast how the merger can ensure stability and continuity for these children from age 4-11.

MAY 2017

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: *(Please tick as appropriate)*

<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input checked="" type="checkbox"/> Parent/ Care of a pupil at Springdale Infant School	<input checked="" type="checkbox"/> Parent/ Care of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)

YES NO DON'T KNOW

Please add comments here and overleaf:

PTO

CONSULTATION RESPONSE FORM

Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

Are you a: *(Please tick as appropriate)*

<input type="checkbox"/> Pupil at Springdale Infant School	<input type="checkbox"/> Pupil at Springdale Junior School
<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input type="checkbox"/> Parent/Carer of a pupil at Springdale Junior School
<input type="checkbox"/> Member of Staff at Springdale Infant School	<input checked="" type="checkbox"/> Member of Staff at Springdale Junior School
<input type="checkbox"/> Member of the Governing Body at Springdale Infant School	<input type="checkbox"/> Member of the Governing Body at Springdale Junior School
<input type="checkbox"/> Other <i>(Please state)</i>	

Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018?
(please tick as appropriate)

YES
 NO
 DON'T KNOW

Please add comments here and overleaf:

PTO

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

19

Web Link)
May 10, 2017 5:19:54 PM
Friday, May 10, 2017 5:37:24 PM

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PAGE 2

Q1: Are you a: (Please tick as appropriate)

Member of staff at Springdale Junior School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below
I provide Spanish lessons to both schools as a part time teacher, and I consider the merge a positive move. I believe the transition from KS1 to KS2 will be smoother, less stressful for pupils and better communication among staff, enabling leadership and teachers to provide continuity of teaching, learning and achievement.

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

20

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ay, May 11, 2017 1:14:17 PM

174

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Junior School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Don't know,

Please add comments below

The schools have been separate for many years and have both seemed to do well up until the latest Ofsted inspection in Infants. The teaching is so different in Juniors compared to Infants (in terms of how approachable teaching staff are for example) and I am not sure how much of an impact the merger will have until I hear further details at the meetings. Having children in both Infants and Juniors, it is a worry to see how many changes have already occurred (particularly staff changes) and it is not in a positive way for Infants. I was extremely happy with my child's education and the Infants school prior to the inspection but am not as happy at the moment. It is hard to know how the Juniors school is performing as they haven't had an Ofsted inspection since 2014. If the merger means that there will be positive impacts for the infants school I will fully support it but if it means the Infants will become more like the Juniors I will be reluctant to support it. I have heard from sources at St Barts that their school is going to take over the running of Springdale and it will become an academy and am worried that this merger is the first step in this happening. We need to be told of all the plans for the schools. There is currently too much speculation.

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

21

(Web Link)
y 11, 2017 6:33:21 PM
ay, May 11, 2017 6:58:27 PM

92

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Member of staff at Springdale Junior School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below

I agree to the proposed merger of Springdale Infant School with Springdale Junior School because there would be consistency of learning between the two schools thus there would be less 'back tracking and filling the gaps' and more building on pupil's existing knowledge in Key Stage 2. There would be better communication between the two schools especially identifying earlier, pupil's with specific learning difficulties.

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

22

COMPLETE

ctor: Web Link 4 (Web Link)
id: Sunday, May 14, 2017 7:22:51 PM
Modified: Sunday, May 14, 2017 7:23:50 PM
Spent: 00:00:59
ress: 86.12.44.244

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Member of staff at Springdale Junior School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

COMPLETE

23

Collector: Web Link 4 (Web Link)
Started: Friday, May 19, 2017 2:23:52 PM
Last Modified: Friday, May 19, 2017 2:34:01 PM
Time Spent: 00:10:08
IP Address: 213.205.252.104

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Member of staff at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Don't know,

Please add comments below
As a primary it would be beneficial as there won't be transitions like it has been from infant to juniors. But how would this make things better! As a lunchtime Supervisor would we still be doing what we are doing now. We would Still be using the infant hall and playground.

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

24

COMPLETE

Collector: Web Link 4 (Web Link)
Started: Monday, May 15, 2017 11:19:00 AM
Last Modified: Monday, May 15, 2017 11:29:01 AM
Time Spent: 00:10:01
IP Address: 62.232.224.48

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

25

COMPLETE

Collector: Web Link 4 (Web Link)
Started: Friday, May 19, 2017 2:23:50 PM
Last Modified: Friday, May 19, 2017 2:25:02 PM
Time Spent: 00:01:12
IP Address: 82.36.228.199

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

26

COMPLETE

Collector: Web Link 4 (Web Link)

Started: Friday, May 19, 2017 2:36:19 PM

Last Modified: Friday, May 19, 2017 2:38:01 PM

Time Spent: 00:01:42

IP Address: 176.250.115.242

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Junior School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Don't know

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

27

COMPLETE

Collector: Web Link 4 (Web Link)
Started: Friday, May 19, 2017 3:12:47 PM
Last Modified: Friday, May 19, 2017 3:15:49 PM
Time Spent: 00:03:02
IP Address: 81.148.179.151

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below
Springdale infants needs to be given structure. My son is currently on reception here and has had 3 teachers since September. This would be hard for anyone to deal with and we are expecting 4/5 year olds to cope. I would love for it to be looked in to as to why the staff turn over is high

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

28

COMPLETE

Collector: Web Link 4 (Web Link)
Started: Friday, May 19, 2017 4:49:30 PM
Last Modified: Friday, May 19, 2017 4:51:01 PM
Time Spent: 00:01:31
IP Address: 86.21.49.222

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below
If it improves the staff turnover within the school then I'm all for it

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

29

COMPLETE

lector: Web Link 4 (Web Link)

ted: Saturday, May 20, 2017 12:21:23 AM

Modified: Saturday, May 20, 2017 12:22:38 AM

Time Spent: 00:01:14

IP Address: 90.217.110.215

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Don't know

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

30

Web Link)
e 01, 2017 3:19:32 PM
y, June 01, 2017 3:29:58 PM

L48

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below

I feel the merger makes sense in terms of supporting 2 smaller schools that are so closely connected to both do well and for a well managed transition from infant to junior. However, I also feel this has to be done in the interest of both schools and not primarily as a reaction to the recent infant OFSTED. The merger needs to consider the needs of both schools and maintain the needs of infants pupils. The Head role should not be given as a matter of course to the current junior head (there is strong feeling that this is a foregone conclusion). I feel strongly that a member of the senior leadership team for infants should be on the new SLT for the new school. The new school should be seen as that and not an assimilation for infants into juniors. This is a merger not a take over. My daughter is due to finish Juniors this year and has done really well in the school, but we need to remember that Infant pupils have different needs and the new SLTeam should include staff that understand the needs of infant pupils. This will help pupils like my son who are still in infants.

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

31

(Web Link)
16, 2017 1:25:12 PM
June 06, 2017 1:27:43 PM

106

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below
It should ensure a more uniform education for the children.

Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School

32

Web Link)
20, 2017 11:33:49 AM
June 20, 2017 1:22:56 PM

13

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Member of staff at Springdale Junior School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below

Have felt for many years that a merger of the two schools would benefit pupils. A merger would ensure consistency across both schools, consistency in curriculum, expectations and standards. The physical building will mean very few changes will have to take place, so very little disruption to pupils. The Infant and Junior School have been working very closely together since the Infant OFSTED in January. This closer working has benefitted both schools and ensured that changes have been swift. A decision not to merge may slow down this change. A merger will have many benefits, shared budget costs, staff opportunities with movement between key stages, raised standards and opportunities to share good practice. Springdale Junior School is currently rated Good by OFSTED and I do feel that the main barrier to it becoming outstanding over the years has been the inconsistency with Springdale Infant School.

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e 25, 2017 2:01:46 PM
y, June 25, 2017 2:33:48 PM
47.159

PAGE 2

Q1: Are you a: (Please tick as appropriate)

Parent/ Carer of a pupil at Springdale Infant School

Q2: Do you agree with the proposal to merge Springdale Infant School with Springdale Junior School with effect from 1st January 2018?

Yes,

Please add comments below

We support the proposal to merge Springdale Infant School with Springdale Junior School, under a new name Springdale Primary School, as a positive and sensible response to the recent advice from Ofsted that the Infant School has been found lacking in some key areas. Clearly the Junior school has strengths that could help here. We would like to clarify that our experience through our son's own progress through Reception and Year 1 at the Infant school has been good, with him making solid progress in all taught areas. Our son is stimulated to learn both at school and outside school, and loves his school thanks to his positive experience! His teachers and TAs have been excellent, and we were somewhat surprised by some of the Ofsted findings. We have had concerns, especially since he started year 1, in areas of school administration and communication. Frequency and timing of information to parents is variable, and methods of delivery could be significantly improved to ensure that there are no 'surprises' or last minute arrangements to be made. Email of key newsletters was a good idea but has been poor in practise, and we are still at the mercy of whether the newsletter makes it into the school bag at the end of the day. To date, neither my husband nor I, who both signed up to receive email news, have received any! This goes back almost 2 years. I do receive text messages, but these do not reflect the richness of regular newsletter content. A recent issue was the sudden, unnotified removal of year 1 and 2 afternoon playtime, apparently in response to the Ofsted rating, which has caused our son (who has hyperactivity and sensory issues) real challenges. It also seemed as though the children were being 'punished' by the removal of playtime! Some were quite upset by it. We have had ongoing concerns about bullying at the Infant School - our son has been a victim of repetitive bullying and unkind behaviour since Reception. His class teacher has been great at dealing with incidents raised by him or by us, and preventing further in the classroom, but this is not necessarily the case over lunch and playtimes with different staffing, in our experience. Therefore, it would be good to see a Primary school formed and run with good, regular communications (through reliable channels) with parents, solid education opportunities for all children and a balanced approach to promoting and celebrating the 'softer' aspects such as values, appropriate behaviour, tolerance, and diversity. These children are the future, and it is critical these qualities, as well as receiving good education opportunities, are demonstrated and encouraged early.

<u>Consultation – Springdale Junior Governing Body Meeting Summary</u>	
Nature of Consultation:	Springdale Junior School - Governing Body
Date:	8 May 2017
Time:	4.00pm
Location:	Springdale Junior School
Officers in Attendance:	Dawn Long Lisa Johnson Amanda Newbold Charlotte Harding Marie Marena
Number of Governors in attendance:	8

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained

The following questions and comments were raised by Governors:

- Will staff at the Infant School be subject to TUPE arrangements?
- Economies of scale regarding merger mean one allocated budget rather than two, so not in effect better off.
- How many responses do you usually receive during consultation?

<u>Consultation – Governing Body Meeting Summary</u>	
Nature of Consultation:	Springdale Infant School - Governing Body
Date:	9 May 2017
Time:	5.30pm
Location:	Springdale Infant School
Officers in Attendance:	Dawn Long Lisa Johnson Amanda Newbold Marie Marena Charlotte Harding
Number of Governors in attendance:	8

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained

The following questions and comments were raised by Governors:

- Why do the Diocesan Authorities have a right of appeal when these are not church schools?
- Would it be appropriate for Governors to be in attendance at the Parents consultation meeting?

<u>Consultation – Springdale Infant Staff Meeting Summary</u>	
Nature of Consultation:	Springdale Infant School - Staff
Date:	15 May 2017
Time:	3.45pm
Location:	Springdale Infant School
Officers in Attendance:	Dawn Long Lisa Johnson Marie Marendia Amanda Newbold Charlotte Harding
Number of staff in attendance:	22
Others in attendance:	Unison (2) NUT (1) NASUWT (1) S4S (1)

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained

The following questions and comments were raised:

- Will we have new contracts that need signing?
- Has the new governing board discussed academisation? (raised by Trade Union Representative)
- Are there any plans to change working hours/location? (raised by Trade Union Representative)
- Can financial budgets for both schools be shared? (raised by Trade Union Representative)
- Do all the finances transfer from the Infant School to the Primary School, including any surplus balances? (raised by Trade Union Representative)
- What happens to the Ofsted result of the two schools and when would the primary be inspected?
- Will there be redundancies or opportunities to change hours, e.g. part time?

