



Name of meeting: Cabinet

Date: 4th December 2012

Title of report: Report on the outcomes of the statutory consultation about proposals affecting Knowles Hill Infant and Nursery School and Westmoor Junior School

Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Is it in the Council's Forward Plan?	Yes November 2012
Is it eligible for call in by Scrutiny?	Yes
Date signed off by <u>Director</u> & name	Alison O'Sullivan 26.11.12
Is it signed off by the Director of Resources?	David Smith 23.11.12
Is it signed off by the Acting Assistant Director - Legal & Governance?	Vanessa Redfern 25.11.12
Cabinet member portfolio	Cllr Cath Harris and Cllr Peter O'Neill – Children's Services

Electoral [wards](#) affected and ward councillors consulted: Dewsbury West

Public or private: Public

1. Purpose of report

The report sets out the outcomes from the statutory consultation about proposals to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School as a primary school for pupils aged 5 - 11 years with nursery provision, for Members' consideration, and seeks a decision on the way forward in light of the information received.

2 Background

2.1 The educational benefits of all-through 5-11 Primary Schools

The establishment of all-through primary schools is intended to improve the educational standards attained by children through better and more flexible management of learning, without a change of school at age 7. Single all-through institutions can establish longer term relationships with pupils and families, provide more opportunities for staff development and better manage resources to support learning. (See Appendix A)

2.2 The existing Infant and Junior School provision in the Dewsbury Moor area

- Knowles Hill Infant and Nursery School provides education for 5 to 7 year olds (with nursery provision). The school has a Published Admission Number (PAN) of 40 which means that it can admit up to 40 pupils in each year group
- Westmoor Junior School provides education for 7 to 11 year olds and has a PAN of 90 pupils per year. The school receives the majority of pupils from Knowles Hill Infant and Nursery School.
- The two schools are situated approximately ½ mile apart on Knowles Hill Road and Church Lane.
- Westmoor Junior School also receives pupils at age 7 from nearby St John's CE(VC) Infant School which has a PAN of 60 pupils per year.
- The three schools have close collaborative working arrangements which support the transition of pupils from Key Stage 1 to Key Stage 2

2.3 The proposal to develop an all-through primary school in the Dewsbury Moor area

Reference Cabinet Report 17th July 2012 - *Report in relation to proposals affecting Knowles Hill Infant and Nursery School and Westmoor Junior School*

2.3.1 On 17th July 2012 Cabinet received a report which detailed proposals to develop an all-through primary school by bringing together Knowles Hill Infant and Nursery School and Westmoor Junior School*

- to cater for pupils aged 5 to 11 (with nursery provision)
- with no transition at age seven.
- with a PAN of 40 in Key Stage 1, and a PAN of 90 in Key Stage 2 (as is now so as to accommodate pupils who wish to transfer from St John's CE (VC) Infant School at age 7) providing 480 places for 5-11 olds (with nursery provision) across 2 sites.

'Bringing together' means the joining of two or more schools into one, with a single governing body and headteacher. This would be achieved through the technical "closure" of Knowles Hill Infant and Nursery School, and the simultaneous expansion of the age range of the Westmoor Junior School to form a single primary school. If the two schools do become one primary school, they would continue to operate within their existing buildings on the existing sites. This would mean that Nursery and Key Stage 1 provision would continue to be at Knowles Hill Road and Key Stage 2 provision would continue to be at Church Lane.

All the pupils who would be attending Knowles Hill Infant and Nursery School or Westmoor Junior School would automatically become part of the primary school when the proposals were implemented.

* The strong collaborative relationship between Westmoor Junior School and Knowles Hill Infant and Nursery School and St John's CE(VC) Infant School, to support the transition of pupils from Key Stage 1 to Key Stage 2, would be proposed to be further strengthened through amended admission arrangements for Westmoor Junior School which would recognise St. John's Infant School as a 'feeder school'.

2.3.2 On 17th July 2012 Cabinet members:

- Authorised officers to develop plans for carrying out statutory consultation to develop an all-through primary school for pupils aged 5 to 11 (with nursery provision), with a PAN of 40 in KS1 and 90 in KS2, providing 480 places for 5 to 11 olds by linked proposals:
 - to change the lower age limit of Westmoor Junior School from 7 to 5 years (with nursery provision) and expand the school size from 360 to 480 pupil places
 - to discontinue Knowles Hill Infant and Nursery School
 - to amend the admission arrangements for Westmoor Junior School to recognise St. John's Infant School as a 'feeder school'
- Delegated authority to the Director for Children and Adults in consultation with the Cabinet Portfolio leads to:-
 - develop consultation materials on the basis of the proposals
 - organise and carry out statutory consultation
- Requested officers to report the outcomes of the statutory consultation to Cabinet for further consideration of the next steps.

2.4 Equalities Impact Assessment

An Equalities and Community Cohesion Impact Assessment has been carried out on the proposals. The following is a short initial analysis of the likely changes arising from the proposals.

- The proposal to bring the schools together and create a primary school is intended and is very likely to have a positive impact for pupils attending the school because the aims are to provide continuity of education in an all-through primary school up to the end of Key Stage 2 to support an improvement in educational standards.
- No adverse impacts are highlighted as part of this proposal.

There are no changes to the EIA following consultation although this will continue to be revised as appropriate in the light of any decision taken by Cabinet following the statutory consultation.

3. Consultation strategy and methodology

- 3.1. A 6 week¹ (term time) statutory consultation about the proposals to develop an all-through primary school by changing the age range of Westmoor Junior School and discontinuing Knowles Hill Infant and Nursery School, took place between 24th September and 9th November 2012 to seek the views of parents/carers, school staff, professionals, governors, pupils, the local community and other stakeholders.
- 3.2. Parents/carers, school staff, professionals, governors, pupils at St John's CE(VC) Infant School were also included in the consultation process, in recognition of the close working relationship of all three schools.
- 3.3. Consultation documents were written and produced with reference to the detail contained in the cabinet report from 17th July 2012.
- 3.4. Consultation documents were made widely available. Documents were sent to the families of pupils at all three schools. Documents were also sent to staff at the three

¹ The consultation period included 1 week which was a school holiday and therefore lasted for 7 weeks in total.

schools and via royal mail to governors at the three schools. Copies of the consultation document were also sent to elected members, trade union representatives, faith groups, neighbouring Local Authorities, early years providers and other key stakeholders. The consultation document was also made available on the Council's website, at each of the events and by request. A complete list of distribution is attached at Appendix B.

- 3.5. The consultation material consisted of the document 'A consultation about proposals to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3-11' a copy of which can be found at Appendix C.
- 3.6. The consultation document outlined the proposals and a proposed timeline for developments. The document had a comprehensive response sheet. The response sheet asked whether people supported or opposed the proposals relating to creating an all through primary school and the reasons for those views.
- 3.7. Response sheets could be completed in writing or electronically on the Council website. In addition, individuals were encouraged to feedback views either via email or letter. A 'Freepost' address was available for returning paper forms and/or letters to maximise the opportunities for receiving feedback to the proposals
- 3.8. The Council held three consultation 'drop-in sessions' for parents/carers and members of the community to enable individuals to speak with officers about the proposals in more detail (and in particular about the potential implications for them as individuals and their families).
- 3.9. Officers engaged with a total of 33 people who attended the public consultation 'drop-in' sessions.

Table 1 – Consultation 'drop-in' sessions		
Date	Venue	Time
Friday 28 th September 2012	Westmoor Junior School	9.00 to 11.00am
Friday 5 th October 2012	Knowles Hill Infant and Nursery School	9.45 to 11.00am
Friday 12 th October 2012	St John's CE(VC) Infant School	8.40 to 10.30am

- 3.10. The purpose of the meetings was for officers to support and advise and offer clarification to groups and individuals about matters relating to the proposals in order that they may form a considered view to enable them to respond on the matters on which they were being consulted by either completing the relevant feedback forms or responding via another medium such as emails, letters etc.
- 3.11. Bespoke meetings for staff and governors at Westmoor Junior, Knowles Hill Infant and Nursery School and St John's CE(VC) Infant School were held at each school during the consultation period. The notes of these meetings are detailed in Appendix D.

4. Response to Consultation

- 4.1. Attached at Appendix D is a comprehensive report which details the responses received to the consultation in full.
- 4.2. During the consultation period approximately 1800 documents were distributed either via royal mail, the schools or at consultation events.

4.3. The Council received 67 responses in relation to this consultation. The types of stakeholders responding to the consultation are detailed in table 2 below.

Type of respondent:	No. Received *	% of total received
Parent/carer	21	39%
Member of staff	4	7%
Governor	2	4%
Pupil	2	4%
Pupil (School Council)	23	43%
Other (Unknown)	2	4%
Total	54	100%

*Some responses were received from individuals that categorised themselves as being multiple stakeholders

The feedback received in response to the consultation is detailed in full and attached at Appendix D.

