

Cabinet

19 November 2014



Proposal to Change the Age Range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school on 31 March 2015

Key Decision CAS/03/14

Report of Corporate Management Team

**Rachael Shimmin, Corporate Director, Children and Adults Services
Councillor Ossie Johnson, Cabinet Portfolio Holder for Children
and Young People's Services**

Purpose of the Report

1. To seek Cabinet approval to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school on 31 March 2015 taking account of the Local Authority's duties as prescribed in the Education and Inspections Act 2006 to secure sufficient places, and to secure good outcomes for all children and young people in their local area.

Background

2. Officers within the Education Service believe that the long term viability of separate Infant and Junior schools is uncertain due to changes in school funding which will come about as a result of the introduction of the National Funding Formula in 2015. This may result in a significant reduction to the value of the lump sum to all schools which will result in small schools experiencing an increased budget pressure in future. In essence, the higher the number of pupils on a school roll, the more financially secure a school will be, as economies of scale apply.
3. Officers believe that combining separate Infant and Junior Schools is in the best interests of children and their families. Attending an "all through" Primary School reduces breaks in children's learning and eliminates the need for additional transitions in a child's schooling. Primary Schools support continuity of education provision in a way that separate Infant and Junior Schools do not, simply because of the separate organisational and educational ethos. There are also many advantages for parents/carers, including only having to apply for a school place once for their children in Primary School age, only having to buy one school uniform. Further benefits of "all through" Primary Schools are included in the consultation document in Appendix 2.
4. Discussions with Leadgate Infant and Junior schools about a possible amalgamation began in May 2014.

5. Following these initial discussions, using delegated powers, the Corporate Director, Children and Adults Services approved the commencement of consultation on the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school on 31 March 2015. The delegated decision report is included in Appendix 2.
6. Consultation documents (included in Appendix 2) were distributed widely across the local area on 6 June 2014. A series of meetings were held between 9-11 June 2014 so that Governors, staff, Parish Councils, parents, pupils and the local community could share their views with the Local Authority. Details of those meetings are included in Appendix 2. Consultation was undertaken between 9 June and 18 July 2014.
7. A full summary of the consultation responses is contained within the delegated decision report attached as Appendix 2.
8. When considering responses to the consultation the Council has referred to the Department for Education (DfE) guidance "School Organisation - Maintained Schools - Guidance for Proposers and Decision-Makers" which states that the decision-maker (in this case the Local Authority) should consider the views of those affected by a proposal or who have an interest in it, including cross-LA border interests. The decision-maker should not simply take account of the numbers of people expressing a particular view. Instead, they should give the greatest weight to responses from those stakeholders likely to be most affected by a proposal - especially the parents of children at the affected school(s).
9. The responses to the consultation were received and considered by officers in the County Council. The large majority (26) were in support of the proposal and only 1 was not in support of it. The responses received provided no evidence that not implementing the proposal would address the concerns over the future sustainability of small schools. Furthermore the responses did not suggest that leaving the two schools as separate schools would have the benefits that "all through" Primary Schools have including continuity and progress of learning between 4 and 11, a single application of assessment criteria and pupil teaching and access to a curriculum planned and assessed across the full primary range. A summary of the responses is provided in paragraphs 17-19.

Decision to Issue a Statutory Notice

10. After full consideration of all the responses to the consultation, the Corporate Director, Children and Adults Services used delegated powers to agree to publish proposals to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school on 31 March 2015. A statutory notice was therefore published on 4 September 2014 (attached as Appendix 3).
11. Once the proposal is published there follows a statutory 4 week representation period during which comments on the proposal can be made. These must be sent to the Local Authority. Any person can submit representations, which can be objections as well as expressions of support for

the proposal. The representation period is the final opportunity for people and organisations to express their views about the proposal and ensure that they will be taken into account by the Decision Maker (in this case the County Council's Cabinet). Once the representation period has closed a decision on the proposal must be made within 2 months i.e. by 27 November 2014.

Responses to the Proposal Published on 4 September 2014 for 4 weeks (the Statutory Notice Period)

12. No objections or comments were received by the end of the 4 week statutory notice period.

Decision Making Process

Factors to be considered by Cabinet

(a) Related Proposals

13. Any proposal that is 'related' to another proposal must be considered together. A proposal should be regarded as 'related' if its implementation (or non implementation) would prevent or undermine the effective implementation of another proposal. Where proposals are 'related' the decisions should be compatible.
14. The proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and the proposal to close Leadgate Infant and Nursery School as a separate school on 31 March 2015 are 'related' therefore they must be considered together.

(b) Consideration of Consultation and Representation Period

15. Cabinet needs to be satisfied that the appropriate consultation and representation period have been carried out and that the proposer (in this case the Local Authority) has had regard to the responses received. If the Local Authority has failed to meet the statutory requirements, this proposal may be deemed invalid and therefore should be rejected.
16. Cabinet must consider all the views submitted, including all objections and comments on the proposal. Details of the consultation are included in paragraph 6. The Statutory Notice published on 4 September 2014 and which expired on 2 October 2014 (the representation period) is attached as Appendix 3. Officers prepared the notice as set out in the regulations and complied with statutory requirements.
17. The report attached as Appendix 2 provides full details of the responses received during the consultation period from 9 June - 24 July 2014. In summary:
 - 25 written responses were sent to the County Council from
 - 16 parents
 - 3 Governors
 - 4 members of staff
 - 2 member of the schools meals provider

- Of the 25, 24 are in support of the proposal, and 1 is not in support of the proposal
- 1 parent and 1 Governor responded using the online response form (DCC website) both in support of the proposal

Summary of Responses from those in support of the Proposal

18. The following information provides a summary of the issues raised by those in support of the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 and to close Leadgate Infant and Nursery School as a separate school on 31 March 2015:
- Stakeholders believe that the proposal will help to safeguard the future of the schools and in due course will allow better use of resources through sharing of staff skills and resources;
 - Stakeholders believe that the proposal will enable children to settle more quickly;
 - Stakeholders are aware that the proposal will enable parents to buy one school uniform;
 - Stakeholders believe that because of the distance between the two buildings, children moving between them needs to be carefully managed.

Summary of the Response not in support of the Proposal

19. The following information provides a summary of the issues raised at the consultation meetings and in the response not in favour of the proposal:
- Concern was raised that there could be changes in the staffing structure as a result of the proposal which could detrimentally impact on children's progress;
 - Views were expressed by a small number of stakeholders that it may be better to implement the proposal from the start of a school year.
20. If satisfied that the procedural obligations have been discharged, Cabinet must then consider whether it wishes to agree the proposal having regard to the following:
- (c) **Education Standards and Diversity of Provision**
21. Officers believe that educationally the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school is in the best interests of pupils and their families. Evidence gathered over a number of years show that Primary Schools (instead of separate Infant and Junior Schools) have many benefits for children including:
- continuity and progress of learning between ages 4-11;
 - a single application of assessment criteria and pupil teaching;
 - opportunities for increased social development, older pupils having some appropriate pastoral responsibility for young children;
22. The most recent Ofsted Reports judged both schools as "good". In recent years, the pattern of attainment at the end of Key Stage 1 and Key Stage 2

has been above average. Given pupils' starting points when they enter Reception their outcomes at the end of Key Stage 2 suggest that they achieve well. This evidence together with the benefits that Primary Schools (instead of separate Infant and Junior Schools) have lead Officers to believe that the proposed re-organisation will at least maintain these positive outcomes.

23. The proposal is for a Primary School which will be more sustainable in the long term and enable children in Leadgate to attend a local Primary School.