<u>Consultation – Springdale Junior Staff Meeting Summary</u>	
Nature of Consultation:	Springdale Junior School - Staff
Date:	16 May 2017
Time:	3.30pm
Location:	Springdale Junior School
Officers in Attendance:	Dawn Long Lisa Johnson Amanda Newbold Marie Marena Charlotte Harding
Number of staff in attendance:	28
Others in attendance:	Unison (2) NUT (1) NASUWT (1) S4S (1)

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained

The following questions and comments were raised:

- Will the Ofsted rating of Good remain?
- How about job security as it doesn't specifically state the junior staff would be secure?
- Will the two budgets be put together and will there be any contribution from the LA for finance?
- What happens if we have too many staff after the merger and the budgets are combined?
- Will there be a restructure from the 1st January?
- What will happen in regards of office and support staff?
- Can we talk to the governors about our staffing concerns?
- What happens about the children's data from KS1 to KS2?
- Can we be accountable for children's results and accuracy of assessment prior to the merger?

<u>Consultation – Parents/Carers Meeting Summary</u>	
Nature of Consultation:	Springdale Infant School - Parents/Carers
Date:	17 May 2017
Time:	6.30pm
Location:	Springdale Infant School
Officers in Attendance:	Dawn Long Lisa Johnson Amanda Newbold Charlotte Harding
Number of parents/carers in attendance:	18
Others in attendance:	Governors (2) Staff (2)

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained

The following questions and comments were raised by parents/carers:

- Who will become the Head of the Primary School?
- Will there be a date set for the appointment of the Headteacher?
- If the Infants Head comes back from sick leave will both Heads be able to apply for that role?
- As the Ofsted judged Requires Improvement, is merger the process of improvement?
- Who instigated the merger proposal, was it the Council or Governing Body?
- Has the council merged schools before and what was the result?
- What are the other options available?
- What strategies will be put in place to minimise distribution if the schools are merged?
- Will there be a staffing restructure?
- Will there be more changes for the children with regard to classrooms, halls etc.?
- What support was provided by the LA prior to Ofsted?
- There has been a lot of changes and staff turnover, this doesn't give the Headteacher a chance
- What is the council doing to support staff and reduce turnover and will the school be at a disadvantage?
- Will the children notice any difference except for perhaps, the name of the school?
- Will the uniform change?
- Assuming the merger goes ahead, how soon will the benefits be seen, particularly as the primary is proposed to come into effect half-way through the academic year?

- Are there any specific examples of what you want to see improved?
- Would there be a re-inspection within a year?
- So there could be a merger and potentially an Ofsted visit within the next 8 months?
- What if Ofsted judge the Junior School to not be good, what would happen?
- Why wasn't the merger suggested when the previous Infant Headteacher retired?
- As the merger is proposed for January, will the current Year 2 pupils get additional help to go into Year 3?
- What happens if the proposal does not get accepted by Cabinet?
- What was the feedback from the children from other schools that have merged?
- How are the children's opinions and thoughts presented to parents?
- Do you just meet with the children once?
- When are the children being made aware and how do you pitch it to them?
- Will it mean additional workload for staff?
- How different is it between Infants and Junior especially when the children transfer?
- Does the Headteacher find it very difficult being the Acting Head?
- Will the amount of parent involvement that currently happens in the Infant school continue?
- Will we see better communication with parents as we haven't been told of changes and find out from the children? We want to understand why things have changed.

<u>Consultation – Springdale Junior Parents/Carers Meeting Summary</u>	
Nature of Consultation:	Springdale Junior School - Parents/Carers
Date:	18 May 2017
Time:	6.30pm
Location:	Springdale Junior School
Officers in Attendance:	Dawn Long Lisa Johnson Amanda Newbold Charlotte Harding
Number of parents/carers in attendance:	7
Others in attendance:	Staff (1) Governor (1 – also a parent)

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained

The following questions and comments were raised by parents/carers:

- Did not realise how separate the schools are.
- How will it affect the numbers of staff?
- How will it affect the quality of teaching in the infant's schools?
- Will the Ofsted happen before or after the merger?
- Will there be any funding available to make school improvements to help with the new identity?
- Will the nursery continue?
- What impact is there on the senior leadership team as there may be some duplication in positions?
- How do you ensure that teaching in the junior school continue to be good?
- When will the leadership have to be in place?
- What happens if there is an overwhelming feeling from parents that they don't want the merger to go ahead?
- How does it affect the overall budget?

<u>Consultation – School Council Meeting Summary</u>	
Nature of Consultation:	Springdale Infant School - Pupil Consultation
Date:	19 May 2017
Time:	1.00pm
Location:	Springdale Infant School
Officers in Attendance:	Dawn Long Lisa Johnson
Number of pupils in attendance:	9 (Years 1 and 2)

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained
- Mrs Hopkins (Interim Headteacher) was in attendance
- Pupils discussed proposals in groups and then reported their opinions

The following questions and comments were raised by pupils:

- Would be able to combine the schools for 'Beat the Street'
- Could work with brothers and sisters
- The whole school can work together
- The lunchtime buddies would be able to walk straight through the door as it will already be open
- I think it is a good idea
- Will we get extra playtime?
- We will have more work in the afternoon when we get into Year 3
- We will be able to learn new things
- I would like more equipment on the playground, one school would have more play equipment
- We will be able to work together
- We will be able to play with each other
- Most schools are primary schools now
- Will it be called Springdale Primary?
- We would need a new sign.

The pupils were asked to vote to show whether they supported the proposal. 9 pupils voted in favour of the proposal.

<u>Consultation – School Council Meeting Summary</u>	
Nature of Consultation:	Springdale Junior - Pupil Consultation
Date:	19 May 2017
Time:	1.30pm
Location:	Springdale Junior School
Officers in Attendance:	Dawn Long Lisa Johnson
Number of pupils in attendance:	8 (Years 3-6)

Summary of Meeting

- Introduction of Local Authority Officers in attendance
- The purpose of the meeting was explained
- The proposal was explained
- Mrs Cook (Assistant Headteacher) was in attendance
- Pupils discussed proposals in pairs and then reported their opinions

The following questions and comments were raised by pupils:

- It's a really good idea, can share money as one big primary school. Could use the warning system in the Infant school across the whole primary school and house points too
- It's interesting but prefer two separate schools as staff like their jobs. Would people lose their jobs?
- It would be nice as we would see younger kids more often including brothers and sisters
- Year 6 would be able to help out lower year groups
- Good idea and the parents and children in Year 2 won't have to worry about getting a place at the Juniors
- The afternoon play in the Infants was stopped to help them concentrate but I do not think that it is a good idea and I don't agree with it
- Parents have been stopped going into assembly which is not good
- Birthday assembly on Friday have stopped, I don't agree with that
- Some classmates reported that they don't get excited going from one school to the other
- 'Merit Awards' and the 'Golden Book' should be used in the Infants if a Primary School. Parents want to see your achievements
- Children need more fresh air so they should have afternoon play
- Really good idea, Juniors are a good school and the Infants is low
- Will we be sharing halls?
- Will we all do the same lessons, RE etc?
- I am worried about teachers swapping year groups as they may not cope

- Would be good to do things together (class response)
- It is difficult for the Headteacher as Mrs Foley is ill. It would upset the Infant kids if she doesn't come back
- Children will miss their teachers
- It would be easier to make friends
- If we are to share a hall would it be made bigger?
- Sharing playgrounds, would they be bigger?
- Good experience for the Infants, would make new friends and see my sister across the school
- Would we eat in each other's halls? The big blue doors are shut and we can't get through at the moment to see each other
- We can help younger children, explain to them if they are doing things wrong.

The pupils were asked to vote to show whether they supported the proposal. 4 pupils voted in favour of the proposal, 3 voted against the proposal and 1 was undecided.