4.3.1. Parents/Carer responses:

Responses were received from **20** parents/carers and **1** ex-parent

- 11 respondents supported or strongly supported
- 5 respondents opposed or strongly opposed
- 5 neither supported or opposed

response	number	school
Strongly Support	4	Both Knowles Hill & Westmoor (1) Knowles Hill (2) Westmoor (1)
Support	7	Both Knowles Hill & Westmoor (1) Knowles Hill (2) St John's (1) Westmoor (1) Not specified (2)
Neither Support nor Oppose	5	Both Knowles Hill & Westmoor (2) Not specified (3)
Oppose	1	Knowles Hill (1)
Strongly Oppose	4	Ex-parent (1) Knowles Hill (2) Not specified (1)

Parents supporting the proposal suggested that an allthrough primary would be much better than separate schools and that there is already a lot of understanding between the schools that are in the same area.

Several parents asked that uniforms and school times should not change and some were concerned that staff would not stay the same.

There were some suggestions that Westmoor has large enough grounds so that in the future, a single site could be created and continuity would be further improved. On the other hand there were worries about extra parking and traffic that wouldn't be a problem if the schools operated from their existing buildings.

Parents that neither supported not opposed the proposal suggested that one building would be better and also wanted to keep the same pickup times as current. There were concerns that staff should keep their jobs.

Parents who opposed the proposal suggested that Knowles Hill staff and the standard of education has an excellent reputation and that combining the schools would damage the personal care and attention given to the children. There was some concern that children at the infant school were settled and it would be too much change at such a young age. It was

questioned whether standards would rise and whether children will be more settled in an all through school which would still be on 2 sites and would still feel like 2 schools. Children would transfer to another site just as they do at present. Having one headteacher for both of the schools didn't sound very practical to one parent. It was suggested by others that this was a cost saving exercise which was not about helping the life chances of children.

4.3.2 Governing Body/governor responses:

Responses were received from **2** individual governors;

- 1 supported the proposal (Westmoor)
- 1 strongly opposed the proposal (Knowles Hill)

The response in support it was suggested that a 'through primary' is much better than separate schools for KS1 and 2. It was suggested that the LA should make it "a priority that when funds are available in the future" .. to create .."a single Westmoor site - there is plenty of room and continuity would be further improved".

The response opposing the proposal was concerned about the future governance of the school and was "shocked by the speed by which this is being pushed through". There was concern that existing Knowles Hill governors would not be adequately represented on the future Governing Body.

The Governing Body consultation meetings addressed questions relating to the future staffing structure at Westmoor, the employment rights of staff at both schools, the operation of the future school on a split site and the membership of the future governing body. Improving pupil transition and maintaining the links between Westmoor and St.Johns were also discussed. (See Appendix D for notes of Governing Body consultation meetings.)

4.3.3 Staff responses:

Responses were received from **4** individual members of staff

- 3 strongly supported the proposal (Knowles Hill, Ravenshall, Not specified)
- 1 strongly opposed the proposal (Not specified)

Responses in support of the proposal thought that it was it is a good idea to join the two schools together to improve consistency, transition and for moving progress and development forward. It would also be a good idea in the future to have the whole school on one site.

The response opposing the proposal expressed concerns about younger children being 'lost' in the larger school and was not convinced that there could be improved transition from infants to juniors in two completely separate buildings. Would there be better opportunities for children to get to know staff? Would staff, in both schools, be given equal chances at applying for/getting future posts?

The staff consultation meetings addressed questions relating to the future staffing structure at Westmoor, the employment rights of staff at both schools, the operation of the future school on a split site and the name of the future school. Maintaining the links between Westmoor and St. Johns were also discussed. (See Appendix D for notes of staff consultation meetings.)

4.3.4 Pupil responses

Responses were received from **2** older pupils at Kirklees schools (New College, Westborough High School) both strongly supporting the proposal

Supporting comments from older pupils suggested that it would be a very good for the children and families in the area and that no transition at age 7 would be needed

The Westmoor Junior School Council worked with all pupils from the school so that their thoughts and feedback could be given. The School Council submitted pictures and an audio response containing comments about the proposal which is shown in Appendix D. A transcription of the audio comments is included in Appendix D.

The pupils of the Westmoor School Council contributed **23** carefully considered responses with the following balance of views

- 10 comments thought it was a good idea
- 4 comments thought it was both a good idea and a bad idea
- 9 comments thought it was a bad idea

Summary of pupil comments from Westmoor Junior School Pupils

It is a good idea to bring Westmoor and Knowles Hill together because

- It is better than two small schools
- it is the wider community.
- the infants learn what to do in this school
- they are going to learn more about Westmoor before they come here
- you would get more friends
- when they leave infant school they can come straight down here instead of looking for a new school
- they can make friends and then when they come to Westmoor they won't be scared and they will know what to do
- Westmoor has a good reputation
- we have lots of room and they haven't for playing
- they can learn what we learn at this school and we can learn what they learn
- they will know what to do, what we do in school, what it's like, so they won't get lost there are lots of rules, how fun it is, what prizes they get if you are good at attendance and fun bits
- you can get used to this school, get used to big schools, and know how to behave
- we can have a bigger school and show how good we are
- it's a good opportunity for other people
- Miss John and the teachers can get to know the staff at the other school
- you can make more friends

It is a bad idea to bring Westmoor and Knowles Hill together because

- if they are building a new building in the field there won't be enough for us to play on in the summer
- they make the school uniform green
- they don't know if Westmoor is Knowles Hill or Knowles Hill is Westmoor with the same logo, because it is going to change, so they might get muddled up
- they don't actually know the people in the school.
- the children from Knowles Hill will have to come down to the school for a secondary school
- probably the uniform and the logo will change and then the new people in Knowles Hill will have to buy a new uniform even before they actually move up to junior school it will cost a lot more for the parents
- other children will find it hard to mix the older children
- little kids if they come to Westmoor it's got loads of big kids and they might get scared or they might get lost

- people have to buy new stuff
- as year 6's you've got to watch out for year 3's and if there are more years in it you are going to have to be even more careful and then like you won't be actually able to do anything at playtime
- you need to get an extended assembly hall which will mean they'll have to take out some of our playground out so we will end up with a tiny playground with a lot of kids
- it is going to be harder for Miss John to look after both schools .
- the school will be a bit more cramped
- when they go home and come to school there will be a lot of traffic

4.3.5 Other responses

2 other responses were received from non-specified respondents which did not specify support or opposition to the proposals

One respondent would like staff at Westmoor to also apply for the same jobs as staff at Knowles Hill will have to apply

The other respondent expressed several thoughts about the proposal.

Hopefully the decision made would be in the best interests of the children first and foremost

I do hope that the staff from Knowles Hill and Westmoor are treated equally and every best effort is made to keep people employed in the job they had an interview and were contracted to.

I do feel that Knowles Hill have a lovely ethos and community spirit which should be kept alive.

The children at both schools should be disrupted as little as possible to make any changes run smoothly.

I also believe that the name should not be based on Westmoor alone and should include Knowles Hill somehow, It would be so sad that a school that has been there for over a hundred years suddenly does not exist any more.

This school is a very happy place for a lot of children who sometimes have very little to be happy about, this is a place where they feel settled and happy first and foremost.

Hopefully the results of a child are not just going to be based on the results that they get on paper due to their work but are based on how far a child moves on in the rest of their learning and life their social and emotional needs should come first.

I am very concerned that in a larger school that some of these children may get lost in it all and will not get the same attention. I hope in this case I am proved wrong. I also don't think that the move from infant to junior will be any easier as they still will have to move sites and start again with fresh faces, whatever the name of the school or uniform the child wears.

Having said all this I would prefer that the school moves on rather than go in a different route. Whatever the outcome, I hope it is a fair positive one what will serve this community and the needs of the children and families in it and keep the spirit alive. We are not numbers but individuals.

4.4 The conclusion to be drawn from the statutory consultation is that on balance there is support for bringing together Knowles Hill Infant and Nursery School and Westmoor Junior School into a single all-through 3-11 primary school. There are some questions about the split site operation of the school and a suggestion that there should be a long term aim to create a single building on the Westmoor site should be considered. Some of the reservations expressed concern the process of change, in terms of staffing issues, possible changes to uniform and start and finish times. There is an underlying view that the change would provide opportunities for improving consistency and transition and would allow both schools and staff to progress and develop. Westmoor pupils contributed a wide range of views which very effectively summarised the pupil perspective on the positive aspects of the proposed change and highlighted the areas that would need careful management. The strong working relationship between St John's CE(VC)Infant School and Westmoor Junior School is valued and should be maintained and strengthened.

5. Implications for the Council

5.1 Council priorities

Council policies affected by this proposal include the Children & Young People Plan. The proposals will support the Council priorities which are to;

Enhance life chances for young people

Working in partnership to improve educational attainment for the under 16s and help them to reach their full potential. The proposals offer the opportunity to continue to significantly improve and enhance the overall educational opportunities and achievements of young people in Kirklees.

Lead Kirklees out of recession

Making sure we emerge with a stronger economy and better paid jobs

Provide effective and productive services

Ensuring services are focused on the needs of the community and are excellent value for money

Support older people to be healthy, active and involved in their communities

Helping people to improve their health and well-being. We will focus on preventative work and empowering people to make informed decisions

5.2 Human Resources implications

There are Human Resources implications resulting from a school closure. Should the proposals be agreed there would be no change of employer resulting from the school closure, however HR staff would need to working with the Governing Body and Headteacher regarding any revision to structures. Following this, consultation would need to be held with staff and recognised Trade Unions. It is anticipated that this work could be done within the required timescale.

5.3 Financial Implications

There are no capital implications for the proposals.

The proposals are being made because of educational reasons, not financial reasons. The education budget that the Council receives from government can only be spent on education – so there is no saving to the Council. The budget for each individual school is determined by a formula that includes some amounts for every school but most is determined by the number of pupils.

6. Consultees and their opinions

A full statutory consultation has been carried out involving all key stakeholders including: parents and carers, Governing Bodies, school staff, ward members, wider community stakeholders and other interested parties at the two schools named in the proposal and the nearby St John's CE(VC) Primary School.

This report brings the responses received as part of this consultation to members for a decision on the next steps.

7. Next steps

Subject to decisions made by Cabinet, the indicative timeline for the next stages of the statutory processes are set out below:

Activity	Date
Report to Cabinet to approve statutory consultation	July 2012
6 week statutory consultation	September/November 2012
Outcome report to cabinet and approval to next stage	4 December 2012
Publication of notices and 6 week representation period*	December 2012
Decision by cabinet (within 2 months)*	January/February 2013
Implementation*	1st April 2013

** These dates are subject to Cabinet approval and may change.*

8. Officer recommendations and reasons

Cabinet is recommended to;

- Note the responses to the statutory consultation about proposals to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3-11.
- Note the proposed next steps and timescales for bringing together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3-11.
- Approve that the proposals should move to the next stage of the statutory process with publication of statutory notices and proposals.
- Delegate authority to the Director for Children and Adults, in agreement with the Cabinet portfolio lead members for Children's Services, to:
 - Take steps to carry out the next stage of the legal process for bringing together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3-11 through the publication of statutory notices and proposals for the requisite representation period.
 - Report the outcomes of the representations received during the statutory notice period to Cabinet for determination.

9. Cabinet portfolio holder's recommendations

The Cabinet Members for Children's Services, endorse the recommendations set out by officers in the previous section of this report. Any further material matters that are brought to our attention in advance of, and during, the Cabinet meeting on 4th December 2012 will be considered and final, oral, recommendations will be made at the end of the discussion of this item at the meeting.

We are committed to improve the quality of education in our primary schools to give every child the best possible start. Knowles Hill Infant and Nursery School and Westmoor Junior School are two schools which are geographically close together, serving the same community, which already have close working relationships and could be easily developed into an all-through primary school.

We would like to thank all those that participated in the consultation, especially the time and care taken by pupils of the Westmoor Junior School Council to support their fellow pupils to make such a thoughtful contribution. The feedback received during this period of statutory consultation has confirmed that parents/carers, pupils, school staff and governors were in agreement with our thinking and there is good support for bringing together Knowles Hill Infant and Nursery School and Westmoor Junior School as an all through primary school. We would also like to acknowledge the strong working relationship with St.John's CE(VC)Infant School and welcome the Governing Body commitment to maintaining and strengthening that partnership.

We would once again want to reassure parents that we are proposing to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School into one school so that families would gain the advantages of having a single school which would build on the strengths that currently exist.

For these reasons we support the officer recommendations to move to the next stage of the process and publish statutory notices and proposals.

10. Contact officers

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12. Relevant papers

- Cabinet Report 17th July 2012 - Report in relation to proposals affecting Knowles Hill Infant and Nursery School and Westmoor Junior School

The Educational Benefits of All-Through 5-11 Primary Schools

Improved continuity and progress from Key Stage 1 to Key Stage 2 through smoother transition. For example, a single school would have common approaches to curriculum planning, assessment, record keeping and target setting. Staff have longer to get to know the children. Most importantly, the school would have a shared understanding of standards and expectations.

More flexibility and opportunities to meet individual pupil needs by tailoring learning experiences. For example, Year 3 children who require further experience of the Key Stage 1 curriculum and more able Year 2 children requiring the challenge of the Key Stage 2 programmes can be catered for. It means a wider range of resources can be shared and common themes developed across the school. This curriculum flexibility can be particularly important for children with Special Educational Needs.

More opportunities for social development. For example, older children can have some appropriate pastoral responsibility for younger children, which can impact positively on whole school behaviour and children's self-esteem. Vulnerable children and their parents and carers have greater security from a consistency of staff and provision.

More consistency in terms of policies and practice. The school improvement agenda is led by a single leadership team and governing body.

Closer contact for parents and carers with school staff over a longer period of time. A more continuous relationship between the school, parents, carers and outside agencies can ensure that all pupils, but particularly those with special needs, are supported effectively from the Foundation Stage through to the end of Year 6.

More opportunity for children to attend the same school as older or younger brothers and sisters.

Increased opportunities for staff to work with a larger team, thus supporting professional development and providing further opportunities to take on new responsibilities

More effective use of the accommodation, facilities and resources.

Reduced duplication and economies of scale in the management of budgets.

Knowles Hill I&N / Westmoor Junior School : October-November 2012

List of Consultee's		
Kirklees Council Officers	Chief Executive Director for Place Director for Resources Director for Children and Young People Director for Wellbeing and Communities Director for Public Health DChYP Assistant Director for Learning DChYP Assistant Director for Commissioning DChYP Assistant Director for Family Support & Child Protection	
Kirklees Learning Service	Transformation and Quality Improvement Officer	
All Kirklees Councillors	Almondbury Ashbrow Batley East Batley West Birstall & Birkenshaw Cleckheaton Colne Valley Crosland Moor & Netherton Dalton Denby Dale Dewsbury East Dewsbury South	Dewsbury West Golcar Greenhead Heckmondwike Holme Valley North Holme Valley South Kirkburton Lindley Liversedge & Gomersal Mirfield Newsome
Ward Members		
Dioceses	Diocese of Leeds Diocese of Wakefield	
Further Education Colleges	Greenhead College Huddersfield New College Kirklees College	
University	Huddersfield University	
YPLA	Young People's Learning Agency	
MP's		Mike Wood MP Jason McCartney MP Simon Reevell MP Barry Sheerman MP
Neighbouring LAs	Barnsley Council	School Organisation
	Calderdale Metropolitan Borough Council	School Organisation
	Calderdale Metropolitan Borough Council	Director of Children's Services
	City of Bradford Metropolitan District Council	Director of Children's Services
	City of Bradford Metropolitan District Council	Principle Research & Policy Officer
	Leeds City Council	Director of Children's Services
	Leeds City Council	Education Leeds
	Oldham Council	Assistant Executive Director
	Wakefield Metropolitan District Council	Director of Children's Services
Wakefield Metropolitan District Council	School Organisation	
The Children's Trust Board Members	Kirklees High School Heads NHS Kirklees Kirklees Governor Association Voluntary Action Network Calderdale & Kirklees Careers Schools Forum and Primary Headteachers West Yorkshire Probation Trust Calderdale & Huddersfield NHS Trust Mid Yorkshire Hospitals NHS Trust West Yorkshire Police West Yorkshire Fire & Rescue Kirklees College Chair of Safeguarding Board Job Centre Plus	

DfE	School Organisation Unit	
Unions	UNISON GMB ATL ASCL NASUWT NAHT TGWU NUT	
Parent / Guardian's of Pupils at	Knowles Hill Infant and Nursery School Westmoor Junior School St John's CE(VC) Infant School	
Governors and Staff at	Knowles Hill Infant and Nursery School Westmoor Junior School St John's CE(VC) Infant School	Head + Governors + Staff and display
All Primary school in 2 mile radius	Batley Parish CE(VA) JI&N School Battysford CE(C) Primary School Birstall Community Primary School Boothroyd J&I school Brownhill Infant School Brownhill St Saviours CE(VA) Junior School Bywell CE(VC) Junior School Carlinghow Princess Royal JI&N School Carlton J&I School Cawley Lane JI&N School Chickenley Community JI&N School Crossley Fields J&I school Crowlees CE(VC) J&I School Earlsheaton Infant School Eastborough JI&N School Fairfield School Field Lane JI&N School Fieldhead JI&N School Flatts Nursery School Hanging Heaton CE(VC) J&I school Headfield CE(VC) Junior School Healey JI&N School Holy Spirit Catholic Primary School Hopton Primary School Hyrstmount Junior School Leeside Community Primary School Lydgate J&I School Manorfield JI & EY School Old Bank JI&N School Overthorpe CE(VC) JI&N School Park Road JI&N School Pentland I&N School Purlwell I&N School Ravenshall School Ravensthorpe I&N School Ravensthorpe CE(VC) Junior School Savile Town CE(VC) I&N School Shaw Cross I&N School St Joseph's Catholic Primary School (Dewsbury) St Mary's Catholic Primary School St Patrick's Catholic Primary School St Paulinus Catholic Primary School St Peter's CE(A) JI & EY School Staincliffe CE(VC) Junior School Thornhill J&I School Thornhill Lees CE(VC) I&N school Warwick Road JI&N School	Head & Chair of Governors

High Schools in 3 mile radius	Batley Business & Enterprise College Batley Girls' High School – Visual Arts College Batley Grammar School Castle Hall Academy – Specialising in Languages Earlsheaton Technology College Heckmondwike Grammar School Spen Valley Sports College St John Fisher Catholic High School The Mirfield Free Grammar and Sixth Form The Community Science College @ Thornhill Westborough High School	Head & Chair of Governors
Early Years	Early Years including private day nursery and child minders with in a 3 mile radius of Knowles Hill Infant and Nursery School Westmoor Junior School St John's CE(VC) Infant School	

Libraries	Batley Library Birstall Library & Information Centre Cleckheaton Library Dewsbury Library Heckmondwike Library Mirfield Library The Greenwood Centre Thornhill Lees Library & Information Centre
Health Centre's	Batley Health Centre Cleckheaton Health Centre Dewsbury Health Centre Ravensthorpe Health Centre Savile Town Clinic
Community Centre's	Birkenshaw Community Hall Chickenley Community Centre Fieldhead Community Centre Ltd Howden Clough Community Centre Kirklees Community Learning Disability Team Mirfield Community Centre Options Community Centre Pathways Day Services Ravensthorpe Community Centre Ltd Salfia Advice Centre Scout Association Shaw Cross Club for Young People Taleem Community Centre The Trinity Centre Thornhill Lees Community Centre

About you

This section asks you for some information that will help us to analyse the results of the survey and to see who has taken part. You will not be identified by any of the information you provide.

I am a: (Please tick ✓ and complete all those that apply to you)

<input type="checkbox"/>	Parent/ carer	Your child's/children's school/s:
<input type="checkbox"/>	Pupil	Your school:
<input type="checkbox"/>	Governor	Your school:
<input type="checkbox"/>	Member of staff	Your school:
<input type="checkbox"/>	Local Resident	Please tell us:
<input type="checkbox"/>	Other	Please tell us:

How would you describe your ethnic origin? (Please tick ✓ one box)

White	Asian or Asian British	Other ethnic group
English/Welsh/Scottish/Northern Irish/British <input type="checkbox"/>	Indian <input type="checkbox"/>	Arab <input type="checkbox"/>
Irish <input type="checkbox"/>	Pakistani <input type="checkbox"/>	Other <input type="checkbox"/>
Gypsy or Irish Traveller <input type="checkbox"/>	Bangladeshi <input type="checkbox"/>	(Please write in)
Any other White background <input type="checkbox"/>	Chinese <input type="checkbox"/>	
(Please write in).....	Any other Asian background <input type="checkbox"/>	
	(Please write in).....	
Mixed	Black or Black British	
White and Black Caribbean <input type="checkbox"/>	Caribbean <input type="checkbox"/>	
White and Black African <input type="checkbox"/>	African <input type="checkbox"/>	
White and Asian <input type="checkbox"/>	Any other Black background <input type="checkbox"/>	
Any other Mixed background <input type="checkbox"/>	(Please write in).....	
(Please write in).....		

Please write in your postcode:
 (We will not use this information to contact you)

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Why create an all-through primary school?

It is generally accepted that all-through primary schools offer certain advantages when compared with separate infant and junior schools. The benefits include:

- uninterrupted progress and continuity from early years to age 11
- a wider range of learning resources can be shared and the greater curriculum flexibility makes it more easy to tailor learning experiences to meet individual needs - this is particularly important for children with Special Educational Needs
- a wider age range of pupils can give more opportunities for social development which can raise self-esteem and help to promote responsible behaviour
- longer term relationship between the school, parents, carers and outside agencies to support pupils effectively from the Foundation Stage through to the end of Year 6
- staff have longer to get to know the children and the consistency of staffing and provision for children gives greater security for parents and carers
- children can attend the same school as older or younger brothers and sisters for longer
- a single leadership team and governing body gives;
 - consistency in terms of policies, practice, standards and expectations
 - clear improvement priorities
 - common approaches to curriculum planning, assessment and target setting
- staff working within a larger team have more opportunities to take on responsibilities and undertake professional development
- more effective use of the accommodation, facilities and resources - reduced duplication and economies of scale

A consultation about proposals to bring together **Knowles Hill Infant and Nursery School and Westmoor Junior School** to form a single primary school for pupils aged 3-11.