(d) **School Size and Demand for Places**

24. The proposed Primary School will be on the sites of the current Leadgate Infant and Nursery School and Leadgate Junior School with a capacity for 210 pupils. A school of this size would be large enough to accommodate the current and future pupils we expect will attend the proposed Primary School. The maximum number of pupils anticipated to be at the school up to 2020 is 196 therefore no pupils will be displaced by the proposal.

(e) **Proposed Admission Arrangements**

25. The proposed number of pupils to be admitted to Reception of the proposed Primary School in September 2015 will be 30.

(f) **National Curriculum**

26. All maintained schools must follow the National Curriculum unless they have secured an exemption for groups of pupils or the school community. The proposed Primary School will follow the National Curriculum.

(g) **Equal Opportunity Issues and Community Cohesion**

27. Cabinet must have regard to the Public Sector Equality Duty (PSED) of LAs/Governing Bodies, which requires them to have 'due regard' to the need to:

- eliminate discrimination;
- advance equality of opportunity; and
- foster good relations.

28. An equality impact assessment (attached as Appendix 4) has been carried out on this proposal. There are no potential impacts in relation to age, gender, disability and race/ethnicity for pupils and parents/carers. The current schools provide education for boys and girls aged between 3 and 11 years and the proposed Primary School will continue to provide education for boys and girls across the same age range. The location of the buildings remains unchanged, both buildings are accessible and will continue to provide facilities for pupils with sight impairment.

(h) **Travel and Accessibility**

29. The proposed Primary School will be on the sites of the current Leadgate Infant and Nursery School and Leadgate Junior School. Consequently there will be no increases to travel or journey time and no changes to the current accessibility of both schools.

(i) **Capital**

30. Capital funding in the region of £20,000 will be required to upgrade the ICT provision and provide appropriate signage. The School Capital Maintenance Grant allocated to the LA from the DfE will provide this funding.

(j) **School Premises and Playing Fields**

31. Under the School Premises Regulations all schools are required to provide suitable outdoor space in order to enable physical education to be provided to pupils in accordance with the school curriculum; and for pupils to play outside safely.

The sites of Leadgate Infant and Nursery School and Leadgate Junior School do have suitable outdoor space.

Recommendations and Reasons

32. Officers believe that proceeding with the proposal will preserve and enhance education provision in Leadgate. Amalgamating Leadgate Infant and Nursery School and Leadgate Junior School into one Primary School will provide a more viable educational establishment.
31. In the view of officers in the Education Service, amalgamating Infant and Junior schools is in the best interests of children and their families. Primary Schools have more opportunity, through daily contact, for those working within the school to work together in the best interests of the pupils. They benefit from the consistency that working under the leadership of one Head Teacher and one Governing Body brings. A single Primary School can reduce the potential for disruption, which some children experience, when they transfer from Infant to Junior School.
32. Cabinet is recommended to agree:
- (i) that the age range of Leadgate Junior School should be changed from 7-11 to 3-11 from 1 April 2015 to create a Primary School; and
 - (ii) that Leadgate Infant and Nursery School should close as a separate school on 31 March 2015.

Background Papers

Appendix 2 - Delegated Decision Reports

Appendix 3 - Statutory Notice

Appendix 4 - Equality and Diversity Impact Assessment

Contact: Sheila Palmerley

Tel: 03000 265731

Appendix 1: Implications

Finance

Capital funding from the DfE Capital Maintenance Grant will be utilised to change signage and upgrade IT systems if the Primary School is established. Costs for this will be in the region of £20,000.

Staffing

Staff from both Leadgate Infant and Nursery and Leadgate Junior Schools would be ring-fenced for posts in the Primary School.

Risk

If the proposal was not implemented there is a risk that the existing schools would become unviable as the new funding formula is likely to have an impact on small schools.

Equality and Diversity

As a public body, the Council must take into account the Equality Act 2010, a consolidating Act which brings together previous Acts dealing with discrimination. Decisions must be reviewed for potential impact on persons with "protected characteristics".

S.149 of the 2010 Act also lays down the Public Sector Equality Duty whereby from the 5 April 2011, local authorities and other organisations exercising public functions must have due regard to 3 key areas:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between those who share a relevant protected characteristic and those who don't; and
- Foster good relations between those who share a relevant protected characteristic and those who don't.

The relevant "protected characteristics" are: age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. An Equality and Diversity Impact Assessment has been carried out and is attached as Appendix 4. The assessment provides details about any impact the proposals will have on age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Accommodation

The Primary School will be established using the accommodation in the current Infant and Junior Schools.

Crime and Disorder

N/A

Human Rights

Human rights will not be affected by this proposal.

Consultation

Details of the consultation undertaken are included in the body of the report.

Procurement

Any capital works to the school will be procured in accordance with the County council's procurement arrangements.

Disability Issues

N/A

Legal Implications

Covered in the body of the report paragraphs 8, 15 and 16.

REF No.

DECISION RECORD*Please complete all sections***DECISION MAKER**

Rachael Shimmin
Corporate Director
Children and Adults Services

AUTHORITY BY REFERENCE TO SCHEME OF DELEGATION

Under the County Council's constitution, the Corporate Director, Children and Adults Services, is authorised to discharge any function of the Executive in relation to:

- 1.4 *The Council's role as Local Education Authority and its role in commissioning 14-19 education as determined by the Education and Skills Act 2008 and any subsequent legislation and training for young people.*

SUBJECT

To seek approval from the Corporate Director, Children and Adults Services to issue a statutory notice proposing to change the age range of Leadgate Junior School from 7-11 to 3-11 to create a Primary School from 1 April 2015 and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015.

DECISION

If Key Decision insert No.

CAS/03/14 Proposed date for Cabinet decision - November 2014.

ELECTORAL DIVISION/S

Leadgate and Medomsley

CONSULTATION – CABINET PORTFOLIO HOLDER, OTHER MEMBERS & DATE

The Cabinet Portfolio Holder was consulted on 11 August 2014. The Local Members were consulted on 11 August 2014.

RECORD OF ANY CONFLICT OF INTEREST DECLARED BY AN EXECUTIVE MEMBER

N/A

A NOTE OF DISPENSATION GRANTED BY THE HEAD OF PAID SERVICE IN RELATION TO THE ABOVE CONFLICT

N/A

ACCESS TO THE REPORT

Is the report open to the public (Part A)

Yes

Is the report exempt (Part B) – if so please specify the exemption paragraph and the reason for exemption applying the Public Interest Test

BACKGROUND PAPERS

Attached - Delegated Decision Report - Outcomes of Consultation on a Proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015.

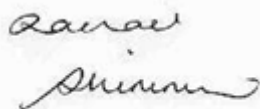
CONTACT PERSON

Graeme Plews

CONTACT No.

03000 265777

AUTHORISED SIGNATORY



13 August 2014

This form must be sent electronically to delegations@durham.gov.uk within 24 hours of the decision being made.

NOTES

1. The reference No. will be assigned by Democratic Services and notified to you.
2. The relevant paragraph within the decision makers delegated powers should be identified.
3. A brief heading should be inserted.
4. Brief details of the decision should be inserted. This note must set out the substance of the decisions, options considered and the reasons for the chosen option. Take care not to divulge any commercially sensitive information.
5. Set out the consultation you have undertaken with Cabinet portfolio holder and others.
6. Please refer to the Access to Information Requirements that came into force from 1 March 2006 and the internal guidance that has been issued in this respect.
7. List papers used which the decision was based – must be retained and readily accessible.
8. Person authorised to make the decision. When sent to democratic services, this will be an electronic signature.
9. Enter the date the decision was made.

DELEGATED DECISION

CHILDREN AND ADULTS SERVICES



Outcome of Consultation on a Decision to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015

Report of CHILDREN AND ADULTS SERVICES

Rachael Shimmin, Corporate Director, Children and Adults Service

Purpose of the Report

- 1 To provide details on the outcome of consultation which was undertaken between 9 June 2014 and 18 July 2014, proposing a change to the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015, and to seek approval to proceed to the next stage in the statutory process which is to issue a public notice.

Background

- 2 In a report dated 23 May 2014 (attached as Appendix 2) the Corporate Director, Children and Adults Services approved consultation could begin on a proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015.
- 3 Consultation documents (attached as Appendix 3) were distributed widely (distribution list attached as Appendix 4) and meetings were held between 9-11 June 2014 with the Governing Bodies and staff of both schools, and members of the local community and parents at an Information Sharing Evening. Notes of those meetings are attached as Appendix 5.

Issues Raised at Consultation Meetings

- 4 At the meetings held between 9-11 June 2014, officers explained the reasons for the proposal and invited those present to express views and ask questions. The key issues discussed at the meetings are summarised as follows:-
 - Questions were asked as to why the proposal was to be implemented as early as 1 April 2015 and would it not be better to implement it from the start of an academic year. Officers explained that experience of previous amalgamations demonstrated that early implementation was generally preferable because it reduced uncertainty for parents, staff and pupils. As

the proposal is not likely to have a negative impact on standards of teaching and learning there is no reason to delay the process.

- Questions were asked as to why the consultation process was so lengthy. Officers explained that the County Council applies guidance from the Department for Education which recommends six weeks during term time to allow the maximum amount of people to respond.
- Questions were asked about how the staffing structure for the proposed Primary School would be comprised. Officers explained that a staffing structure would be produced by the Head Teacher and Governing Body for consultation with staff and Trade Unions if the proposal for the Primary School is approved.
- Questions were asked if parents would have to pay for another school uniform during the school year if the proposal for the Primary School is approved. Officers explained that it was unlikely that the parents would be asked to pay for a second school uniform during the 2014/15 school year if the proposal for the Primary School is approved. Some Governors and the Head Teachers of Leadgate Infant and Nursery School and Leadgate Junior School stated that they would not change the school uniforms during the school year.
- Questions were asked if the two schools would eventually be replaced by a new build if the proposal for the Primary School was approved. Officers explained that the County Council did not have the funding available in the short term to replace the two schools with a new build, but in the long term the aim would be to have a single site for the Primary School.

Responses to the Consultation

- 5 Stakeholders were invited to respond in a variety of ways; written responses using the response form attached to the consultation document, letter, email or completing the response form on line via the County Council's website.
- 6 25 responded in writing using the response form, letters and email.
2 responded using the online response form (DCC website).
13 people attended the Information Sharing Evening.
30 members of staff attended the joint staff meeting.
14 Governors (7 from each school) attended the joint Governing Body meeting.

Summary of Responses

- 7 The following information provides a summary of the responses:
 - 10 parents of pupils attending Leadgate Infant and Nursery School support the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015;

- 4 parents of pupils attending Leadgate Junior School support the proposal;
- 3 parents of pupils attending both schools support the proposal;
- 2 members of staff at Leadgate Infant and Nursery School support the proposal;
- 2 members of staff at Leadgate Junior School support the proposal;
- 3 Governors at Leadgate Infant and Nursery School support the proposal;
- 1 Governor at Leadgate Junior School supports the proposal;
- 1 member of staff of the school meals provider supports the proposal;
- 1 parent of pupils attending both schools does not support the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school.

Themes that emerged from the responses were:-

- The proposal will help to safeguard the future of the schools and in due course will allow better use of resources through sharing of staff skills and resources;
- The proposal will enable children to 'settle' more quickly;
- The proposal will enable parents to only have to buy one school uniform. Some stakeholders in favour of the proposal did express concerns about the distance between the two buildings and that children moving between them needed to be carefully managed;
- The stakeholder not in favour of the proposal was concerned that the proposal could lead to changes in the staffing structure which could have a detrimental impact on children's progress.

Analysis of Consultation Responses and Current Position

- 8 Twenty six respondents to the consultation support the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school. One respondent does not support the proposal. In particular the majority sees the proposal as safeguarding the future of the two schools and being beneficial to parents and pupils.
- 9 One respondent expressed concerns that there could be changes in the staffing structure as a result of the proposal which could detrimentally impact on children's progress. Officers believe that this will not be the case. A staffing structure will be produced to reflect what the Primary School will need to function effectively and experience of previous amalgamations demonstrates that there are few, if any, job losses.

Recommendations and Reasons

- 10 After full consideration of all responses to the consultation, the Corporate Director, Children and Adults Services is recommended to give approval for officers to issue a statutory notice proposing to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015.

Background Papers

Attached.

Appendix 1: Implications

Finance

Capital funding from the DfE Capital Maintenance Grant will be utilised to change signage and upgrade IT systems if the Primary School is established. Costs for this will be in the region of £20,000.

Staffing

Staff from both Leadgate Infant and Nursery and Leadgate Junior Schools would be ring-fenced for posts in the Primary School.

Risk

If the proposal was not implemented there is a risk that the existing schools would become unviable as the new funding formula is likely to have an impact on small schools.

Equality and Diversity

As a public body, the Council must take into account the Equality Act 2010, a consolidating Act which brings together previous Acts dealing with discrimination. Decisions must be reviewed for potential impact on persons with "protected characteristics". An Equality and Diversity Impact Assessment will be carried out.

S.149 of the 2010 Act also lays down the Public Sector Equality Duty whereby from the 5 April 2011, local authorities and other organisations exercising public functions must have due regard to 3 key areas:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between those who share a relevant protected characteristic and those who don't; and
- Foster good relations between those who share a relevant protected characteristic and those who don't.

The relevant "protected characteristics" are: age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Accommodation

The Primary School will be established using the accommodation in the current Infant and Junior Schools.

Crime and Disorder

N/A

Human Rights

Human rights will not be affected by this proposal.

Consultation

The Cabinet Portfolio Holder for Children and Adults Services has been consulted and about moving to the next stage in the process and is happy for the Corporate Director, Children and Adults Services to use delegated powers to approve that a statutory notice can be issued.

Procurement

Any capital works to the school will be procured in accordance with the County Council's procurement arrangements.

Disability Issues

N/A

Legal Implications

The statutory process for changing the age range of Leadgate Junior School and closing Leadgate Infant and Nursery School as a separate school will be applied in accordance with the Department for Education's guidance.

DECISION RECORD**Please complete all sections****DECISION MAKER**

Rachael Shimmin
Corporate Director
Children and Adults Services

AUTHORITY BY REFERENCE TO SCHEME OF DELEGATION

Under the County Council's constitution, the Corporate Director, Children and Adults Services, is authorised to discharge any function of the Executive in relation to:

- 1.4 *The Council's role as Local Education Authority and its role in commissioning 14-19 education as determined by the Education and Skills Act 2008 and any subsequent legislation and training for young people.*

SUBJECT

To seek approval from the Corporate Director, Children and Adults Services to begin consultation on the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 to create a Primary School from 1 April 2015 and to close Leadgate Infant School as a separate school from 31 March 2015.

DECISION

If Key Decision insert No.

Key Decision when Cabinet meets to decide on proposal - November 2014.

ELECTORAL DIVISION/S

Leadgate and Medomsley

CONSULTATION – CABINET PORTFOLIO HOLDER, OTHER MEMBERS & DATE

The Cabinet Portfolio Holder was consulted on 26 April 2014. The Local Members were consulted on 29 April 2014.

RECORD OF ANY CONFLICT OF INTEREST DECLARED BY AN EXECUTIVE MEMBER

N/A

A NOTE OF DISPENSATION GRANTED BY THE HEAD OF PAID SERVICE IN RELATION TO THE ABOVE CONFLICT

N/A

ACCESS TO THE REPORT

Is the report open to the public (Part A)

Yes

Is the report exempt (Part B) – if so please specify the exemption paragraph and the reason for exemption applying the Public Interest Test

BACKGROUND PAPERS

Attached

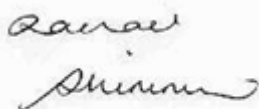
CONTACT PERSON

Graeme Plews

CONTACT No.

03000 265777

AUTHORISED SIGNATORY



23 May 2014

This form must be sent electronically to delegations@durham.gov.uk within 24 hours of the decision being made.

NOTES

1. The reference No. will be assigned by Democratic Services and notified to you.
2. The relevant paragraph within the decision makers delegated powers should be identified.
3. A brief heading should be inserted.
4. Brief details of the decision should be inserted. This note must set out the substance of the decisions, options considered and the reasons for the chosen option. Take care not to divulge any commercially sensitive information.
5. Set out the consultation you have undertaken with Cabinet portfolio holder and others.
6. Please refer to the Access to Information Requirements that came into force from 1 March 2006 and the internal guidance that has been issued in this respect.
7. List papers used which the decision was based – must be retained and readily accessible.
8. Person authorised to make the decision. When sent to democratic services, this will be an electronic signature.
9. Enter the date the decision was made.

DELEGATED DECISION

CHILDREN AND ADULTS SERVICES

23 May 2014



Proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant School as a separate school from 31 March 2015

Report of CHILDREN AND ADULTS SERVICES

Rachael Shimmin, Corporate Director, Children and Adults Service

Purpose of the Report

- 4 The purpose of this report is to seek approval from the Corporate Director, Children and Adults Services to begin consultation on a proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant School as a separate school from 31 March 2015.

Background

- 5 Officers within the Education Service believe that the long term viability of separate Infant and Junior Schools is uncertain due to changes in school funding which will come about as a result of the introduction of the National funding formula in 2015. This may result in a significant reduction to the value of the lump sum to all schools which will result in small schools experiencing an increased budget pressure in future.
- 6 To address this in localities across the County where there are separate Infant and Junior Schools, the County Council wishes to consider, where appropriate, the possibility of bringing the two schools together into a single Primary School, creating a single larger school instead of two smaller schools thus creating a more viable and sustainable education establishment.

Recommendations and Reasons

- 7 The County Council believes there are many benefits for parents and children of having all through Primary Schools. Examples of these include:
- the parental considerations for families who have more than one child. Having a single school in the community removes the logistical concerns for parents having to take their young children to two different schools;
 - removing the need for parents to apply for a place at a Junior School;

- pupils' progress can be monitored across Key Stage 1 and Key Stage 2 in the same school;
 - school inspectors will be able to make judgements more accurately about the education children receive when they can see 'the whole picture' within a single Primary School rather than two separate schools;
 - fewer points of transition for children which can interrupt their education and unsettle them.
- 8 Leadgate Junior and Infant Schools already work closely together for the benefit of pupils as the schools are within walking distance of each other. The proposed Primary School would run across the two existing sites.
- 9 The current combined capacity of the two schools is for 210 pupils. This capacity will be large enough to accommodate the current and future numbers that we expect will attend the school as illustrated below:-

School	Projected Roll at Sept 2014	Projected Roll at Sept 2015	Projected Roll at Sept 2016	Projected Roll at Sept 2017	Projected Roll at Sept 2018
Leadgate Infant	85	90	89	89	90
Leadgate Junior	95	95	97	105	106
TOTAL	180	185	186	194	196

- 7 Officers from the County Council have met with the Governing Bodies and Head Teachers of both schools and discussed the possibility of having a single Primary School rather than separate Infant and Junior Schools. Officers now wish to begin consultation on the proposal to amalgamate them into a single Primary School.

Consultation Timescales

- 8 It is intended that consultation on this proposal will commence on Monday 9 June 2014. Consultation documents will be widely distributed to key stakeholders, including to Governors, staff, parents, Local Members, MP, Diocese, Community Groups, Parish Councils, neighbouring schools, Children's Centres, AAP groups etc. Meetings with Governors, Staff, Parents and the wider community will also be held during June 2014 for officers to provide information and answer queries.
- 9 The consultation period will end on Friday 18 July 2014 and all responses to the consultation will be carefully considered. If it is decided to proceed with the proposal at that stage, a statutory notice will be published in September 2014 for four weeks. Cabinet would then be asked to make a decision on the proposal.

Decision

- 10 The Corporate Director, Children and Adults Services agrees that consultation can begin on the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant School as a separate school from 31 March 2015.

Background Papers

None.

Contact: Sheila Palmerley

Tel: 03000 265731

Delegated Decision-Leadgate Junior and Infant Schools

Appendix 1: Implications

Finance

Any funding required to improve the condition of the buildings will be met from the Council's Schools Repair and Maintenance budget.

Staffing

Staff from both Leadgate Infant and Junior Schools would be ring fenced for posts in the proposed Primary School.

Risk

The risk of not proceeding with the proposal is that the schools become unviable as the new funding formula is likely to have an impact on small schools.

Equality and Diversity

As a public body, the Council must take into account the Equality Act 2010, a consolidating Act which brings together previous Acts dealing with discrimination. Decisions must be reviewed for potential impact on persons with "protected characteristics". An Equality and Diversity Impact Assessment will be carried out as appropriate.

S.149 of the 2010 Act also lays down the Public Sector Equality Duty whereby from the 5 April 2011, local authorities and other organisations exercising public functions must have due regard to 3 key areas:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between those who share a relevant protected characteristic and those who don't; and
- Foster good relations between those who share a relevant protected characteristic and those who don't.

The relevant "protected characteristics" are: age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Accommodation

The proposed single Primary School will be on the existing sites of the Infant and Junior Schools.

Crime and Disorder

N/A

Human Rights

Human rights will not be affected by this proposal.

Consultation

The Cabinet Portfolio Holder for Children and Adults Services and the Local Members have been consulted and they support the proposal to create a Primary School. They agree that the Corporate Director, Children and Adults Services should use delegated powers to approve that wider consultation begins on this proposal.

Procurement

Any capital works to the school will be procured in accordance with the County Council's procurement arrangements.

Disability Issues

N/A

Legal Implications

N/A

Leadgate Infant and Junior Schools



**Proposal to Change the Age Range of
Leadgate Junior School from 7-11 to 3-11
from 1 April 2015 to create a Primary School
and to close Leadgate Infant School as a
separate school from 31 March 2015.**

Public Consultation Information



Introduction

This document provides you with some information about the County Council's proposal to establish a single primary school in Leadgate. The Head Teacher of Leadgate Infant School is due to retire on 31 August 2014 and meetings have been held with Governors of Leadgate Infant and Junior Schools to discuss leadership arrangements. It has been agreed that the Head Teacher from the Junior School will oversee the leadership of both schools from 1 September 2014.

In addition to the change in leadership arrangements, the County Council now wishes to consult with you on a proposal to amalgamate Leadgate Infant and Junior School into a Primary School from 1 April 2015. This would be achieved by changing the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and by closing Leadgate Infant School as a separate school from 31 March 2015.

You may have some questions to ask about this proposal. This document attempts to answer some of these questions and explain how you can let the County Council know what you think about the proposed changes.

1. Why is the County Council proposing to amalgamate Leadgate Infant and Junior Schools into a single Primary School?

We are moving where possible towards a model of all through Primary Schools instead of separate Infant and Junior schools as we believe that educationally it is the right thing to do for pupils, parents and staff and will ensure the schools are sustainable in the long term. The amount of money that a school has in its budget is predominantly based on the number of pupils in the school. In light of this, the County Council believes that some small schools could in the long term become unviable. To address this in the areas across the county where there are separate Infant and Junior Schools the County Council wishes to consider, where appropriate, the possibility of bringing the two schools together into a single primary school. There are very few Infant and Junior Schools left across the county now.

2. What are the benefits of Primary Education?

Evidence gathered over a number of years shows that primary schools (instead of separate Infant and Junior schools) have many benefits for children, parents and staff. Some of these include:

- Continuity and progress of learning between 4 and 11;
- Unified leadership and management of the curriculum, teaching and learning, and social development;
- A single approach to inclusion and well-being;
- More flexible and efficient use of both human and financial resources across Key Stage 1 and Key Stage 2 education;
- Access to a curriculum planned and assessed across the full primary range;
- Continuity, especially for the most vulnerable children and those with special needs;
- A single application of assessment criteria and pupil tracking;
- Opportunities for increased social development, older pupils having some appropriate pastoral responsibility for young children;

- Access to the full range of facilities for all children is provided through the 4-11 age range;
- Parents having closer contact with the school over a longer period of time to help build positive relationships for the benefit of their children;
- Parents only have to deal with one staff team, school day timings, whole school policies etc. This is particularly beneficial if a parent has more than one child in different key stages within the primary age range;
- Parents only have to buy one school uniform;
- A primary school allows staff the opportunity to gain broader professional development from working with a wider range of ages;
- Professional support from a larger staff team;
- Management of whole school issues would extend the skills of teaching and support staff;
- School Inspectors will be able to make judgements more accurately about the education children receive when they can see 'the whole picture' within a single primary school rather than two separate schools.

In summary it is believed that primary schools have more opportunity, through daily contact, for those working within the school to work together in the best interests of the pupils. They benefit from the consistency that working under the leadership of one Head Teacher and one Governing Body brings. A single primary school may reduce the potential for disruption and adjustments which children have to make when they transfer from Infant to Junior School.

If the proposal to amalgamate is approved, staff and Governors of the two schools would work closely together, supported by the Local Authority to ensure a smooth transition from the existing two separate schools into a new Primary School.

3. Will the standard of education that both schools currently provide be affected if they become one school?

At present both schools are judged as 'Good' by Ofsted. They already work closely together for the benefit of all pupils and will continue to do this whether or not the proposed amalgamation takes place. Officers believe that amalgamating the two schools will not have any negative impact on the standard of education provided to children in these schools.

4. Where will the proposed Primary School be?

If the proposal is agreed, the Primary School would be located at the existing sites of Leadgate Infant and Junior Schools. Although the schools are not on the same site, they are within walking distance of each other, promoting good liaison between staff and leaders. The proximity of the two schools will ensure that senior leaders can be responsive to urgent matters that arise on either site.

The combined capacity of the school is 210 pupils. A school of this size would be large enough to accommodate the current and future pupils who we expect will attend the proposed Primary School as the table below demonstrates:

School	Projected Roll at Sept 2014	Projected Roll at Sept 2015	Projected Roll at Sept 2016	Projected Roll at Sept 2017	Projected Roll at Sept 2018
Leadgate Infant	85	90	89	89	89
Leadgate Junior	95	95	97	105	195
TOTAL	180	185	186	194	195

5. Will there be any staff changes?

If the proposal is agreed, a new staffing structure would be developed for the Primary School. It is expected that posts will be filled from existing staff at Leadgate Infant and Junior School. There would be a separate consultation with staff about the process for being appointed to posts in the new Primary School.

6. How do you respond to this consultation?

We would like to hear what you think about this proposal. To help you do that we are holding an Information Sharing Evening at **Leadgate Infant School on Wednesday 11 June at 7.00 p.m.** All interested parties are invited to attend. Officers from the County Council will be present to answer any questions you have and listen to your views.

You can also respond in one of the following ways by 18 July 2014.

- (i) Send in the attached response form or write to: Adam Williams, School Places and Admissions Team, Children and Adult Services, Business Reply Service, Licence No DU63 (Freepost), Durham County Council, County Hall, Durham, DH1 5BR.
- (ii) Email your views to schoolorganisation@durham.gov.uk or complete the response from online via the Education and Learning Section of the County Council's website: www.durham.gov.uk

7. What happens after 18 July 2014 when the consultation period ends?

All the responses to the consultation will be considered carefully. If the County Council decides to proceed with the proposal, a Statutory Notice would then be published for 4 weeks when objections could be made. The County Council's Cabinet Members would aim to make a decision in November 2014 on whether or not to change the age range of Leadgate Junior School to create a single Primary School and close Leadgate Infant School as a separate school.

RESPONSE FORM

CONSULTATION ON THE PROPOSAL TO CHANGE THE AGE RANGE OF LEADGATE JUNIOR SCHOOL FROM 7-11 TO 3-11 TO CREATE A PRIMARY SCHOOL AND TO CLOSE LEADGATE INFANT SCHOOL AS A SEPARATE SCHOOL FROM 31 MARCH 2015

1. Please tick **one** box from the list below to let us know if you are responding to this consultation **mainly** as a:

Parent/Carer of a pupil(s) at

- Leadgate Infant School
 Leadgate Junior School
 *Other School

*Please state which school:

OR a Pupil at

- Leadgate Infant School
 Leadgate Junior School
 *Other School

*Please state which school:

OR a Governor/Member of Staff (delete as appropriate) at

- Leadgate Infant School
 Leadgate Junior School
 *Other School

*Please state which school:

OR a

- | | |
|---|---|
| <input type="checkbox"/> Resident | <input type="checkbox"/> Local Member |
| <input type="checkbox"/> Trade Union Representative | <input type="checkbox"/> Parish/Town Council Representative |
| <input type="checkbox"/> Community Group | <input type="checkbox"/> Diocese |
| <input type="checkbox"/> Neighbouring Authority | <input type="checkbox"/> MP |
| <input type="checkbox"/> Other (please state): | <input type="text"/> |

2. Looking at the information in this document do you support the proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 to create a Primary School and to close Leadgate Infant School as a separate school?

Yes No

3. Do you have any comments on this proposal including any impact the changes would have on you?

Please return this form by 18 July 2014 to:

Mr Adam Williams, School Places and Admissions Team, Children and Adults Services,
Business Reply Service Licence No DU63 (Freepost), Durham County Council, County Hall,
Durham DH1 5BR

(The information that you send may need to be passed to colleagues or shared with partners. It may also be published in a summary of responses received to this consultation but results will not contain your name or anything that could identify you. If you require an acknowledgement to your response, please provide details below.)

Name:

Address:

.....

Signed: **Date:**

EQUALITY AND DIVERSITY AT THE HEART OF EVERYTHING WE DO

Children and Adults Services

Equality and Diversity Monitoring Form for Consultation

We want to make it easy for everyone to tell us what they think. Our aim is to be fair and your answers to the following questions will help us find out the views from a wide range of people and understand any differences in the answers of particular groups. Your answers will be confidential and used for this consultation only.

You only need to answer if you feel happy to do so.

1. Are you

Male Female

2. How old are you?

Under 16 16-24 25-44 45-64 65+

3. Do you consider yourself to be a disabled person?

(This may include any long-standing illness, disability or infirmity which has a substantial effect on your day to day life. Long-standing means it has lasted, or is likely to last, for over a year.)

Yes No

4. What is your religion or belief?

Christian Hindu Jewish Muslim Sikh Buddhist

Other (please specify)

5. How do you describe your sexuality?

Heterosexual/Straight Gay Woman/Lesbian Gay Man Bisexual

Other (please specify)

6. To which of these groups do you belong?

White Asian or Asian British Black or Black British

Travelling Community Mixed Arab or Middle Eastern

Other (please specify)

Please ask us if you would like this document summarised in another language or format.

العربية (Arabic) (中文 (繁體字)) (Chinese) اردو (Urdu)
polski (Polish) ਪੰਜਾਬੀ (Punjabi) Español (Spanish)
বাংলা (Bengali) हिन्दी (Hindi) Deutsch (German)
Français (French) Türkçe (Turkish) Melayu (Malay)



Braille



Audio

AAA

**Large
Print**

**PROPOSAL TO CHANGE THE AGE RANGE OF LEADGATE JUNIOR
CONSULTATION DOCUMENT DISTRIBUTION LIST
JUNE 2014**

School	Govs	Staff	Pupils	Total	How Delivered	Date Del/Posted
Leadgate Infant Nursery	11*	10	51	65	AW ¹	6/6/14
Leadgate Infant		20	83	120	AW ¹	
Leadgate Junior	14*	20	97	145	AW ¹	
Benfieldside Primary	N/A	10	10	10	AW ¹	6/6/14 (left in school reception area)
Bishop Ian Ramsey Primary	N/A	10	10	10	AW ¹	
Castleside Primary	N/A	10	10	10	AW ¹	
Consett Infant	N/A	10	10	10	AW ¹	
Consett Junior	N/A	10	10	10	AW ¹	
Delves Lane Primary	N/A	10	10	10	AW ¹	
Ebchester CE Primary	N/A	10	10	10	AW ¹	
Moorside Primary	N/A	10	10	10	AW ¹	
Our Lady & St. Joseph's RCVA Primary	N/A	10	10	10	AW ¹	
Shotley Bridge Infant	N/A	10	10	10	AW ¹	
Shotley Bridge Junior	N/A	10	10	10	AW ¹	
St. Mary's RCVA Primary, Blackhill	N/A	10	10	10	AW ¹	
St. Patrick's RCVA Primary, Consett	N/A	10	10	10	AW ¹	
St. Pius X RCVA Primary	N/A	10	10	10	AW ¹	
The Grove Primary	N/A	10	10	10	AW ¹	
Beechdale Nursery	N/A	5	104	110	AW ¹	6/6/14 (left in nursery reception area)
Consett Infant Nursery	N/A	5	52	60	AW ¹	
Delves Lane Nursery	N/A	5	52	60	AW ¹	
Moorside Nursery	N/A	5	50	60	AW ¹	
St. Patrick's Nursery	N/A	5	52	60	AW ¹	
The Grove Nursery	N/A	5	54	60	AW ¹	
Consett Academy	N/A	10	10	10	AW ¹	6/6/14 (left in school reception area)
St. Bede's Catholic School & Sixth Form	N/A	10	10	10	AW ¹	

*Governors consultation letter posted (2/6/14)
AW¹ – delivered by hand

**TOTAL number of hard copies of consultation documents distributed = 1000
and also the consultation document was placed on the DCC website**

Elected DCC Members	
Simon Henig, Ossie Johnson, Olwyn Gunn, Alan Shield, Watts Stelling	Emailed 6/6/14
MPs	
Pat Glass MP pat.glass.mp@parliament.uk	Emailed 6/6/14
INTERNAL – Email (6/6/14)	
CAS SLT, Julian Wilson, Barry Piercy, Liam Cairns, Gerard Darby, John Wilkinson, Joanne Barker, School Places & Admissions Team, Julie Arnett, Alison Aitchison, Joanne Walt, Paul Rockett, Lynn Elliott, Jane-le-Sage, Margaret Hanratty, Linda Bailey, Chris Young, David Shirer, Adrian White, Phil Hodgson, Sheila Palmerley, Sarah Armstrong, Linda Bailes, Nora Waugh	
RC and CE Diocese and DfE	
RC Diocese Director education@diocesehn.org.uk	Emailed 6/6/14
CE Diocese Director Jeremy.fitt@drmnewcanglican.org	
DfE SchoolOrganisation.NOTIFICATIONS@education.gsi.gov.uk	
Trade Unions	
c.d.thompson@hotmail.co.uk john.kesterton@ascl.org.uk ksmith@atl.org.uk terry.scarr@gmb.org.uk dan.lister0@gmail.com northern@nut.org.uk trevorblacklock@hotmail.com h.pink@unison.co.uk	Emailed 6/6/14
Directors of CYPS of Neighbouring LAs	
Margaret Whellans GATESHEAD Margaretwhellans@gateshead.gov.uk	Emailed 6/6/14
Children's Centres (5 each)	
Bishop Ian Ramsey Pre-School , Manor Road, Medomsley, Consett, DH8 6QN	Posted 6/6/14
Leadgate Children's Centre , West Street, Leadgate, County Durham, DH8 7PN	
Libraries (10 each)	
Consett Library , Victoria Road, Consett, County Durham, DH8 5AT	Posted 6/6/14
Parish Councils (CW passing on to Parish Councils and AAP in Leadgate/Medomsley area)	
Corinne Walton corinne.walton@durham.gov.uk	E-Mail 6/6/14

Proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant & Nursery School as a separate school from 31 March 2015

**Notes of Joint Governors Meeting at Leadgate Infant & Nursery School
9 June 2014, 3.45pm**

Present: DCC Representatives: Graeme Plews, School Organisation Manager
Adam Williams

Attendance: 14 Governors

Graeme Plews (GP) opened the meeting by introducing himself and Adam Williams (AW) and asked all Governors present to introduce themselves. GP then explained the role of the School Places Team which is to plan the pattern and provision of school places across County Durham for the present and the future. Part of the future planning responsibility includes looking at the impact of changes to the way schools are funded as there is likely to be an impact on small schools.

GP then referred to the discussion Caroline O'Neill, Head of Education and Sheila Palmerley had with Governors before half term about the pending retirement of the Head Teacher of Leadgate Infant & Nursery School and the possibility of amalgamating the schools. The County Council wishes to bring the Infant and Junior Schools together as a single Primary School as Primary Schools have educational benefits that separate Infant and Junior Schools do not have.

Governors were then invited to raise any questions they had.

Q Is there any reason why the Primary School is proposed for April 2015? Could this not have been done at the start of the 2015/2016 school year?

A When discussions commence about possible reorganisation proposals, experience to date has shown that people generally prefer the process to be carried out as soon as possible so that uncertainty is kept to a minimum.

Q The school is due to be inspected by Ofsted before Christmas. Could this inspection be delayed and carried out on the new Primary School, should the proposal go ahead.

A We will inform Ofsted of the proposal.

Q Could the proposal not take effect from January 2015?

A The consultation period runs for six weeks (between 9 June - 18 July 2014) which is the final day of term. The Department for Education (DfE) strongly advises consultation should not be carried out during major school holidays so the next step in the process, which is to issue a statutory public notice could not have been done then. The notice would be issued in September and would be valid for four weeks. The final decision would then be made by the Cabinet of the County Council in November 2014 therefore there is not sufficient time to have everything in place for the new school to take effect from January.

- Q** The Governing Bodies approved the decision to consult on this proposal. What if parents all oppose it?
- A** When the responses are analysed it is not a simple majority vote of how many 'yes' and how many 'no' responses are received. Educational reasons as to why people are in favour, or against the proposal would be more meaningful when responses are considered.
- Q** How are responses looked at?
- A** All responses are collated and forwarded to Rachael Shimmin (Corporate Direct for Children & Adults Services) and Ossie Johnson (Cabinet Member for Children & Young People's Services) before making a decision whether to move to the next stage in the process. All responses are also kept on file in the School Places and Admissions Team office.
- Q** The Governing Bodies are made up of all community (parents, staff, residents etc.). If the consultation receives good reasons against the proposal it will reflect badly on the Governing Bodies supporting the proposal. What would have happened if the Governing Bodies had said no to the consultation? Also the process seems long, could it not be shortened?
- A** It is likely that the County Council would have still consulted on the proposal due to the educational benefits that Primary Schools have. However, we prefer the support of the Governing Body and the school.
- The length of the initial consultation period (six weeks) is decided by the County Council. The length of this is to give adequate time for people to respond and to avoid being criticised for the period being too short. The statutory notice period (four weeks) is decided by the Department for Education.
- Q** Are savings to be made on the various Service Level Agreements (SLAs) as some of those are determined by pupil numbers?
- A** Yes, there will be economies of scale.
- Q** Would the Governors choose the name of the new school?
- A** Yes the name of the school ultimately is a decision for the Governing Body, not the County Council.
- Q** How would the Governing Body for Primary School be set up?
- A** The Governing Body for the new school would be established to ensure that it would be the most effective for running the Primary School.
- Q** Do you have any examples of good practise for uniforms of two separate schools coming together?
- A** In all other similar proposals the schools have kept their current uniforms until the end of the school year before changing them. This avoids parents having to buy two new uniforms in the same school year.

- Q** Have the Unions been involved in this proposal?
- A** They have not been formally invited to the consultation meetings but they have all received a copy of the consultation document.
- Q** Would staff have to apply for jobs and would jobs be advertised externally?
- A** All staff would be ring fenced for posts in the Primary School and would not have to apply for their own jobs. It is unlikely that there will be job losses as a result of the proposal.
- Q** Do the projected rolls take into account new housing developments in the area?
- A** Yes. The figures take account of all developments that have received planning permission.
- Q** The capacity of the proposed new school is 210 and the projected rolls show the numbers on roll will rise to 195 eventually. What happens if the new housing developments cause numbers to rise above 210?
- A** Extra capacity can be added to this school by moving the Nursery into the Sure Start building and using the Nursery as a classroom.
- Q** If the proposal goes ahead are you looking at a new school building further down the line?
- A** That is dependent on future funding allocations, but at the moment there is not sufficient funding available for a new build school.

There were no further questions therefore the meeting closed at 4.55pm.

Proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant & Nursery School as a separate school from 31 March 2015

**Notes of Joint Staff Meeting at Leadgate Infant & Nursery School
10 June 2014, 3.45pm**

Present: **DCC Representatives:** Graeme Plews, School Organisation Manager
Adam Williams (AW)

Attendance: 30 members of staff

Graeme Plews (GP) opened the meeting by introducing himself and Adam Williams (AW). GP then explained the roll of the School Places Team which is to plan the pattern and provision of school places across County Durham for the present and the future. Part of the future planning responsibility includes looking at the impact of changes to the way schools are funded as there is likely to be an impact on small schools.

GP then referred to the discussion Caroline O'Neill and Sheila Palmerley had with Governors before half term about the pending retirement of the Head Teacher of Leadgate Infant & Nursery School and the possibility of amalgamating the schools. The County Council wishes to bring the Infant and Junior Schools together as a single Primary School as Primary Schools have educational benefits that separate Infant and Junior Schools do not have.

GP explained that the consultation runs for six weeks between 9 June - 18 July 2014. All responses received are carefully considered before a decision is made whether or not to move to the next stage which is the issue of a Statutory Notice. If a Statutory Notice is issued, it would be issued in September 2014 and be valid for four weeks. A final decision would then be made by the Cabinet of the County Council in November 2014 as to whether to agree the proposal or not.

Staff were then invited to ask any questions.

Q Which Governing Body will make decisions including jobs etc?

A There will be one Governing Body created for the primary school.

Q Will length of service be affected by this proposal?

A No.

Q Will staff receive a new contract?

A Yes, to reflect the fact that they would be working in the Primary School but staff roles will remain the same as their current ones.

- Q** Will staff be expected to work across both sites?
- A** That will be decided by the Governing Body and Leadership Team.
- Q** Will clubs such as the breakfast clubs remain the same at both sites?
- A** Yes. Staff will still be required on both sites, for example, two secretaries.
- Q** Will the school eventually end up on one site?
- A** There are no plans for a new school building due to a lack of funding. However if funding ever became available there is more chance as one primary school than as two separate schools.

There were no further questions and the meeting closed at 4.30 pm.

Proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant & Nursery School as a separate school from 31 March 2015

**Notes of Information Sharing Evening at Leadgate Infant & Nursery School
11 June 2014, 7pm**

Present: DCC Representatives: Graeme Plews, School Organisation Manager
Adam Williams

Attendance: 13

Graeme Plews (GP) opened the meeting by introducing himself and Adam Williams (AW). GP then explained the roll of the School Places Team which is to plan the pattern and provision of school places across County Durham for the present and the future. Part of the future planning responsibility includes looking at the impact of changes to the way schools are funded as there is likely to be an impact on small schools.

The County Council wishes to bring the Infant and Junior Schools together as a single Primary School as Primary Schools have educational benefits that separate Infant and Junior Schools do not have.

GP explained that the consultation runs for six weeks between 9 June - 18 July 2014. All responses received are carefully considered before a decision is made whether or not to progress to the next stage which is the issue of a Statutory Notice. If a Statutory Notice is issued, it would be issued in September 2014 and be valid for four weeks. A final decision would then be made by the Cabinet of the County Council in November 2014 as to whether to agree the proposal or not.

Those present were then invited to ask questions.

- Q** Will teaching change in September when the Head Teacher (HT) of the Infant School retires?
- A** The HT of the Junior School has been appointed as HT of the new Primary School should the proposal go ahead.
- Q** Will nursery children go elsewhere or remain where they are?
- A** Happy Smiles will remain on the school site.
- Q** Will staff in the Infant School remain on the Infant site or will they work across both sites?
- A** That will be a decision for the governors and leadership team.

Q When will a new uniform be required?

A Next school year. Parents won't be expected to buy another uniform in the same school year.

Q 1 April 2015 is a Wednesday. Does that impact on the new primary school opening on that date?

A No

Q Will the closing times of the two sites differ to assist families with children in both who cannot be at both sites at the same time.

A That will be a decision for the Governors and Leadership Team but it is something they are already looking at.

There were no further questions and the meeting closed at 7.30 pm.



PUBLIC NOTICE

Proposal to change the age range of Leadgate Junior School from 7-11 to 3-11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015.

Notice is given in accordance with Section 19(1) of the Education and Inspections Act 2006 that Durham County Council intends to make a prescribed alteration to Leadgate Junior School (Community), Alder Grove, Leadgate, Consett, DH8 7RH and to close Leadgate Infant and Nursery School (Community), West Street, Leadgate, Consett, DH8 7PN

It is proposed to amalgamate Leadgate Infant and Nursery School and Leadgate Junior School into a Primary School from 1 April 2015. This will be achieved by changing the age range of Leadgate Junior School from 7 - 11 to 3 - 11 from 1 April 2015 to create a Primary School from that date and by closing Leadgate Infant and Nursery School as a separate school from 31 March 2015.

Where possible the Local Authority is taking the opportunity to amalgamate Infant and Junior Schools into Primary Schools as they have wider educational benefits for pupils, parents, and staff than separate Infant and Junior Schools. Establishing a single Primary School is more sustainable in the long term as changes to the way schools are to be funded in the future could impact on small schools.

The current capacity of Leadgate Junior School is for 120 pupils and the current capacity of Leadgate Infant and Nursery School is for 90 pupils. The capacity of the proposed Primary School will be for 210 pupils. The proposed admission number will be 30 which is the same as the current admission numbers for Leadgate Infant and Nursery School and Leadgate Junior School.

At present, Leadgate Infant and Nursery School and Leadgate Junior School are judged 'Good' by Ofsted. They already work closely together for the benefit of all pupils. The Local Authority believes that amalgamating the two schools will not have any negative impact on the standard of education provided to children in those schools.

All services currently run from the existing schools for the local community will continue to be provided if the school becomes a Primary School.

This Notice is an extract from the full proposal. Copies of the complete proposal can be obtained from: Mr Graeme Plews, School Places and Admissions Team, Children and Adults Services, Durham County Council, County Hall, Durham DH1 5UJ. It is also available on the County Council's website at www.durham.gov.uk/pages/service.aspx?serviceid=9541

Within four weeks from the date of publication of this proposal any person may object to or make comments on the proposal by sending them to Mr Adam Williams, School Places and Admissions Team, Children and Adults Services, Business Reply Service, Licence No. DU63 (Freepost), Durham County Council, County Hall, Durham, DH1 5BR. Objections and comments can also be sent:

- via the County Council's website at
- www.durham.gov.uk/pages/service.aspx?serviceid=9541; or
- e-mailed to schoolorganisation@durham.gov.uk.

Signed:

Rachel Shimmin
Corporate Director
Children and Adults Services
Publication Date: 4 September 2014

Durham County Council – Altogether Better equality impact assessment form

NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments.

You can find help and prompts on completing the assessment in the guidance from page 7 onwards.

Section one: Description and initial screening

Section overview: this section provides an audit trail.

Service/team or section: School Places and Admissions, Education, CAS

Lead Officer: Sheila Palmerley

Start date: 9 June 2014

Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)

Proposal to change the age range of Leadgate Junior School from 7 – 11 to 3 -11 from 1 April 2015 to create a Primary School and to close Leadgate Infant and Nursery School as a separate school from 31 March 2015. The schools are on separate sites but within walking distance of each other. The intention is that a Primary School will run across the current sites encompassing the infant and junior age ranges. The main change is that there will be Primary School in Leadgate rather than a separate Infant and Junior School. All staff will be ringfenced for a post in the new Primary School. There will be no travel or travel cost implications due to the proposed primary school being located on the same sites as the current Infant and Junior Schools.

Both schools are relatively small when compared to other schools across the county which could mean it is possible that they may become unviable in the long term when the new national funding arrangements come into

effect. This will not have an impact however on equality/diversity/cohesion.

Who are the main stakeholders: General public / Employees / Elected Members / Partners/ Specific audiences/Other (please specify) –
General Public, Governors, Staff, Parents, Pupils, Elected Members, MPs, Neighbouring Schools, Trade Unions, Diocese, Department for Education, Community Groups, Parish Councils, Residents' Associations, AAP Board, Neighbouring Authorities, CAS/DCC Staff

Is a copy of the subject attached? Yes / No consultation document and report on the outcomes of the consultation are attached.

Initial screening

Prompts to help you:
Who is affected by it? Who is intended to benefit and how? Could there be a different impact or outcome for some groups? Is it likely to affect relations between different communities or groups, for example if it is thought to favour one particular group or deny opportunities for others? Is there any specific targeted action to promote equality?

Is there an actual/potential negative or positive impact on specific groups within these headings?

Indicate :Y = Yes, N = No, ?=Unsure

Gender	N	Disability	N	Age	N	Race/ethnicity	N	Religion or belief	N	Sexual orientation	N
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How will this support our commitment to promote equality and meet our legal responsibilities?

Reminder of our legal duties:

- Eliminating unlawful discrimination & harassment
- Promoting equality of opportunity
- Promoting good relations between people from different groups
- Promoting positive attitudes towards disabled people and taking account of someone's disability, even where that involves

- treating them more favourably than other people
- o Involving people, particularly disabled people, in public life and decision making

The proposal to change the age range of Leadgate Junior School from 7 -11 years of age to 3 -11 years of age from 1 April 2015 will create a Primary School which will provide equal access for all regardless of gender, disability, age, race/ethnicity, religion or belief, sexual orientation.

What evidence do you have to support your findings?

The main groups affected by this proposal are pupils attending Leadgate Infant and Nursery School and Leadgate Junior School. If the proposal is implemented it would help to secure the future of primary education across the two schools. Pupils and staff will not be adversely affected.

The consultation was undertaken between 9 June 2014 and 18 July 2014. Consultation documents were distributed widely and meetings were held with Governors and Staff of Leadgate Infant and Junior Schools, parents, and members of the local community at an Information Sharing Evening. Stakeholders were invited to respond in a variety of ways: written responses using the response form attached to the consultation document, letter, email or completing the response form online via the County Council's website.

52 responded in writing using the response form, letter and email

2 responded using the online response form (DCC website)

13 people attended the Information Sharing Evening

30 members of staff attended the joint staff meeting

14 Governors attended the joint Governing Body meeting

- Of the 54 responses received during the consultation period, 49 supported the proposal. Stakeholders believe that a primary school will enable a consistent approach to teaching and learning across Key Stage 1 and Key Stage 2 and allow for an easier transition for pupils which will benefit them and lead to further improvement in attainment.
- Some stakeholders were of the view that the proposal is a take over of South Pelaw Infant School by the existing Cof E Junior School. Officers believe this is not the case and a staffing structure will be produced to reflect what the Primary School will need to function effectively. All existing staff would be ring-fenced for posts in the structure and there are no job losses identified at this stage.

Decision: Proceed to full impact assessment – Yes/No
consultation.)

Date: 18 July 2014 (the end of the

If you have answered ‘No’ you need to pass the completed form for approval & sign off.

Section two: Identifying impacts and evidence- Equality and Diversity

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.

	Identify the impact : does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
Gender			
Age			

Disability			
Race/Ethnicity			
Religion or belief			
Sexual orientation			

How will this promote positive relationships between different communities?


If this proposal is implemented, positive relationships will continue to be strengthened between different communities with no adverse impact.

Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.

The main change associated with this proposal is that there will be a Primary School in Leadgate rather than separate Infant and Junior Schools. This will preserve and enhance education in Leadgate by providing a more sustainable educational establishment together with the benefits that Primary Schools have for children,

parents and members of staff that separate Infant and Junior Schools do not.

Action to be taken	Officer responsible	Target Date	In which plan will this action appear
When will this assessment be reviewed?	Date: In November 2014 when the decision is taken whether to implement the proposal or not.		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		
Lead officer - sign off: <i>Sheila Palmerley</i>			Date:23.5.14
Service equality representative - sign off: 			Date:28.8.14

Please email your completed Impact Assessment to the Equality team - equalities@durham.gov.uk.