

# Children, Young People and Families Scrutiny Panel

1 November 2017

**Time** 6.00 pm      **Public Meeting?** YES      **Type of meeting** Scrutiny  
**Venue** Training Room, Ground Floor, Civic Centre, St Peter's Square, Wolverhampton  
WV1 1SH

## Membership

**Chair** Cllr Peter O'Neill (Lab)  
**Vice-chair** Cllr Udey Singh (Con)

### Labour

Cllr Julie Hodgkiss  
Cllr Rupinderjit Kaur  
Cllr Welcome Koussoukama  
Cllr Daniel Warren  
Cllr Lynne Moran  
Cllr Mak Singh  
Cllr Zee Russell  
Cllr Bhupinder Gakhal  
Cllr Val Gibson  
Cllr Claire Darke

### Conservative

Cllr Jonathan Yardley

### Co-opted Members

Mrs R Watkins - Representing the Church of England  
Mr C Randles - Representing the Roman Catholic Church  
John Dovey- Parent Governor Representative  
Brandi Thompson - Representing Wolverhampton Youth Council  
Syed Naqvi - Representing Wolverhampton Youth Council

Quorum for this meeting is three Councillors.

## Information for the Public

If you have any queries about this meeting, please contact the Democratic Services team:

**Contact** Earl Piggott-Smith  
**Tel/Email** Tel: 01902 551251 or [earl.piggott-smith@wolverhampton.gov.uk](mailto:earl.piggott-smith@wolverhampton.gov.uk)  
**Address** Democratic Services, Civic Centre, 1st floor, St Peter's Square,  
Wolverhampton WV1 1RL

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Some items are discussed in private because of their confidential or commercial nature. These reports are not available to the public.

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# Agenda

## Part 1 – items open to the press and public

*Item No.*    *Title*

### MEETING BUSINESS ITEMS

- 1            **Apologies**
- 2            **Declarations of interest**
- 3            **Minutes of the previous meeting (6 September 2017)** (Pages 5 - 8)  
[To approve the minutes of the previous meeting as a correct record]
- 4            **Matters arising**  
[To consider any matters arising from the minutes]

### DISCUSSION ITEMS

- 5            **Draft Budget and Medium Term Financial Strategy 2018-19 to 2019-20 (report to follow)**
- 6            **School Place Planning** (Pages 9 - 22)  
[Bill Hague, Head of School Planning and Resources, to present report]

### PRE-DECISION SCRUTINY

The Panel is asked to note the following:

1. This item is being considered as pre-decision scrutiny and will therefore not be available to call-in once a decision is made by the Executive.
  2. The Panel's comments on the proposed merger will be included as an appendix in the report to Cabinet.
- 
- 7            **Final Decision on the Proposed Merger of Springdale Infant School with Springdale Junior School** (Pages 23 - 110)  
[Bill Hague, Head of School Planning and Resources, to present report on the proposed school merger for pre-decision scrutiny prior to the report being considered by Cabinet]

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## Attendance

### Members of the Children, Young People and Families Scrutiny Panel

Cllr Peter O'Neill (Chair)  
Cllr Udey Singh (Vice-Chair)  
Cllr Rupinderjit Kaur  
Cllr Daniel Warren  
Cllr Lynne Moran  
Cllr Mak Singh  
Cllr Jonathan Yardley  
Cllr Zee Russell  
Cllr Bhupinder Gakhal

### Co-opted Members (5)

Cyril Randles  
John Dovey  
Mrs Rosalie Watkins  
Brandi Thompson Wolverhampton Youth Council  
Syed Naqvi Wolverhampton Youth Council

### Employees

Emma Bennett (Employee)  
Philippa Salmon (Employee)  
Emma Bennett (Employee)  
Alex Jones (Employee)  
Earl Piggott-Smith (Employee)

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## Part 1 – items open to the press and public

*Item No.*     *Title*

- 1        **Apologies**  
Apologies were received from the following members of the panel:  
  
Cllr Julie Hodgkiss
- 2        **Declarations of interest**  
There were no declarations of interest recorded.

3 **Minutes of the previous meeting (14 June 2017)**

That the minutes of the meeting held on 14 June 2017 be approved as a correct record and signed by the Chair.

4 **Matters arising**

Minute 6 – Draft People Directorate Commissioning Strategy

The Scrutiny Officer advised that, further to the panel discussion, Sarah Smith, Head of Strategic Commissioning, had received the Panel's comments and was working on redrafting the strategy. The timeline was to be agreed by Cabinet in November and would be circulated to the Panel for information. Emma Bennet, Director of Children's Services, confirmed that the redraft would consider the Panel's previous comments.

5 **Children and Young People Improvement Plan - Quarter 1**

The Director of Children's Services stated that the Children and Young People Improvement Plan - Quarter 1 had been originally on the Panel's work programme for their meeting in November. It had been the intention to report to the Panel twice a year with updates on Quarter 2 and Quarter 4. The scheduled dates for Panel meetings did not fit this timeline so it was proposed that the Panel receive the Quarter 1 update at this meeting and a written update on Quarter 2 outside of a formal Panel meeting.

The Improvement Plan was a self-assessment document and the recent Ofsted inspection had provided an opportunity to refresh it. The Plan included the recommendations that had been made by Ofsted as well as priorities identified by the service itself. Key actions had been agreed that would enable the Council to work towards an '[Outstanding](#)' Ofsted judgement. The Director of Children's Services reported that the plan was a living document and would be updated as outcomes developed. The majority of actions had been either completed or were on track to be completed on schedule.

The Director of Children's Services provided the Panel with background to selected recommendations. Recruitment had been ongoing to two child assessment teams to work alongside the Multi Agency Safeguarding Hub (MASH) and these teams were now fully staffed. The Looked After Children team had been successful and the Panel queried whether a close working relationship with the Youth Offending Team (YOT) would impact negatively on children or young people who are being looked after by the Council.

The Director stated that the negative stigma of young people supported by OTs needed to be broken and confirmed that the teams did work closely together as there was often an overlap with the children coming from similar backgrounds.

In response to the Panel's questions concerning the data on the workforce, the Director stated that the Council now had a robust recruitment and retention strategy. A new HR role to manage this had been created and an employee had been successfully appointed. The Council was constantly advertising and looking to recruit new staff to the teams. The success rates of recruitment and retention impacted on the rates of agency staff and vacant posts, which in turn impacted on the caseloads of employees in post.

Policies had recently been reviewed and changes had been made to improve the Council's systems. Interviews would now be conducted when an employee left the service to determine the reasons behind the choice to end their contract, to ensure that the service could improve. The service was also no longer waiting for specific periods to interview potential employees to try and ensure that they did not lose candidates in the meantime. The Director confirmed that the Quarter 2 figures would show a drop in these rates.

The Panel requested additional information on the strategies to attract experienced staff to Wolverhampton. The Director stated that factors such as the recent successful Ofsted inspection and reputation would be a draw to the area. There would also be consideration given to factors such as health checks, financial packages, rewards, caseloads and the quality of support and supervision. The service had created the role of 'champions' within teams to encourage the development of expertise and to consult on the development of strategies. The service was also investing in training in restorative practice across all staff.

With regards to the recommendations relating to adoption, the Panel queried whether ethnicity was considered as a factor in potential adoptions, following a recent publicity. The Director confirmed the ethnicity did play a part in the decision-making process, but was not a driving factor. A placement would not fail purely based on ethnicity. The Government's Adoption Reform agenda was centred on removing barriers like these across the country.

Resolved:

1. That the Panel note progress of the quarter one delivery of the Children and Young People Service Improvement Plan.
2. That the Panel agree to receive a written Quarter 2 update on progress against delivery of the Children and Young People Improvement Plan outside of a formal Scrutiny Panel meeting.

At the end of this item, the Youth Council representatives updated the Panel on the current Youth Parliament scheme. Ballot papers were being distributed to young people that asked for views on what topics the Youth Parliament should prioritise going forward. The Youth Council representatives requested that the Councillors promote the scheme in the schools in their wards.

The meeting closed at 18:29.

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# Children, Young People and Families Scrutiny Panel

## 1 November 2017

<b>Report title</b>	School Place Planning	
<b>Cabinet member with lead responsibility</b>	Councillor Darke, Cabinet Member for Education	
<b>Corporate Plan outcome</b>	People and communities achieve their full potential	
<b>Wards affected</b>	(All Wards);	
<b>Accountable Director</b>	Meredith Teasdale, Director of Education	
<b>Originating service</b>	School Planning and Resources	
<b>Accountable employee</b>	Bill Hague	Head of School Planning and Resources
	Tel	01902 555100
	Email	bill.hague@wolverhampton.gov.uk
<b>Report to be/has been considered by</b>	Education Leadership Team	16 October 2017
	Strategic Executive Board	17 October 2017

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### Recommendations for action:

The Children, Young People and Families Scrutiny Panel is asked to consider and comment on the following:

1. The current levels of surplus in the Primary and Secondary school estates.
2. The 2017 Pupil Projections.
3. The status of the Primary School Expansion Programme 2018-2020.
4. The status of the Secondary School Expansion Programme 2017-2019.
5. The planned priorities to address future demographic needs.

## **1.0 Purpose**

- 1.1 To provide an update to Children, Young People and Families Scrutiny Panel regarding school place planning activities in Wolverhampton. The report highlights current pressures on school places, outlines the anticipated future needs of communities, and details the status of proposed expansion programmes.

## **2.0 Background**

- 2.1 Local Authorities have a duty to ensure sufficiency of school places.
- 2.2 Levels of demand for educational provision in Wolverhampton have increased significantly in recent years. This uplift has principally been driven by a 24% increase in births to Wolverhampton residents between 2002 (2,807) and 2014 (3,481) (ONS Vital Statistics).
- 2.3 In order to ensure the ongoing sufficiency of provision the Local Authority has invested heavily in expanding the primary school estate and has successfully introduced more than 2,150 additional primary school places since September 2012.
- 2.4 Cabinet approved the Primary School Organisation Strategy 2016-2018 and the Secondary Sufficiency Strategy 2016-2018 on 20 July 2016. The policies outline strategic policy with regard to school organisation and provide frameworks to guide the future development of school provision in the City.
- 2.5 The Council effectively discharges its sufficiency duty within the fragmented education system; however, it must be recognised that the Council is not in full control of all the factors relating to the effective and timely supply of school places.

## **3.0 Current Position**

### **Primary Provision:**

- 3.1 The Primary School Organisation Strategy 2016-2018 recommends that a minimum level of surplus within each year group of five percent (against admission number) is available at a citywide level.

A level of surplus is essential in order to provide for parental choice, to allow for fluctuations in demand and to offer flexibility to cater for mid-year entrants. Too few surplus places can result in reduced parental choice, increased travel times, and increased class sizes. However, too great a number of surplus places can lead to the inefficient use of resources.

- 3.2 As illustrated in Figure 1, levels of surplus across the city are constrained. Despite significant recent investment in the uplift of capacity, in September 2017 six of the seven primary cohorts had less than five percent surplus available.

3.3 Figure 1: Levels of Surplus by Year Group (25 September 2017):

<b>National Curriculum Year Group (2017/18)</b>	<b>Total Places</b>	<b>Level of Surplus %</b>
R	3530	7
1	3665	3
2	3725	3
3	3510	4
4	3411	4
5	3381	3
6	3260	2
<b>Total</b>	<b>24,482</b>	<b>4</b>

3.4 In recent years, primary school cohorts have grown significantly in-year e.g. the current Year 6 cohort has grown by more than 175 pupils (6%) since the cohort started in Reception. This in-year growth has impacted detrimentally upon available levels of surplus; consequently, the City has observed increased pressure on school places, a sustained volume of appeals and increasing challenge in allocating in-year applicants to schools within a reasonable distance of their home address.

3.5 The unprecedented growth has also resulted in the need for the Council to work closely with schools to introduce additional capacity into existing cohorts to cater for rising demand as required. Since September 2016, seven primary schools have agreed to provide additional in-year capacity in hotspots across the City. Council representatives continue to liaise with school leaders to identify appropriate solutions.

**Secondary Provision:**

3.6 The Secondary Sufficiency Strategy 2016-2018 recommends that a minimum level of surplus within each year group of six percent (against admission limits) is available at a citywide level.

3.7 As illustrated in Figure 2, levels of surplus in each secondary year group currently exceed the minimum threshold.

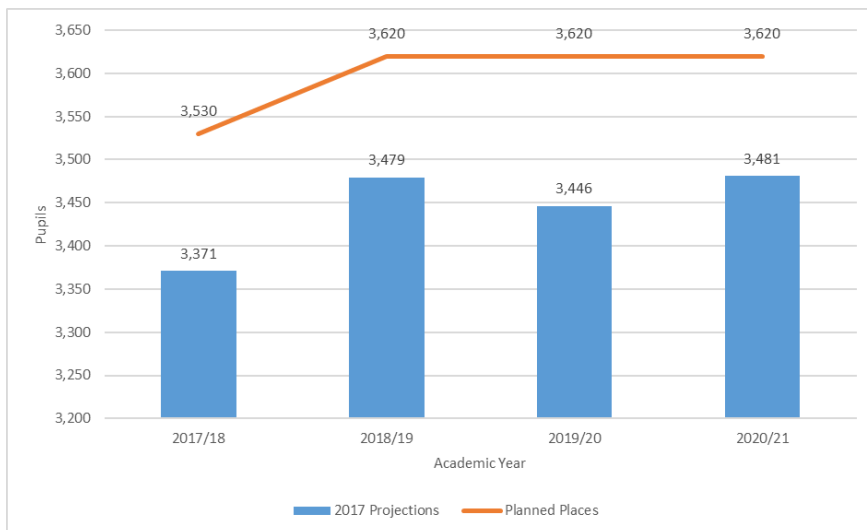
3.8 Figure 2: Levels of Surplus by Year Group (25 September 2017):

<b>National Curriculum Year Group (2017/18)</b>	<b>Total Places</b>	<b>Level of Surplus %</b>
7	3275	7
8	3189	7
9	3135	7
10	3103	11
11	3113	16
<b>Total</b>	<b>15,815</b>	<b>9</b>

## 4.0 Projections of Demand

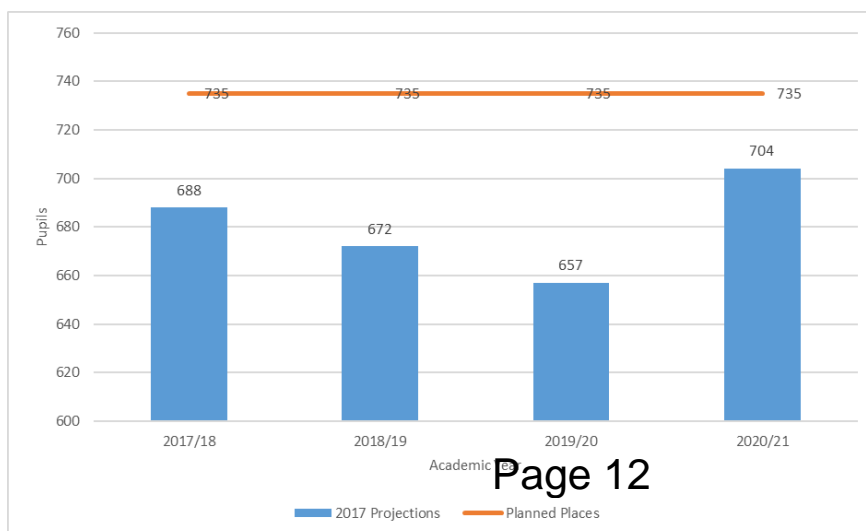
### Primary Projections:

- 4.1 For the purposes of primary school place planning the City is divided into four primary planning areas; this enables a more precise identification of local circumstances and a clearer definition of local needs. The locations of these planning areas and schools within them are illustrated in Appendix A.
- 4.2 Primary projections are produced on an annual basis. In recent years, projections have proved robust and have supported the development of appropriate expansion schemes across the City. The employed methodology takes both pupil yield from housing regeneration and recent changes in cross-border movement into account.
- 4.3 Figure 3: Projected Citywide Reception Cohorts



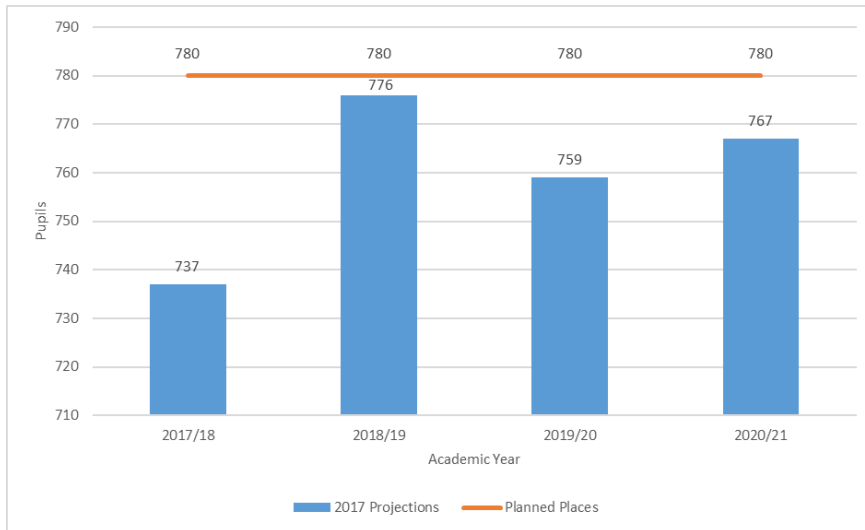
Please note that the reported planned places featured in Figure 3 above include the proposed uplift in capacity within the Council's Primary School Expansion Programme 2018-2020 as detailed in Section 5.

- 4.4 As illustrated in Figure 3, Citywide Reception cohorts are expected to increase in the short to medium term.
- 4.5 Figure 4: Projected Reception Cohorts in Planning Area 1



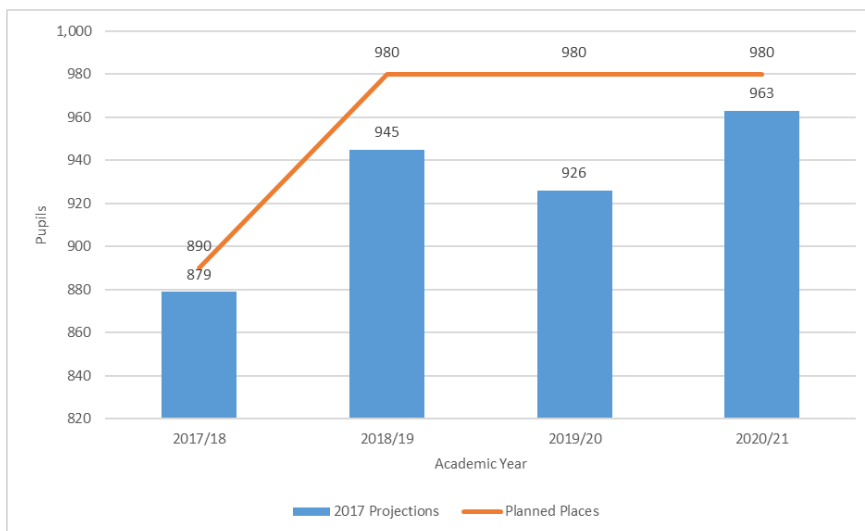
4.6 As illustrated in Figure 4, Reception cohorts in Planning Area 1 are expected to reduce in size in the short term and then increase in 2020/21.

4.7 Figure 5: Projected Reception Cohorts in Planning Area 2



4.8 As illustrated in Figure 5, Reception cohorts in Planning Area 2 are expected to increase in size in the short to medium term.

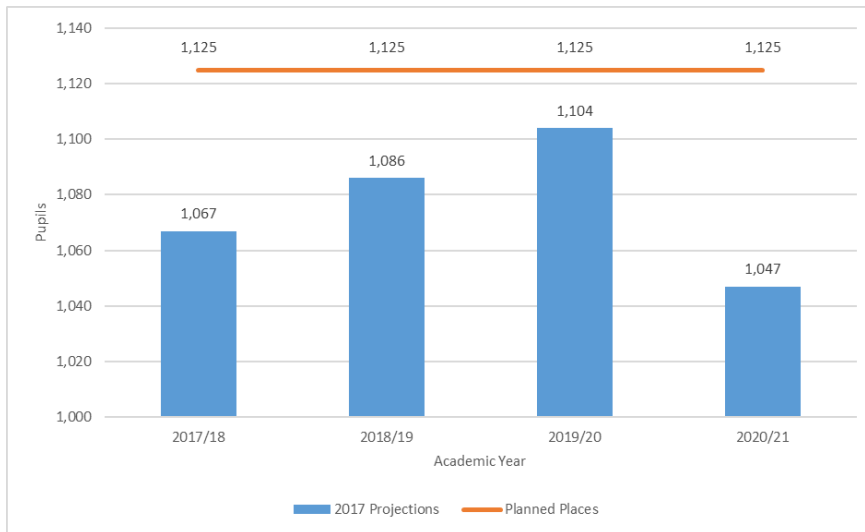
4.9 Figure 6: Projected Reception Cohorts in Planning Area 3



Please note that the reported planned places featured in Figure 6 above include the proposed uplift in capacity within the Council's Primary School Expansion Programme 2018-2020 as detailed in Section 5.

4.10 As illustrated in Figure 6, Reception cohorts in Planning Area 3 are expected to increase in size in the short to medium term.

4.11 Figure 7: Projected Reception Cohorts in Planning Area 4



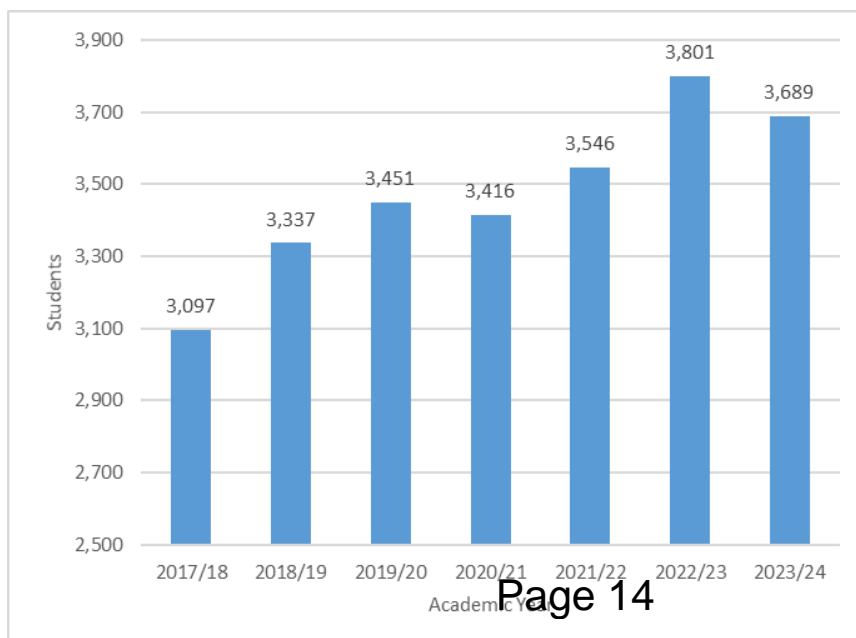
4.12 As illustrated in Figure 7, Reception cohorts in Planning Area 4 are expected to increase in size in the short term and then decrease in 2020/21.

**Secondary Projections:**

4.13 For the purposes of secondary school place planning the City is divided into three secondary planning areas; this enables a more precise identification of local circumstances and reflects both the unique educational offer available at the West Midlands's Construction UTC and its wide catchment. The locations of these planning areas and schools within them are illustrated in Appendix B.

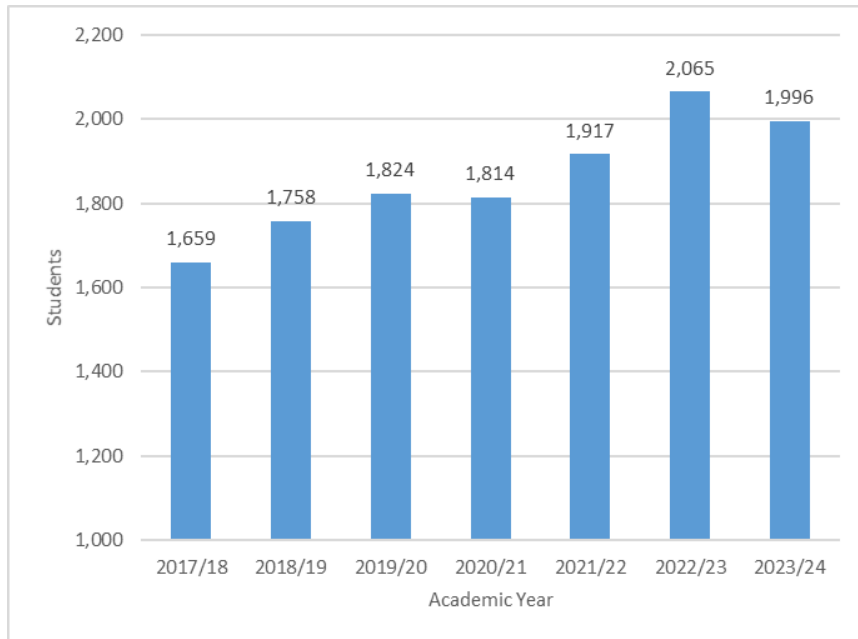
4.14 In recent years, secondary projections have proved robust; the employed methodology takes both pupil yield from housing regeneration and recent changes in cross-border movement into account.

4.15 Figure 8: Projected Citywide Year 7 Cohorts



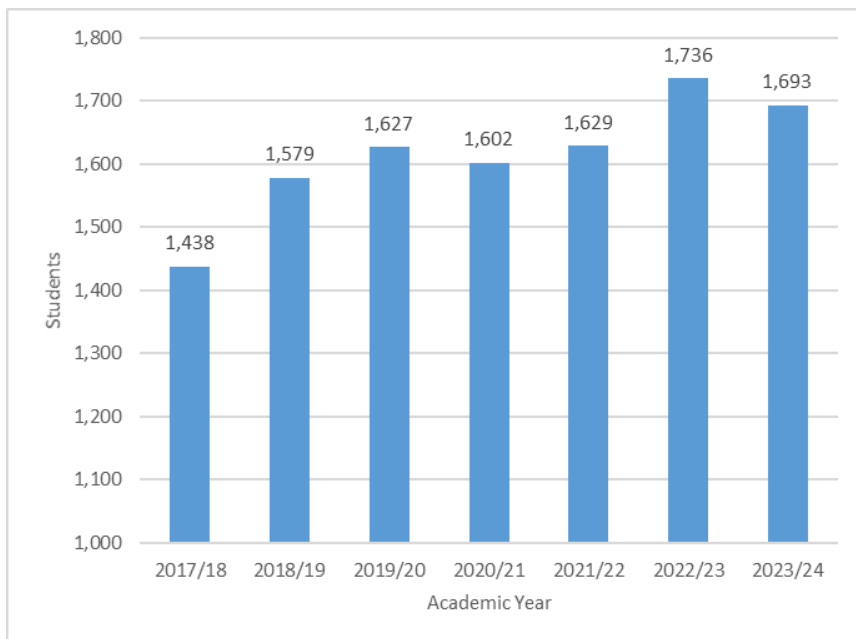
4.16 As illustrated in Figure 8, levels of citywide demand for secondary provision are expected to increase significantly in the short to medium term (23% increase between 2017/18 and 2022/23).

4.17 Figure 9: Projected Year 7 Cohorts in Planning Area 1



4.18 As illustrated in Figure 9, Year 7 cohorts in Planning Area 1 are expected to increase significantly in the short to medium term (24% increase between 2017/18 and 2022/23).

4.19 Figure 10: Projected Year 7 Cohorts in Planning Area 2



- 4.20 As illustrated in Figure 10, Year 7 cohorts in Planning Area 2 are expected to increase significantly in the short to medium term (21% increase between 2017/18 and 2022/23).
- 4.21 To ensure the continued sufficiency of provision a significant uplift in capacity will be required in the short to medium term.

## **5.0 Primary School Expansion Programme 2018-2020**

- 5.1 The proposed Primary School Expansion Programme 2018-2020 has been developed to provide required additional capacity in September 2018 and beyond. The schemes proposed for inclusion in the Programme were developed in line with the Council's approved and published strategic policy as outlined in the Primary School Organisation Strategy 2016-2018.
- 5.2 The proposed Primary School Expansion Programme 2018-2020 features the expansion of three existing community primary schools in the south east of the City; Loxdale Primary (Bilston East Ward), Spring Vale Primary (Spring Vale Ward) and Stowlawn Primary (Bilston North Ward). Further information (including details of specific proposals) is available within the 'School Place Planning' Cabinet report from June 2017 and has also been shared with Members of the Children, Young People and Families Scrutiny Panel during consultation.
- 5.3 When proposing significant prescribed alterations to schools, local authorities must follow guidelines as detailed within the 'Making 'Prescribed Alterations' to Maintained Schools: Statutory Guidance for Proposers and Decision-Makers' (DfE April 2016) and The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013.
- 5.4 On 27 June 2017, Cabinet approved the undertaking of required statutory processes in relation to the proposed Primary School Expansion Programme 2018-2020. Cabinet agreed to delegate authority to the Cabinet Member for Education in consultation with the Strategic Director of People, to consider the responses to the initial consultation and determine whether or not to proceed to Stage 1 of the statutory process in relation to schemes included in the Primary School Expansion Programme 2018-2020.
- 5.5 Initial Consultation on the proposed expansions commenced on 3 July 2017 and concluded on 30 July 2017. The outcomes of consultation were reviewed by the Cabinet Member for Education, in consultation with the Strategic Director of People, during the summer 2017 and approval was granted to progress to the statutory consultation process.
- 5.6 Formal Consultation (Representation) commenced on 18 September 2017 and concluded on 15 October 2017. The outcome of consultation will be reported to Cabinet on 29 November 2017 where a final decision on the proposals will be sought.

## **6.0 Secondary School Expansion Programme 2017-2019**

- 6.1 The proposed Secondary School Expansion Programme 2017-2019 has been developed to provide required additional capacity in September 2018 and beyond. The schemes



proposed for inclusion in the Programme were developed in line with the Council's approved and published strategic policy as outlined in the Secondary Sufficiency Strategy 2016-2018.

- 6.2 The proposed Secondary School Expansion Programme 2017-2019 features the expansion of five existing academies in the City as detailed below.
- 6.3 **Aldersley High School:** Aldersley High School is a secondary academy located within the Oxley Ward. In order to ensure sufficiency of provision, it is proposed that Aldersley High School is permanently expanded. The academy is providing 180 Year 7 places in 2017/18 and it is proposed that with effect from 2018/19 and beyond the academy offers 210 Year 7 places. In addition, it is suggested that post 16 capacity is increased to support the Trust's aspiration to enable post 16 students from Moreton School (Fallings Park Ward) to be taught at Aldersley High School.
- 6.4 **Our Lady and St Chad Catholic Academy:** Our Lady and St Chad Catholic Academy is a secondary academy located within the Bushbury South and Low Hill Ward. In order to ensure sufficiency of provision, it is proposed that Our Lady and St Chad Catholic Academy is permanently expanded. The academy is providing 170 Year 7 places in 2017/18 and it is proposed that with effect from 2018/19 and beyond the academy offers 210 Year 7 places. In addition, and to ensure the sustainability of the expansion post 16 capacity would be increased.
- 6.5 **S Peter's Collegiate Church of England School:** S Peter's Collegiate Church of England School is a secondary academy located within the Park Ward. In order to ensure sufficiency of provision, it is proposed that S Peter's Collegiate Church of England School is permanently expanded. The academy is providing 220 Year 7 places in 2017/18 and it is proposed that with effect from 2018/19 and beyond the academy offers 280 Year 7 places. In addition, and to ensure the sustainability of the expansion post 16 capacity would be increased.
- 6.6 Representatives of the City of Wolverhampton Council are currently in negotiations regarding the proposed expansion of two further academies.
- 6.7 Academies must follow guidelines as detailed within 'Making Significant Changes to an Open Academy: Departmental Advice for all Types of Academy Trust' (DfE March 2016) when proposing significant changes. The DfE expects that only academies that are rated as 'good' or 'outstanding' will seek to expand their premises, in order to increase their intake." (DfE March 2016).
- 6.8 Council representatives are supporting the aforementioned academies to both undertake appropriate consultation activities and complete the required processes. Please note that the Regional Schools Commissioner is responsible for determining whether or not academies can expand.

## **7.0 Addressing Future Needs**

### **7.1 Immediate Priorities:**

- Primary - Primary School Expansion Programme 2018-2020.
- Primary - Ongoing monitoring of existing cohorts and implementation of appropriate in-year solutions as required.
- Secondary - Secondary School Expansion Programme 2017-2019.
- Secondary - Development of the Secondary School Expansion Programme 2019-2020.
- Primary and Secondary - Identification of contingency sites across the City.
- Primary and Secondary - Continued close monitoring of the key factors that influence demand for educational provision including births, migration (internal and external), the cross-border movement of pupils, and parental preference.

### **7.2 Medium Term Priorities:**

- Primary - Exploration of opportunities to meet anticipated medium term primary challenges in 2020/21.
- Secondary - Exploration of opportunities to meet anticipated medium term secondary challenges in 2021/22 and 2022/23.

## **8.0 Financial implications**

8.1 At the meeting on 20 September 2017, Council approved a capital budget of £34.3 million to support the schools' expansion programmes.

- Primary Expansion Programme 2018-20
- Secondary Expansion Programme 2017-19.

8.2 Any future programmes will create a further financial pressure which as yet is unknown. The level of this pressure will depend on the future government funding capacity and the volume of spaces required.

8.3 Basic Need Allocation grant is provided by DfE to cover the costs of required expansion programmes, however the allocation for Wolverhampton falls short of requirements. In relation to the proposed expansion programme, it is estimated that the Council will need to provide borrowing of £30 million. The annual revenue costs of this borrowing is approximately £1.8 million per annum.

8.4 It is a significant challenge to accurately quantify future capital requirements; however, it is thought prudent to be aware of a future ask in the short to medium term of as least equivalent to the total estimated costs of the Primary Expansion Programme 2018-20 and Secondary Expansion Programme 2017-19.

[DB/12102017/H]

## **9.0 Legal implications**

- 9.1 Under s.14 of the Education Act 1996, a local authority shall secure that sufficient schools for providing primary and secondary education are available in their area. Sufficient means sufficient in number, character and equipment to provide for all pupils the opportunity of appropriate education. In meeting this duty, a local authority must do so with a view to securing diversity in the provision of schools and increasing opportunities for parental choice.

RB/09102017/X

## **10.0 Equalities implications**

- 10.1 Both the Primary School Organisation Strategy 2016-2018 and the Secondary Sufficiency Strategy 2016-2018 have been subject to consultation and appropriate reviews of equality implications. There are no equality issues from this work that are not covered.

## **11.0 Environmental implications**

- 11.1 There are no direct environmental implications arising from this report.

## **12.0 Human resources implications**

- 12.1 There are no direct human resource implications arising from this report.

## **13.0 Risk implications**

- 13.1 The City of Wolverhampton Council has a duty to ensure sufficiency of school places; should this duty be breached there would be severe implications for local communities and the Council's reputation.

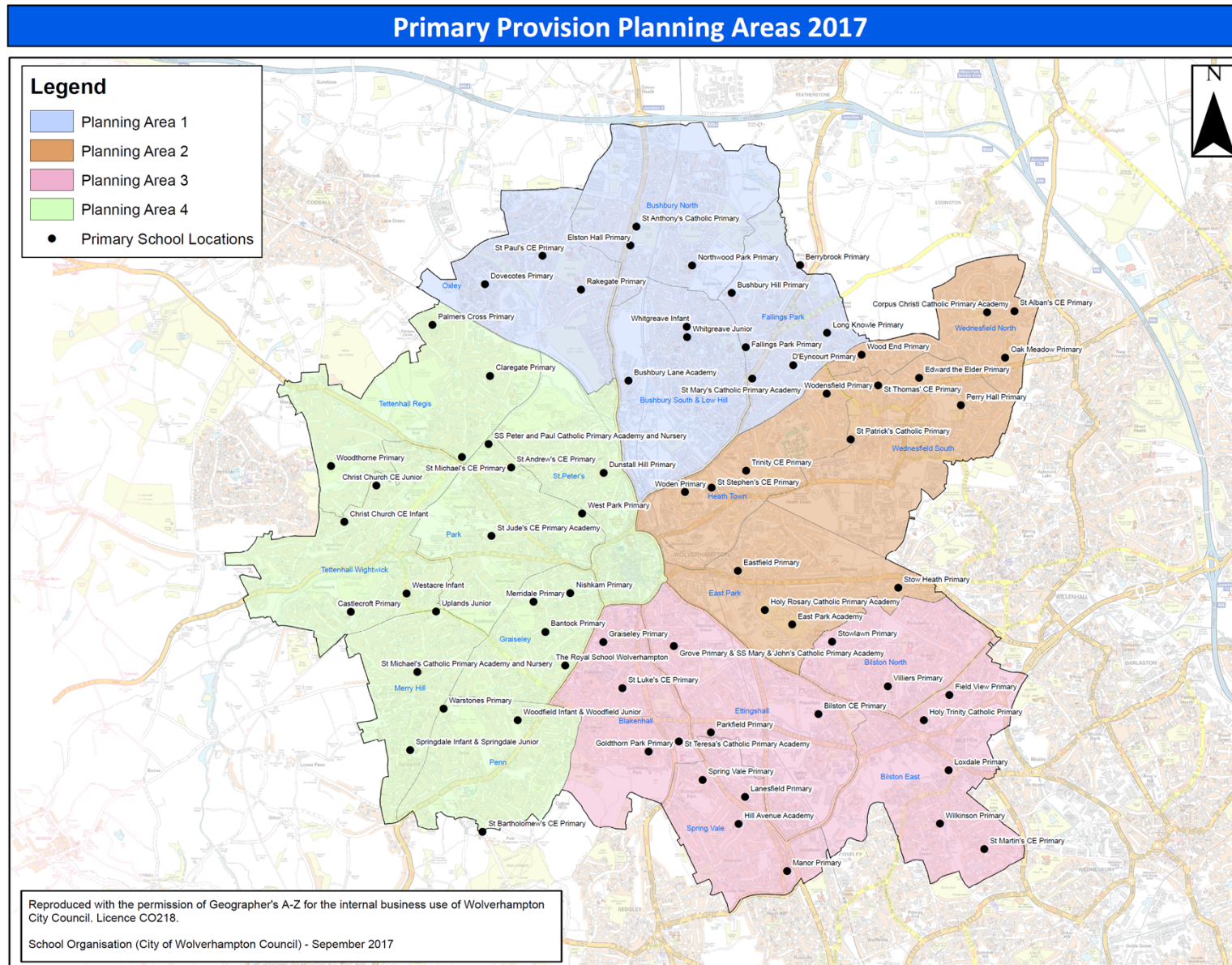
## **14.0 Corporate landlord implications**

- 14.1 There are no direct corporate landlord implications arising from this report.

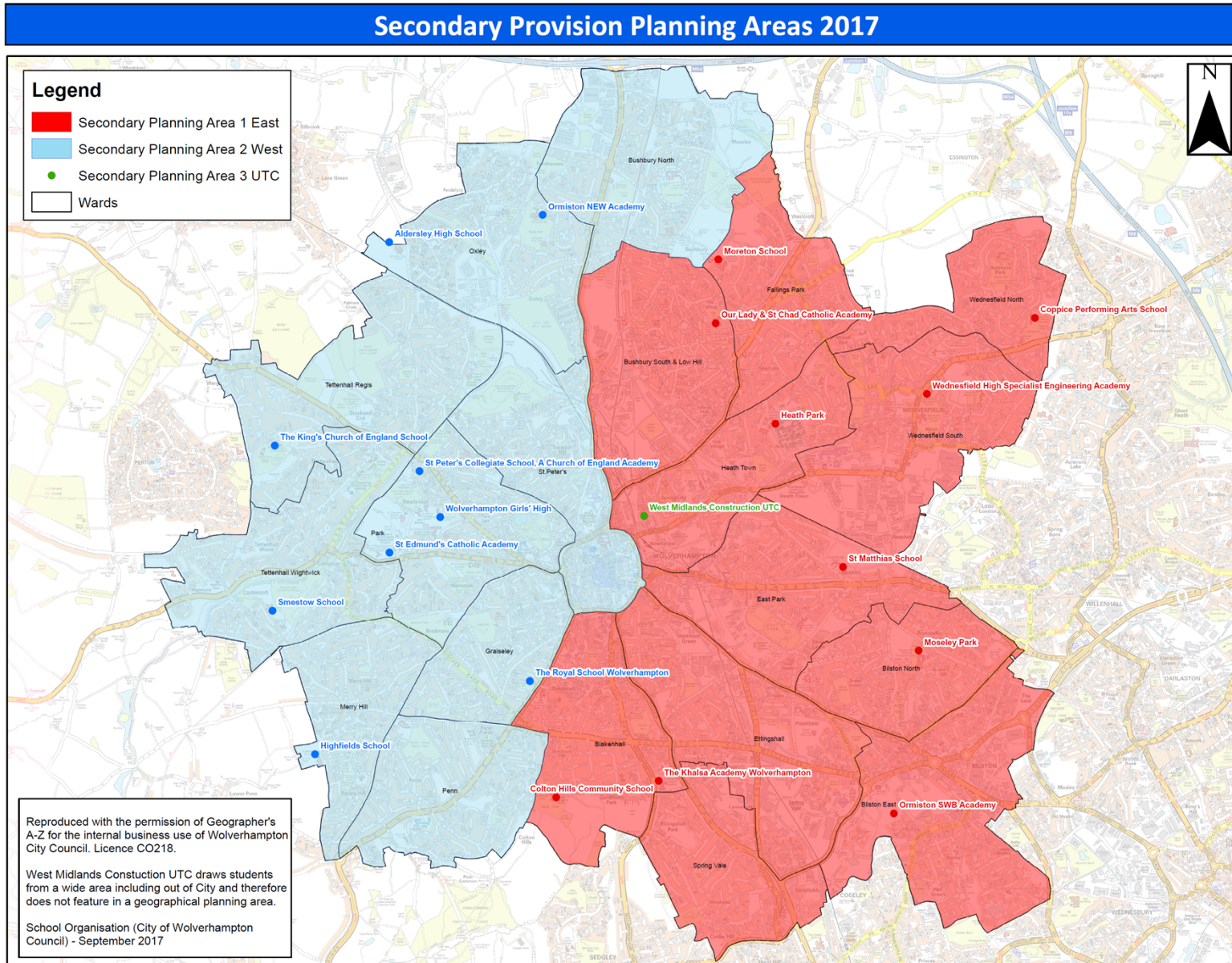
## **15.0 Schedule of background papers**

- 15.1 Council (20 September 2017) School Expansion Programmes  
Cabinet (13 September 2017) School Expansion Programmes  
IEDN (Summer 2017) Outcome of Initial Consultation on the Proposed Primary School Expansion Programme 2018-2020  
Cabinet (27 June 2017) School Place Planning  
Cabinet (20 July 2016) School Place Planning

Appendix A: Primary Planning Areas



Appendix B: Secondary Planning Areas



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<b>Cabinet Member Consultation</b>			
<b>Report title:</b>	Merger of Springdale Infant School and Springdale Junior School		
<b>Cabinet member(s) consulted</b>	<b>Consulting employee</b>	<b>Mode of consultation</b>	<b>Primary date of consultation</b>
Cllr Claire Darke	Tom Knott (School Organisation Manager)	Face to face	18 October 2017
<b>Key comments arising from consultation (if applicable):</b> Not applicable.			

