

APPENDIX 1- SCHOOL ORGANISATION GUIDANCE FOR DECISION-MAKERS

Factors that were considered in the decision taken to amalgamate of Parklands Infant and Parklands Junior schools

Relevant Factor Considered	Outcome
<p>Consideration of consultation and representation period</p>	<p>An initial consultation was carried out from 30/11/2020 -18/01/2021. The initial consultation period was extended by a further two weeks before closing on Monday 1 February 2021. The responses received during this initial consultation period were considered before a decision was made to publish a statutory notice regarding the proposal for this school.</p> <p>The statutory notice was published 16/04/21 and launched the four week representation period which ended on 14/05/21. One comment / objection was received during the representation period.</p> <p>The one representation received raised the following issues:</p> <ul style="list-style-type: none"> • If National Education Union (NEU) members in the infant school wait until the amalgamation is implemented for consultation on the changes, they will have no influence on the structures and policies of the new school. • NEU members of Parklands Infant school do not consider the consultation over amalgamation with Parklands junior school as adequate or complete. • There is no information about a future staff structure. There have been no satisfactory assurances re redundancies or job roles or TLR responsibilities or the budget of the new school from the local authority. The new school does not yet exist, but no one is taking any responsibility for what it might look like. Any requests for information from the chair of governors in the junior school have been ignored. • If we wait until everything is decided, we will have no influence over the staffing structure or future SEN policy, or any redundancies planned. And HR services will be decided by the school regardless of staff feeling on the matter. NEU are prepared to support a ballot for discontinuous strike action, if meaningful consultation on these outstanding matters is not put in place during the summer term.

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	<p>All stakeholders have had a fair opportunity to express their views. The process of consultation has been conducted satisfactorily and all the statutory requirements have been adhered to.</p>
Education standards and diversity of provision	<p>In November 2016, Ofsted judged Parklands Junior School to be a 'good' school. Parklands Infant School was judged to be a 'good' school during its last Ofsted inspection in February 2018.</p> <p>The arrangements that amalgamation brings will enable these good schools to operate under a single staffing structure which will allow for the sharing of resources, expertise, knowledge and support across the phases that would improve the quality of education on offer, whilst driving up progress and attainment for all children who attend the current schools. Overall it is expected that amalgamation will drive up the standards and the quality of education offered and strengthen the management of governance arrangements already in place, ensuring continued improvement and positive outcomes for all the children in the single school.</p>
Demand	<p>The objective of the proposal is to provide the children in both schools with a seamless transition through the one amalgamated school, from age two through to eleven.</p> <p>Admission data shows that all of the pupils on roll at Parklands Infant School who apply for a place for Parklands Junior School, transfer to Parklands Junior School at the end of key stage 1.</p> <p>If the two schools amalgamate, all the children currently on roll at Parklands Infant and Parklands Junior schools will automatically become pupils of the newly formed all-through primary school. As such, amalgamation will further strengthen the transition between key stages 1 and 2. It will also be an opportunity for stability, consistency and ease of progression between Key Stages. The primary school will benefit from an increased range of staff expertise, interaction with a wider range of age groups for children and the ability to foster long-term relationships with parents.</p>

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School size	<p>Parklands Infant School presently caters for pupils aged between 2 and 7 and has a capacity of 405, pupils including a 45FTE place nursery provision. Parklands Junior School on the other hand, caters for pupils aged between 7 and 11 and has a capacity of 480 pupils.</p> <p>The amalgamation of both schools would mean that the new single primary school would cater for children aged 2 to 11 with a capacity of 885 pupils, including a 45FTE place nursery. The primary school would continue to admit 120 pupils into Reception each year, as the infant school does now.</p> <p>The school will comply with the statutory requirements relating to the education of children of compulsory school age and infant class sizes.</p>
Proposed admission arrangements	<p>The admission arrangements of the school are compliant with the School Admissions Code and are not due to change should the schools amalgamate.</p> <p>Amalgamation would lead to a single point of admission with no application required between infants and juniors. This would remove a level of uncertainty for parents. All the children currently in Parklands Infant and Parklands Junior schools will automatically become pupils in the primary school if the two schools amalgamate.</p> <p>The infant school currently holds the delegated responsibility of administering the policy in relation to admission arrangements to the nursery and this will continue in the single school. The amalgamated single primary school will offer nursery provision for all current nursery pupils at Parkland Infant school.</p>
National Curriculum	<p>Both Parklands infant and junior schools are community schools and deliver the National curriculum.</p>

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Equal opportunity issues	<p>The school is co-educational therefore the gender of pupils is not considered to be a factor in determining the proposal. National legislation determines that schools cannot discriminate on race in relation to admissions policies.</p> <p>Therefore there are no sex, race or disability discrimination issues anticipated from the changes being proposed.</p>
Community cohesion	<p>Views and comments received from stakeholders and individuals in the community were fully considered and addressed during the initial consultation period. 186 out of 222 responses received gave their support for amalgamation of both schools as it will be easy transition for pupils and will enable staff to oversee pupils' whole journey through primary.</p> <p>Access to extended services or provision being offered to pupils or the local community will not be affected by the amalgamation.</p>
Travel and accessibility	<p>The new primary school will utilise the site of both Parklands infant and junior schools, therefore, there will be no change in the travel journey to the new amalgamated single primary school.</p>
Funding	<p>There is no capital scheme currently being proposed for the amalgamation to be implemented.</p>
School premises and playing fields	<p>The single primary school would need as many classes as there are currently in the Infant and Junior Schools. If amalgamation is implemented, the school would remain largely the same with all the existing premises being used in the most appropriate and efficient way with a greater flexibility to use the facilities at its site more effectively.</p>

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The Decision

The proposal to amalgamate Parklands infant and junior schools is hereby;

Approved without modification

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Approved with Modification

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Rejected

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Reason for decision

The amalgamation would deliver the best educational outcomes for children currently on roll at both schools and for the future.

Details of decision maker

Signed:

Name: Councillor Robert Benham

Title: Cabinet Member for Children & Learning

Date: