

<b><u>Consultation – Governing Body Meeting Summary</u></b>	
Nature of Consultation:	Springdale Junior School - Governing Body
Date:	8 May 2017
Time:	4.00pm
Location:	Springdale Junior School
Officers in Attendance:	Dawn Long (School Organisation Officer) Lisa Johnson (School Organisation Officer) Amanda Newbold (Senior School Improvement Adviser) Charlotte Harding (School Governance & Workforce Co-Ordinator) Marie Marenda (Human Resources Business Partner)
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?

<b><u>Consultation – Governing Body Meeting Summary</u></b>	
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 Marenda 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?

<b><u>Consultation – Staff Meeting Summary</u></b>	
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 Marenda 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?

<b><u>Consultation – Staff Meeting Summary</u></b>	
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 Marenda 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?

<b><u>Consultation – Parents/Carers Meeting Summary</u></b>	
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.

<b><u>Consultation – Parents/Carers Meeting Summary</u></b>	
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 school?
- 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?

<b><u>Consultation - School Council Meeting Summary</u></b>	
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.

<b><u>Consultation – School Council Meeting Summary</u></b>	
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 others' 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.