# Cabinet

## 29 November 2017

<b>Report title</b>	Merger of Springdale Infant School and Springdale Junior School	
<b>Decision designation</b>	AMBER	
<b>Cabinet member with lead responsibility</b>	Councillor Claire Darke Cabinet Member for Education	
<b>Corporate Plan priority</b>	People - Stronger Communities	
<b>Key decision</b>	Yes	
<b>In forward plan</b>	Yes	
<b>Wards affected</b>	Graiseley; Merry Hill; Penn;	
<b>Accountable Director</b>	Meredith Teasdale	
<b>Originating service</b>	Education	
<b>Accountable employee</b>	Bill Hague Tel. Email	Head of School Planning and Resources 01902 555100 bill.hague@wolverhampton.gov.uk
<b>Report to be/has been considered by</b>	Education Leadership Team People Leadership Team Strategic Executive Board Children, Young People & Families Scrutiny Panel	9 October 2017 9 October 2017 17 October 2017 1 November 2017

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### Recommendation(s) for action or decision:

The Cabinet is recommended to:

1. Formally consider, in accordance with statutory guidance, the outcomes of Informal Consultation and Formal Consultation (Representation) on the proposed merger of Springdale Infant School with Springdale Junior School.
2. Approve the discontinuance of Springdale Infant School with effect from 31 December 2017 in accordance with Section 15(1) of the Education and Inspections Act 2006 to facilitate the merger of Springdale Infant School with Springdale Junior School with effect from 1 January 2018; and
3. Approve both the lowering of the age range from 7 to 11 years to 3 to 11 years and the enlargement of the school premises of Springdale Junior School (to include the physical capacity of Springdale Infant School's buildings) in accordance with Section 19(1) of the



Education and Inspections Act 2006 to facilitate the merger of Springdale Infant School with Springdale Junior School with effect from 1 January 2018.

The Cabinet is asked to note:

1. That the recommendations detailed in 2 and 3 above are related proposals which are interdependent and cannot be considered in isolation of one another.

## **1.0 Purpose**

- 1.1 This report details the outcomes of Informal Consultation and Formal Consultation (Representation) on the proposed merger of Springdale Infant School with Springdale Junior School. The paper seeks approval to merge the two schools to create a primary school to cater for pupils aged between 3 and 11 years with effect from 1 January 2018.

## **2.0 Background**

- 2.1 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.
- 2.2 The PSOS explains that, "The 'merger' of infant and junior schools is the process of joining the schools together by discontinuing one establishment and expanding and altering the age range of the other" (PSOS 2016).
- 2.3 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).
- 2.4 The PSOS recommends that, "...The Council will consider proposing the adoption of structural solutions (including both federations and sponsored academy status) in order to improve standards in underperforming schools." (PSOS 2016).
- 2.5 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.
- 2.6 The School was 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.
- 2.7 Springdale Junior School was judged 'Good' by Ofsted in June 2014 and is an LA Category A school.

- 2.8 Representatives of the City of Wolverhampton Council brokered arrangements for the Headteacher of Springdale Junior School to support Springdale Infant School as the Interim Headteacher.
- 2.9 In order to support an improvement in standards at Springdale Infant School, the Council approached the Governing Boards of both Springdale Infant School and Springdale Junior School to consider federation. A federation is where one governing board governs two or more schools. Following consultation in summer term 2017 on this proposed structural solution, the Governing Boards of Springdale Infant School and Springdale Junior School formally federated in July 2017.
- 2.10 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.
- 2.11 On 26 April 2017, Cabinet approved commencement of a period of Informal Consultation on the proposed merger of 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 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.
- 2.12 Informal Consultation commenced on 8 May 2017 and concluded on 25 June 2017. The outcome of consultation is detailed in Section 4 below.
- 2.13 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 determine whether to proceed to Formal Consultation.
- 2.14 In July 2017, the Cabinet Member for Education, in consultation with the Assistant Director School Standards, reviewed the outcomes of Informal Consultation and approved progression to Formal Consultation (Representation). Formal Consultation commenced on 11 September 2017 and concluded on 8 October 2017. The outcome of Formal Consultation is detailed in Section 5 below.

### **3.0 Statutory Consultation and Decision Making Processes**

- 3.1 As indicated above, when proposing to merge schools, authorities must follow statutory processes and timescales. The following process has been undertaken in relation to this proposal:

**8 May 2017 – 25 June 2017 (Stage 1 – Informal Consultation)**

Consultation with stakeholders including pupils, parents, staff and Governors regarding the proposal.

**July 2017 – Individual Executive Decision Notice**

The Cabinet Member for Education in consultation with the Assistant Director School Standards, considered the outcome of Informal Consultation and gave approval to proceed to the next stage of the process.

**11 September 2017 (Stage 2 – Publication)**

Complete Proposal and Statutory Notice published.

**11 September 2017 – 8 October 2017 (Stage 3 – Representation)**

Formal Consultation period (Representation) – Offered stakeholders a formal opportunity to submit comments on the proposal.

**29 November 2017 (Stage 4 Decision)**

Cabinet consider the outcome of consultation and make a final decision on the proposal in line with the published statutory guidance for decision-makers (Department for Education (DfE) April 2016).

**1 January 2018 (Stage 5 – Implementation)**

If approved, the proposal would be implemented.

- 3.2 As detailed within the Department for Education's (DfE) statutory guidance the Council is the decision-making body regarding proposals to discontinue and to make prescribed alterations to mainstream community schools.
- 3.3 Decisions must be made within two months of the end of the Representation Period or they must be referred to the Schools Adjudicator.
- 3.4 There are a number of factors that Cabinet are required to have regard to when making decisions on the proposals. DfE statutory guidance for decision-makers can be found at [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/514570/16-04-06\\_FINAL\\_SO\\_Guidance\\_DM.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/514570/16-04-06_FINAL_SO_Guidance_DM.pdf)
- 3.5 Decision-makers must consider all the views submitted, including support for, objections to and comments on the proposal. All responses to consultation are included within the body of this report or report appendices.
- 3.6 When issuing a decision, the Cabinet can;
  - Reject the proposal;
  - Approve the proposal without modification;
  - Approve the proposal with modification;
  - Approve the proposal (with or without modification) subject to certain conditions being met.

3.7 The following bodies may appeal the decision:

- The local Church of England Diocese
- The local Roman Catholic Diocese.

Should an appeal be lodged responses and decision rationale will need to be sent to the Schools Adjudicator for review.

#### 4.0 Outcome of Informal Consultation

4.1 At the start of the Informal 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.

4.2 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.

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

Copies of all consultation responses are available at Appendix B and must be given due consideration.

4.3 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)

4.4 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).

- 4.5 A number of consultation meetings also took place during the Informal Consultation period. Representatives from the Council's Education Department outlined the proposal and stakeholders were offered the opportunity to raise queries or offer comments. A summary of these meetings is outlined below with full details of each meeting available at Appendix C. Decision-makers must consider all responses to consultation when determining whether or not to approve the proposals.

<b>Stakeholder Group</b>	<b>Date of Meeting</b>	<b>Number of Attendees</b>
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

## **5.0 Formal Consultation**

- 5.1 Formal Consultation commenced on 11 September 2017 and concluded on 8 October 2017. At the start of the consultation period, a Statutory Notice (Appendix D) was published in the Express and Star Newspaper. In addition, consultation documentation including the Complete Proposal (Appendix E) and the Statutory Notice were published on the City of Wolverhampton Council's consultation website and were also distributed to relevant stakeholders. A complete list of those stakeholders who were consulted can be found at Appendix F.

- 5.2 The Council received two responses to Formal Consultation. Staffordshire County Council stated "Our comments would remain the same as our letter of 16<sup>th</sup> May which I have attached for your information" (please see Appendix B – response 9). Birmingham City Council stated "Thanks for sending us a copy of this. We have no concerns about the proposal and understand the principal behind the proposed amalgamation".

## **6.0 Responses to Consultation**

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

- 6.2 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.

6.3 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.

6.4 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.

6.5 Financial Implications:

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

6.6 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.

6.7 Admissions:

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

6.8 Resource Base Provision:

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.

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



## **7.0 Evaluation of alternative options:**

7.1 Alternative options have been considered, including;

- Amalgamation – The closure of both schools and the establishment of a new primary school. Whilst this option would ultimately result in the establishment of a primary school and offer the corresponding benefits, it would also result in a new school number being issued. As such, both establishments' existing Ofsted judgements would no longer be recognised.
- Maintaining two separate schools – Continuing with the current organisation of provision. This option would not offer the anticipated benefits detailed in paragraph 2.3. In addition, should the two schools remain separate, alternative leadership arrangements would need to be explored to ensure that there is robust leadership at Springdale Infant School due to vacancies within the Infant's Senior Leadership Team. The Infant School has benefited from stable, successful leaders from the Junior School who have taken on the challenge to raise standards. Should this support cease, the current rate of improvement could be jeopardised.

## **8.0 Reasons for decision(s):**

8.1 This proposal is in line with the Council's strategic policy as detailed within the Primary School Organisation Strategy 2016-2018 and would maximise the opportunity for the benefits detailed in paragraph 2.3 to be realised.

## **9.0 Financial implications**

- 9.1 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.
- 9.2 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. This cost would need to be met by the primary school utilising a proportion of the aforementioned lump sum allocation.
- 9.3 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. This cost would need to be met by the primary school utilising a proportion of the aforementioned lump sum allocation.
- 9.4 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/12102017/Q]

## **10.0 Legal implications**

- 10.1 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 2.10 of this report and general consultation principles.
- 10.2 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 approve the proposals.

The relevant legislation and statutory guidance is set out in the body of the report.

TC/11102017/A

## **11.0 Equalities implications**

- 11.1 This report has equal opportunity implications as the contents have direct reference to educational provision for children and young people in the city.
- 11.2 A full equality analysis has been completed with regard to the proposals. This analysis is available at Appendix G. In line with the prescribed decision-making process decision-makers are required to pay due regard to this analysis.
- 11.3 There are no outstanding equalities issues that would prevent Councillors from taking the decisions.

## **12.0 Environmental implications**

- 12.1 There are no environmental implications to this report.

## **13.0 Human resources implications**

- 13.1 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.

## **14.0 Corporate landlord implications**

14.1 Given the nature of the buildings we would not expect to undertake any physical changes to the buildings as part of this proposal. Springdale Infant School and Springdale Junior School 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.

## **15.0 Schedule of background papers**

- IEDN (July 2017) Outcome of Informal Consultation on the Proposed Merger of Springdale Infant School with Springdale Junior School.
- 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](http://www.ofsted.gov.uk))
- Department for Education statutory guidance 'Making 'prescribed alterations' to local authority maintained schools' April 2016 (<https://www.gov.uk/government/publications/school-organisation-maintained-schools>)
- Department for Education statutory guidance 'Opening and closing maintained schools' April 2016 (<https://www.gov.uk/government/publications/school-organisation-maintained-schools>)
- Springdale Junior Ofsted Inspection Report – 17 & 18 June 2014 ([www.ofsted.gov.uk](http://www.ofsted.gov.uk))

### **Informal Consultation - Stakeholder list**

- Governing Board – Springdale Infant School
- Governing Board – 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)
- Headteachers and Chairs of Governors of Primary Schools in the Merry Hill Ward; St Michael's Catholic Primary and Uplands Junior
- Headteachers and Chairs 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).

- 9 MAY 2017

①

**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 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 <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:

*A primary school will have the best possible outcomes for all pupils.*

PTO

Large empty box for additional comments.

Completed Consultation Response Forms should be sent to the following address – The School Organisation Team, Education Department, City of Wolverhampton Council, 1<sup>st</sup> Floor, Civic Centre, St Peter's Square, Wolverhampton, WV1 1RL.  
**The deadline for receipt of responses is 25 June 2017.**  
Please note all comments received will be acknowledged if contact details are provided.  
Thank you for taking the time to complete this form.

**CITY OF  
WOLVERHAMPTON  
COUNCIL**

**Data Protection:** The information you provide on this form is subject to the provisions of the Data Protection Act 1998. Where applicable information entered will be forwarded to the relevant officers and Councillors for action or for a reply to be given. Information contained within this response will inform reports to Cabinet Members, and will be anonymous so that no individual can be identified. Information provided will not be used for any other purpose and will be stored securely in accordance with the Council's records retention policy and schedule.

3

10 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/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:

Both schools workshops together so not  
activities or school plays clash

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12 MAY 2017

3

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**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:

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12 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/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:

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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.

15 MAY 2017

5

**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:

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**PTO**


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**The deadline for receipt of responses is 25 June 2017.**

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Thank you for taking the time to complete this form.

**CITY OF  
WOLVERHAMPTON  
COUNCIL**

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15 MAY 2017

6

### 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)

- YES                       NO                       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

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the juniors seems to be the  
best solution.

15 MAY 2017

7

**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 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 <sup>not</sup> hitting standards set by council or education board. This comes from the top the education PTO

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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~~ KEY! staff members have left since, that's a joke at best by Ofsted. And Ofsted have the audacity 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 18 months).

15 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)

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<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)

YES                       NO                       DON'T KNOW

Please add comments here and overleaf:

- Positive move for the school  
- Positive impact so far since recent inspection

PTO


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17 MAY 2017

9



16<sup>th</sup> May 2017

**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.

Yours Sincerely

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

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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!



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)*

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<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 certainly enhance the learning of the children currently in both schools. PTO

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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.

12

**1-9 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)*

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<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
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<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:

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13

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)*

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<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:

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15

19 MAY 2017 **CONSULTATION RESPONSE FORM**  
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Are you a: (Please tick as appropriate)

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<input type="checkbox"/> Parent/Carer of a pupil at Springdale Infant School	<input checked="" type="checkbox"/> Parent/ <del>Carer</del> 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: ON THE PREMISE THAT THE BEST INTERESTS 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 PTO

[Empty box for additional comments]

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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.

16

**24 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:

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 Desrose buses but will use the ~~PTO~~ PTO

Title: \_\_\_\_\_ First Name: \_\_\_\_\_ Surname: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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STUDY YEAR 2015

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 these children from age 4-11.

17

26 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/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:

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18

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

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

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<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:

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**PTO**

Title:	First Name:	Surname:

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19

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

**COMPLETE**

**Started:** Wednesday, May 10, 2017 5:19:54 PM  
**Last Modified:** Wednesday, May 10, 2017 5:37:24 PM

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

**COMPLETE**

**Started:** Thursday, May 11, 2017 12:58:22 PM  
**Last Modified:** Thursday, May 11, 2017 1:14:17 PM  
**Time Spent:** 00:15:55

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.

21

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

**COMPLETE**

**Started:** Thursday, May 11, 2017 6:33:21 PM  
**Last Modified:** Thursday, May 11, 2017 6:58:27 PM

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.



22

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

**INCOMPLETE**

**Started:** Sunday, May 14, 2017 7:22:51 PM  
**Last Modified:** Sunday, May 14, 2017 7:23:50 PM

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**

23

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

COMPLETE

**Started:** Friday, May 19, 2017 2:23:52 PM  
**Last Modified:** Friday, May 19, 2017 2:34:01 PM

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.

24

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

**COMPLETE**

**Started:** Friday, May 19, 2017 2:24:10 PM  
**Last Modified:** Friday, May 19, 2017 2:25:39 PM

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

**COMPLETE**

**Started:** Friday, May 19, 2017 2:23:50 PM  
**Last Modified:** Friday, May 19, 2017 2:25:02 PM

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**

26

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

**COMPLETE**

**Started:** Friday, May 19, 2017 2:36:19 PM  
**Last Modified:** Friday, May 19, 2017 2:38:01 PM

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

**COMPLETE**

**Started:** Friday, May 19, 2017 3:12:47 PM  
**Last Modified:** Friday, May 19, 2017 3:15:49 PM

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

COMPLETE

**Started:** Friday, May 19, 2017 4:49:30 PM  
**Last Modified:** Friday, May 19, 2017 4:51:01 PM

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

29

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

**COMPLETE**

**Started:** Saturday, May 20, 2017 12:21:23 AM  
**Last Modified:** Saturday, May 20, 2017 12:22:38 AM

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**

Page 3



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

**COMPLETE**

**Started:** Thursday, June 01, 2017 3:19:32 PM  
**Last Modified:** Thursday, June 01, 2017 3:29:58 PM

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 infant 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

**COMPLETE**

**Started:** Tuesday, June 06, 2017 1:25:12 PM  
**Last Modified:** Tuesday, June 06, 2017 1:27:43 PM

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

**COMPLETE**

**Started:** Tuesday, June 20, 2017 11:33:49 AM  
**Last Modified:** Tuesday, June 20, 2017 1:22:56 PM

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.

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

**COMPLETE**

**Started:** Sunday, June 25, 2017 2:01:46 PM  
**Last Modified:** Sunday, June 25, 2017 2:33:48 PM

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?

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

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.

<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 Marena (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 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?

<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 Marena 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 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?

<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.

## **PUBLIC NOTICE**

### **CITY OF WOLVERHAMPTON COUNCIL** **PROPOSAL TO MERGE SPRINGDALE INFANT SCHOOL WITH** **SPRINGDALE JUNIOR SCHOOL**

NOTICE IS HEREBY GIVEN in accordance with Sections 15(1), 19(1) of the Education and Inspections Act 2006 as amended by the Education Act 2011 and The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013, that the City of Wolverhampton Council (Civic Centre, St Peter's Square, Wolverhampton, WV1 1RL) intends to alter educational provision as detailed below in order to merge Springdale Infant School with Springdale Junior School to create a primary school with effect from 1 January 2018.

The proposals as detailed in Parts One and Two of this notice are related proposals.

#### **PART ONE – DISCONTINUANCE OF SPRINGDALE INFANT SCHOOL**

NOTICE IS HEREBY GIVEN in accordance with Section 15(1) of the Education and Inspections Act 2006 that the City of Wolverhampton Council, being the Local Authority for the area, intends to discontinue the following community school with effect from 31 December 2017:

**Springdale Infant School, Warstones Drive, Penn, Wolverhampton, WV4 4NJ**

#### **PART TWO – PRESCRIBED ALTERATIONS TO SPRINGDALE JUNIOR SCHOOL**

NOTICE IS HEREBY GIVEN in accordance with Section 19(1) of the Education and Inspections Act 2006 that the City of Wolverhampton Council, being the Local Authority for the area, intends to make prescribed alterations to the following community school with effect from 1 January 2018:

**Springdale Junior School, Warstones Drive, Penn, Wolverhampton, WV4 4NJ**

The prescribed alterations are to:

- lower the age range of Springdale Junior School from 7-11 years to 3-11 years
- enlarge the school premises of Springdale Junior School to accommodate infant pupils.

#### **REPRESENTATION**

This notice is an extract from the complete proposals. Copies of the complete proposals can be obtained from: Mr T Knott, School Organisation Manager, City of Wolverhampton Council, 1st Floor Civic Centre, St Peter's Square, Wolverhampton, WV1 1RL, by visiting the consultation page at [www.wolverhampton.gov.uk/consultations](http://www.wolverhampton.gov.uk/consultations) or by request by emailing [school.organisation@wolverhampton.gov.uk](mailto:school.organisation@wolverhampton.gov.uk).

Within four weeks of the date of publication of these proposals, any person may object to, support, or comment on, the proposals by sending them to Mr T Knott at the above address or by email to [school.organisation@wolverhampton.gov.uk](mailto:school.organisation@wolverhampton.gov.uk) and should be received no later than 8 October 2017.

Dated 11 September 2017

Kevin O'Keefe  
Director of Governance  
and Solicitor to the Council

CITY OF  
WOLVERHAMPTON  
COUNCIL



## COMPLETE PROPOSAL

### SECTION 1: DISCONTINUANCE OF SPRINGDALE INFANT SCHOOL

#### Community School and Local Authority Details

School Details: Springdale Infant School, Warstones Drive, Penn, Wolverhampton, WV4 4NJ.

LA Details: City of Wolverhampton Council  
(Contact: School Organisation Team, 1st Floor, Civic Centre, St Peter's Square, Wolverhampton, WV1 1RL).

#### Reason for Closure

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 Local Authority has been supporting the school to improve standards of education and the outcomes for pupils. In addition, the Local Authority brokered arrangements for the Headteacher of Springdale Junior School to support Springdale Infant School as the Interim Headteacher.

The Council has a strategy for the organisation and development of primary schools called the Primary School Organisation Strategy 2016-2018. The strategy highlights that the Council will consider proposing solutions such as mergers in order to improve standards in underperforming schools.

The proposal to discontinue Springdale Infant School has related proposals as detailed within this complete proposal which are interdependent and should not be considered in isolation of one another. Springdale Infant School is located on the same site as Springdale Junior School. The related proposals are to lower the age range and increase the capacity of Springdale Junior School to create a primary school for pupils aged between 3 and 11 years, in order to accommodate pupils currently attending Springdale Infant School (please see Section 2).

#### Pupil Numbers and Admissions

Springdale Infant School is a mixed Community school that caters for children aged between 3 and 7 years. The school operates a special educational needs resource base for pupils with language and communication difficulties. There are no boarding arrangements at the School.

Year Group	Compulsory/Non-Compulsory	Current Admission Limits	Current Number on Roll (as at 5 September 2017)
Nursery	Non - compulsory	60	39
Reception	Compulsory	60	60
Year 1		60	50
Year 2		75	71

Gender of Pupils (Reception to Year 2):

Male – 94 (51.9%)

Female – 87 – (48.1%)

### Displaced pupils

Springdale Infant school is located in the Merry Hill Ward; the proposal does not affect the number of places in this Ward. The closure of the infant school is to enable the junior and infant school to merge to create a primary school. All pupils on roll at Springdale Infant School on 31 December 2017 would automatically transfer to the primary school on 1 January 2018 and therefore there would be no displacement of pupils. However, should any pupil not wish to take up a place at the primary school they would have the opportunity to apply for a place at other schools where places are available.

### Impact on the community

Bringing infant and junior schools together offers a number of advantages, 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.

It is not envisaged that there would be any adverse impact on the community as the number of school places in the area will not be reduced and the primary school would continue to serve the local community as the separate infant and junior schools currently do.

### Special educational needs provision

The special educational needs resource base for pupils with language and communication difficulties at Springdale Infant would transfer to the proposed primary school. Springdale Junior School has an Ofsted rating of Good and 'those pupils supported within the school's resource base, make good progress'. (Source: Ofsted June 2014)

## **Travel**

All pupils at Springdale Infant School would automatically transfer to the newly created primary school so no pupils will be displaced as part of the proposal. The Infant and Junior Schools occupy the same site and therefore journeys and travel time of pupils will not be affected.

## **Implementation**

The proposed date of closure is 31 December 2017.

## **Consultation Responses**

Formal Consultation (Representation) commenced on 11 September 2017 and ends on 8 October 2017.

Any person may object to, support or comment on the proposal by writing to:

Mr T Knott  
School Organisation Manager  
City of Wolverhampton Council  
1<sup>st</sup> Floor Civic Centre  
St Peter's Square  
Wolverhampton  
WV1 1RL

Or email: [school.organisation@wolverhampton.gov.uk](mailto:school.organisation@wolverhampton.gov.uk).

The closing date for responses is 8 October 2017.

## **SECTION 2: PRESCRIBED ALTERATIONS TO SPRINGDALE JUNIOR SCHOOL**

### **Community School and Local Authority Details**

School Details: Springdale Junior School, Warstones Drive, Penn, Wolverhampton, WV4 4NJ.

LA Details: City of Wolverhampton Council  
(Contact: School Organisation Team, 1st Floor, Civic Centre, St Peter's Square, Wolverhampton, WV1 1RL).

### **Description of Alteration and Evidence of Demand**

The prescribed alterations are as follows:

- Lower the age range of Springdale Junior School from 7-11 years to 3–11 years
- To enlarge the premises of Springdale Junior School to accommodate infant pupils.

The proposals to lower the age range and increase the capacity of Springdale Junior School to create a primary school are related to the aforementioned closure of Springdale Infant School and are

interdependent and should not be considered in isolation of one another. Springdale Junior School is located on the same site as Springdale Infant School. The related proposal is to discontinue Springdale Infant School and transfer the pupils to the proposed primary school (please see Section 1). The proposal does not affect the number of places available. Figure 1 summarises the proposed changes.

**Figure 1: Proposed Changes**

<b>Current Age Range</b>	<b>Proposed Age Range</b>	<b>Current Net Capacity</b>	<b>Proposed Net Capacity*</b>	<b>Current Admission Limit</b>	<b>Proposed Admission Limit</b>
7-11	3-11	358	568	60	60

\* Please note the proposed net capacity is based on the current individual assessments of Springdale Infant School (210 net capacity) and Springdale Junior School (358 net capacity). Subject to approval of the proposal to merge the schools the net capacity of the primary school would be assessed.

**Objectives (including how the proposal would increase educational standards and parental choice)**

The objectives of the proposal are to both modify the age range of Springdale Junior School from 7-11 to 3-11 and to enlarge the premises in order to accommodate pupils currently attending Springdale Infant School. The merger of Springdale Infant School with Springdale Junior School would create a primary school which would be located on the current sites of the two schools.

The merger of Springdale Infant School with Springdale Junior School would increase educational standards for pupils as the Junior School has been independently judged by Ofsted as providing a good education.

Bringing infant and junior schools together offers a number of advantages, 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.

The number of school places available in the area is not being reduced as part of the proposal therefore parental choice for a school place will not be affected, however, there will be a reduction in the number of infant schools across the city.

**The effect on other schools, academies and educational institutions within the area**

There will be no impact on educational establishments within the area as the number of school places available is not being changed as part of the proposal.

## **Project costs and indication of how these will be met, including how long term value for money will be achieved**

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 the lump sum that would equate to £87,500, in addition to its own £125,000 lump sum.

It is recognised that there would be a need to invest in ICT to consolidate the infrastructure and server/backup environment and to merge the SIMS databases from Springdale Infant School and Springdale Junior Schools into one database. It is anticipated that this cost would need to be met by the primary school utilising a proportion of the aforementioned lump sum allocation.

## **Implementation**

The proposed date for implementation is 1 January 2018.

## **Consultation Responses**

Formal Consultation (Representation) commenced on 11 September 2017 and ends on 8 October 2017.

Any person may object to, support or comment on the proposal by writing to:

Mr T Knott  
School Organisation Manager  
City of Wolverhampton Council  
1<sup>st</sup> Floor Civic Centre  
St Peter's Square  
Wolverhampton  
WV1 1RL

Or email: [school.organisation@wolverhampton.gov.uk](mailto:school.organisation@wolverhampton.gov.uk)

The closing date for responses is 8 October 2017.

**Formal Consultation (Representation) - Stakeholder list**

- Federated Governing Body – Springdale Infant and Springdale Junior School
- Secretary of State
- Diocesan Authorities; Archdiocese of Birmingham and Lichfield Diocese
- Members of Children, Young People and Families Scrutiny Panel
- Trade Unions; ASCL, ATL, GMB, NAHT, NASUWT, NUT, UNITE, UNISON
- Ward Councillors – Merry Hill and Penn Wards
- Members of West Midlands School Organisation Group
- Members of Parliament for Wolverhampton constituencies
- South Staffordshire Council
- Shropshire Council
- Walsall Council
- Headteachers of all schools in Wolverhampton (via the weekly e-Bulletin).

## Equality Analysis

<b>Directorate:</b> Education  <b>Service Area:</b> School Planning and Resources	<b>Lead Officer:</b> Tom Knott  <b>Date completed:</b> October 2017
<b>Service / Function / Policy / Procedure to be assessed:</b> The proposed merger of Springdale Infant School with Springdale Junior School.	
<b>Is this:</b> New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/> (Please tick appropriate box)	<b>Review date:</b> Summer 2018

### Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

#### What are the aims and objectives/purpose of this service, function, policy or procedure?

The City of Wolverhampton proposes to merge Springdale Infant School with Springdale Junior School with effect from 1 January 2018.

Springdale Infant School is a mixed Community school that caters for children aged between 3 and 7 years, co-located with Springdale Junior School in Warstones Drive, Penn, Wolverhampton, WV4 4NJ. The School currently offers 60 places in Reception and Year 2, operates a bulge class of 75 places in Year 1 and has a 60 place nursery. The school operates a Resource Base for pupils with language and communication difficulties.

Springdale Junior School is a mixed Community school that caters for children aged between 7 and 11 years, co-located with Springdale Infant School in Warstones Drive, Penn, Wolverhampton, WV4 4NJ. The School offers 60 places per year group in Years 3 - 6 (240 places in total).

The school operates a Resource Base for pupils with language and communication difficulties.

The Council's Primary School Organisation Strategy 2016-2018 (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).

The PSOS explains that, “The ‘merger’ of infant and junior schools is the process of joining the schools together by discontinuing one establishment and expanding and altering the age range of the other.” (PSOS 2016).

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).

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 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.

Springdale Junior School is judged ‘Good’ by Ofsted in June 2014 and is an LA Category A school. Representatives of the Education Department have brokered arrangements for the Headteacher of Springdale Junior School to support Springdale Infant School as the Interim Headteacher.

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.

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.

Informal Consultation commenced on 8 May 2017 and concluded on 25 June 2017. In July 2017, the Cabinet Member for Education in consultation with the Assistant Director School Standards reviewed the outcome of Informal Consultation and approved progression to Formal Consultation (Representation). Formal Consultation commenced on 11 September 2017 and concluded on 8 October 2017.

Please note that a final decision on the proposed merger of Springdale Infant School with Springdale Junior School will be taken by the City of Wolverhampton Council's Cabinet on 29 November 2017.

**Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?**

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment		✓
Advancing equality of opportunity	✓	
Fostering good community relations	✓	

**If not relevant to any of the three equality duties and this is agreed by your Head of Service**, the Equality Analysis is now complete - please send a copy to the Equality & Diversity Team. **If any of the three equality duties are relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

## PART B: Full Equality Analysis.

### Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<p><b>What outcomes are sought and for whom?</b></p>	<p>To merge Springdale Infant School with Springdale Junior School to create a primary school to help raise standards for pupils in the Early Years Foundation Stage and Key Stage 1 as outlined in Part A.</p>
<p><b>Are there any associated policies, functions, services or procedures?</b></p>	<p>Relevant Legislation</p> <ul style="list-style-type: none"> <li>• Schools Organisation Regulations 2013</li> <li>• Education Act 2002</li> <li>• The Education Act 2011</li> <li>• The Education and Inspections Act 2006</li> <li>• Equality Act 2010</li> <li>• School Admissions Code 2014</li> <li>• Children and Families Act 2014</li> <li>• Academies Act 2010</li> <li>• Education and Adoption Bill 2015.</li> <li>• Human Rights Act 1998</li> </ul> <p>Local Policy:</p> <ul style="list-style-type: none"> <li>• Wolverhampton City Council’s Corporate Plan</li> <li>• Wolverhampton Children, Young People and Families Plan 2015-2025.</li> <li>• Primary School Organisation Strategy 2016 – 2018</li> </ul>
<p><b>If partners (including external partners) are involved in delivering the service, who are they?</b></p>	<p>Springdale Infant School and Springdale Junior School</p>

Page 98

### Step 2 – What does the information you have collected, or that you have available, tell you?

**What evidence/data already exists about the service and its users?** (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

### Age:

In January 2017, there were 26,727 nursery and primary aged pupils in state schools within Wolverhampton. The proportion of these pupils identified as having Special Educational Needs or Disability (SEND) was 14.3%.

The Resource Base at Springdale Infant school caters for children in Reception – Year 2 who have language and communication difficulties. In January 2017, there were 245 pupils on roll at the Infant School (Nursery – Year 2).

The Resource Base at Springdale Junior School caters for children in Year 3 - 6 who have language and communication difficulties. In January 2017, there were 259 pupils on roll at the Junior School.

(Source: School Census Spring 2017)

### Disability:

The proportion of pupils with disabilities varies significantly between primary establishments. Levels of SEND in individual establishments are influenced by a wide range of factors including specialist provision attached to primary schools e.g. Sensory Resource Bases.

In January 2017, there were 75 primary aged pupils across the city, with a Statement/ Education and Health Care Plan (with a primary need identified as language and communication difficulties), 76% were being catered for within mainstream settings and 24% were within special schools (Source: ONE January 2017).

In Springdale Infant School in January 2017, 13.8% of the cohort were identified with SEND, of these 2.8% had a primary need of language and communication difficulties (Source: School Census Spring 2017).

In Springdale Junior School in January 2017, 21.2% of the cohort were identified with SEND, of these 7.7% had a primary need of language and communication difficulties (Source: School Census Spring 2017).

### Gender:

In January 2017, 48.9% of the City's primary school population were girls and 51.1% were boys. Of these, 14.3% were identified as having SEND; of which 34% were girls and 66% were boys. 17% of pupils with SEND, were identified with Language and Communication Difficulties.

In January 2017, Springdale Infant School had 245 pupils on roll; 48.6 % girls and 51.4% boys. Of the 34 pupils identified as having SEND 20.6% were girls and 79.4% of boys.

In January 2017, Springdale Junior School had 259 pupils on roll; 47.5% girls and 52.5% boys. Of the 55 pupils identified as having SEND 27.3% were girls and 72.7% of boys.

(Source: School Census Spring 2017)

Please note: School Census information relating to the characteristics of pupils in Primary Schools in Wolverhampton are monitored on a termly basis.

#### Race:

In January 2017, 54.7% of Wolverhampton's primary pupils' ethnic origin was other than White British. The ethnic origin of individual primary school populations varies significantly (Goldthorn Park Primary School and St Luke's Primary Schools' populations are 4.5% White British, whilst Oak Meadow Primary School population is 80.4% White British). This is a consequence of schools typically reflecting the composition of local communities. As illustrated by both Census data and published Ward Profiles (available at [www.wolverhamptoninprofile.org.uk](http://www.wolverhamptoninprofile.org.uk)) the ethnic composition of communities varies significantly across the City. It should be noted that the ethnic makeup of communities in Wolverhampton is dynamic, analysis of Census information suggests that the proportion of White British residents of the City fell by 10 percentage points between 2001 and 2011. In contrast, the proportion of Asian, Black, Mixed and Other ethnic groups increased.

One of Wolverhampton's most remarkable characteristics is its superdiversity and this is another factor that can influence demand for school places. It is estimated that in recent years the number of non-UK born residents in Wolverhampton has increased (Annual Population Survey, Office for National Statistics (ONS)) and in 2016, 31.6% of births to Wolverhampton residents were to non-UK born mothers (ONS 2016). As stated by the ONS, 'over a quarter (28.2%) of live births in England and Wales in 2016 were to women born outside the UK, the highest level on record'. Also 'Despite an overall decline in the number of live births in England and Wales between 2015 and 2016, births to women born outside the UK increased by 2.1%' (ONS 2016).

An exercise has been undertaken which compares, at ward level, the ethnic group of mothers (aged 15 to 44) who gave birth at New Cross Hospital between 2010 and 2012 with the ethnic group of female residents (aged 15 to 44) from the 2011 Census. This analysis emphasises the significant variation in the ethnic composition of individual wards' populations and also highlights the strong correlation between the ethnicity of female residents and the ethnic group of mothers. Despite the general strength of this correlation, there are a number of discrepancies that highlight underrepresentation of the Black and Mixed ethnic groups in the proportion of mothers who gave birth between 2010 and 2012.

In Springdale Infant School, 69.7% of the pupils attending were White British, 8.6% were Mixed White and Black Caribbean and the remaining 21.6% were from 9 other ethnicities (and also includes those who refused to provide the information or information has not yet been obtained).

In Springdale Junior School, 62.9% of the pupils attending were White British, 10.4% were Asian or Asian British - Indian and the remaining 26.6% were from 12 other ethnicities (and also includes those who refused to provide the information or information has not yet been obtained).

In January 2017, in Springdale Infant School, the ethnic origin of the pupils with Language and Communication Difficulties was; 57.1% White British and the remaining 42.9% were from other ethnicities.

In January 2017, in Springdale Junior School, the ethnic origin of the pupils with Language and Communication Difficulties was; 65% White British and the remaining 35% were from other ethnicities.

(Source: School Census Spring 2017)

#### Religion:

The primary estate across Wolverhampton comprises of 75 schools including 14 Church of England Schools (19%), 10 Catholic Schools (14%) and 1 Sikh Faith School (1%). Springdale Infant School and Springdale Junior School are community schools not faith schools.

**Has there been any consultation with, or input from, customers / service users or other stakeholders?** If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

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 - Statutory Guidance for proposers and Decision Makers' (DfE April 2016).

#### **Consultation and Decision Making Timeline**

##### **8 May 2017 – 25 June 2017 (Stage 1 - Informal Consultation)**

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

### **July 2017 – Individual Executive Decision Notice**

Consideration given to the responses to Initial Consultation and a decision made whether or not to proceed to Stage 1 of the statutory process.

### **11 September 2017 (Stage 2 – Publication)**

The statutory proposal and public notice published.

### **11 September 2017 – 8 October 2017 (Stage 3 – Representation)**

Representation Period (Formal Consultation) – offers stakeholders a formal opportunity to submit comments on the proposal.

### **29 November 2017 (Stage 4 – Decision)**

Cabinet consider the outcome of consultation and make a final decision on the proposal in line with published decision makers' guidance.

### **1 January 2018 (Stage 5 – Implementation)**

If approved, the proposal would be implemented.

### **Formal Consultation**

Formal Consultation commenced on 8 May 2017 and concluded on 25 June 2017. The following stakeholders were consulted; parents/carers of pupils attending Springdale Infant School and Springdale Junior School, members of staff at Springdale Infant School and Springdale Junior School, the Governing Body of Springdale Infant School and Springdale Junior School, members of Children, Young People and Families Scrutiny Panel, Trade Union representatives, Merry Hill and Penn Ward Councillors, local diocesan authorities, members of the West Midlands School Organisation Group and headteachers in Wolverhampton. At the start of consultation, over 770 consultation documents was distributed via email or hard copy. In addition, the consultation featured in the School Bulletin on 5 May 2017 (this is the principal weekly communication mechanism between the Council and schools' leadership across the City).

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.

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

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).

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 available to decision-makers.

Page 104

<b>Stakeholder Group</b>	<b>Date of Meeting</b>	<b>Number of Attendees</b>
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

Formal Consultation commenced on 11 September 2017 and concluded on 8 October 2017. The following stakeholders were consulted; The Federated Governing Body of Springdale Infant School and Springdale Junior School, members of Children, Young People and Families Scrutiny Panel, Trade Union representatives, Merry Hill and Penn Ward Councillors, local diocesan authorities, Members of Parliament for Wolverhampton constituencies, Shropshire Council, Walsall Council, Staffordshire County Council and members of the West Midlands School Organisation Group. A copy of the Public Notice was published in the Express and Star on 11 September 2017, displayed at both schools and



consultation documents were published on the Council website in accordance with School Organisation Regulations.

The Council received two responses to Formal Consultation, one from Staffordshire County Council and Birmingham City Council. Neither responses raised any concerns regarding the proposed merger.

**Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?**

As previously identified there were 33 responses to Informal Consultation and a range of information was received from consultees.

Response 16 stated “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...” (Parent/Carer of a pupil at Springdale Junior School).

Response to the above, no specific changes to the resource bases at Springdale Infant School or Springdale Junior School were proposed as part of the proposal. Budgets reflect the additional cost of supporting pupils with additional needs and schools are responsible for ensuring staffing and resources are appropriate.

Response 21 stated “I agree to the proposed merger of Springdale Infant School with Springdale Junior School because there would be consistency of learning between the two school thus there would be less ‘back tracking and filling the gaps’ and more building on pupils existing knowledge in Key Stage 2. There would be better communication between the two schools especially identifying earlier, pupil's with specific learning difficulties.” (Member of Staff Springdale Junior School).

In response the above, the advantages of a merger can reduce the likelihood of lost learning at the beginning of Key Stage 2, increase the opportunity for specialist teachers to work with a wider range of pupils and also providing the opportunity for a consistent approach that will benefit all pupils.

Response 33 stated “We support the proposal to merge Springdale Infant School with Springdale Junior School...as a positive and sensible to the recent advice from Ofsted that the Infant school has been found lacking in some key areas. ....We had concerns especially since he started Year 1 in areas of school administration and communication. 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...” (Parent/Carer at Springdale Infant School).

In response to the above, the Council acknowledge the concerns raised, however, it is the responsibility of the governors and senior leadership team to plan the school day and communicate any changes with parents/carers.

In addition, Council representatives would like to highlight that the Council is currently undertaking a Citywide SEND Review in order to develop well-planned and forward-looking provision that enables all children and young people to access local educational provision in order to meet their needs. The outcomes of pupils with SEND and specifically those with language and communication difficulties, will continue to be monitored and analysed to ensure that support provided is sufficient to meet their needs.

### Step 3 – Identifying the negative impact.

#### a. Is there any negative impact on individuals or groups in the community?

Page 106

#### **Barriers:**

What are the potential or known barriers/impacts for the different 'equality strands' set out below?  
Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

\* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

#### **Solutions:**

What can be done to minimise or remove these barriers to make sure everyone has equal access to the

service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

Equality Themes	Positive Impacts	Negative Impacts identified	Solutions (ways in which you could mitigate the negative impact)
<b>Age</b> (including children, young people and older people)	N/A. The age equality strand does not apply to children under the age of 18.	N/A. The age equality strand does not apply to children under the age of 18.	N/A. The age equality strand does not apply to children under the age of 18.
<b>Disability</b> (including carers)	The proposal aims to support Springdale Infant School and Springdale Junior School to improve outcomes for all children regardless of disability.	N/A	N/A
<b>Gender</b> (men and women)	The proposal aims to support Springdale Infant School and Springdale Junior School to improve outcomes for all children regardless of gender.	N/A	N/A
<b>Race</b> (including Gypsies & Travellers and Asylum Seekers)	The proposal aims to support Springdale Infant School and Springdale Junior School to improve outcomes for all children regardless of race.	N/A	N/A
<b>Religion or belief</b> (including people of no religion or belief)	N/A	N/A	N/A
<b>Gender Re-assignment</b> (those that are going or have gone through a transition: male to female or female to male)	N/A	N/A	N/A

<b>Pregnancy and Maternity</b>	N/A	N/A	N/A
<b>Sexual orientation</b> (including gay, lesbian, bisexual and heterosexual)	N/A	N/A	N/A
<b>Marriage and Civil Partnership</b>	N/A	N/A	N/A
<b>Human Rights</b>	N/A	N/A	N/A

### Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

There are no proposed changes necessary. The identified benefits to both schools stand (please refer to Part A – Initial Equality Analysis).

### Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure ?

School Census information relating to the characteristics of pupils in Primary Schools in Wolverhampton are monitored on a termly basis along with the undertaking of established School Standards monitoring practices.

### Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
Not applicable	Not applicable	Not applicable	Not applicable

### Equality Analysis approved by:

Head of Service: Bill Hague	Date: October 2017
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