Please let us know your views on our proposal to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school.

This consultation document tells you the reason for our proposal and how the decision making process works. Please take time to read the document and let us know your views and comments on the attached Consultation Response Form.

The closing date for responses is **Friday, 9th November 2012**

Welcoming your views

We want to know your views about the proposal to develop an all-through primary school by bringing together Knowles Hill Infant and Nursery School and Westmoor Junior School

- to cater for pupils aged 5 to 11 (with nursery provision)
- with no transition at age 7
- with the current Admission Numbers of 40 places in Key Stage 1, and 90 places in Key Stage 2 (to continue to accommodate pupils who wish to transfer from St John's CE (VC) Infant School at age 7) providing a total of 480 places for 5-11 olds (with nursery provision) across 2 sites.

'Bringing together' means joining both schools into one, with a single governing body and headteacher. Technically, the proposal involves closing Knowles Hill Infant and Nursery School and lowering the age range of the Westmoor Junior School to form a single primary school. If the two schools become one, they would continue to operate in their existing buildings. This would mean that Nursery and Key Stage 1 provision would continue at Knowles Hill Road and Key Stage 2 provision would continue at Church Lane.

All the pupils attending Knowles Hill or Westmoor Junior School would automatically become part of the primary school if the proposals were implemented.

* Westmoor Junior School has collaborative relationships with both Knowles Hill and St John's, supporting pupil transition from Key Stage 1 to Key Stage 2. The consultation proposes admission arrangements for Westmoor Junior School are changed to recognise St. John's as a 'linked feeder school' to further strengthen the collaboration.

What happens next?

The consultation is open between 24th September and 9th November, 2012. You have until then to express your views in writing, or in person at meetings. Once the consultation has finished, the feedback received will be reported to, and considered by, Kirklees Council's Cabinet, who will decide whether to move to the next stage. This means the publication of statutory notices and a further opportunity to view the proposals and comment on them. The table shows the next steps involved.

Activity	Date
Report to Kirklees Council Cabinet to approve statutory consultation	July 2012
Statutory consultation (6 weeks term time)	24th September to 9th Nov 2012
Outcome report to Kirklees Council Cabinet and approval to next stage*	November 2012
Publication of notices and 6 week representation period*	December - January 2013
Decision by Kirklees Council Cabinet*	February 2013
Implementation	1st April 2013

*Subject to scheduling of cabinet meetings

What will happen to the staff and the governors?

Staff would be organised within the new organisation to support the needs of the children and the community. It is expected that the permanent staff at both schools would continue to be employed within the all-through primary school. Any future changes to the staffing structure would be fully consulted on and endorsed by the Governing Body.

If the decision is made to go ahead with the proposals, the existing Governing Bodies will continue to govern their separate schools until the implementation date as well as working jointly towards the all-through school. At that point the current Governing Body of Westmoor Junior School would become responsible for the primary school and the current Governing Body of Knowles Hill Infant and Nursery School would cease to operate. It is envisaged that the Governing Body of the primary school would be developed to ensure the inclusion of the necessary skills and expertise to govern the through primary school, this could include members of the Governing Body of each of the current schools.

Consultation events

All of the following informal events are open to families of pupils attending either school, members of the community and anyone who would like to hear more and discuss the proposals. Please come along and see us anytime between the times indicated below.

Date	Venue	Time
Friday 28th September	Westmoor Junior School	9:00-11:00am
Friday 5th October	Knowles Hill Infant and Nursery School	9:45-11:00am
Friday 12th October	St. John's CE(VC) Infant School	8:40-10:30am

In addition to these events there will be opportunities for consultation with staff and governors. Officers will be present to answer questions and hear your views. Kirklees Council wants to know what you think. You can take part in the consultation on our website, www.kirklees.gov.uk/schoolorganisation. Alternatively, you can complete the attached response form.

RESPONSE FORM

Please send this form or a letter to:

By Post: School Organisation and Planning Team, FREEPOST, Kirklees Council (you don't need a stamp)

In person: At one of the consultation drop in sessions or hand it in at one of the schools.

Online: You can also take part in the consultation on our website, www.kirklees.gov.uk/schoolorganisation.

The closing date for comments is **Friday 9th November 2012**.

Consultation response form

Do you support or oppose the proposals to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3-11? Please tick ✓ one of the boxes

Strongly support	Support	Neither support nor oppose	Oppose	Strongly oppose	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Why have you decided that is your view? Tell us about it along with anything else you want us to consider

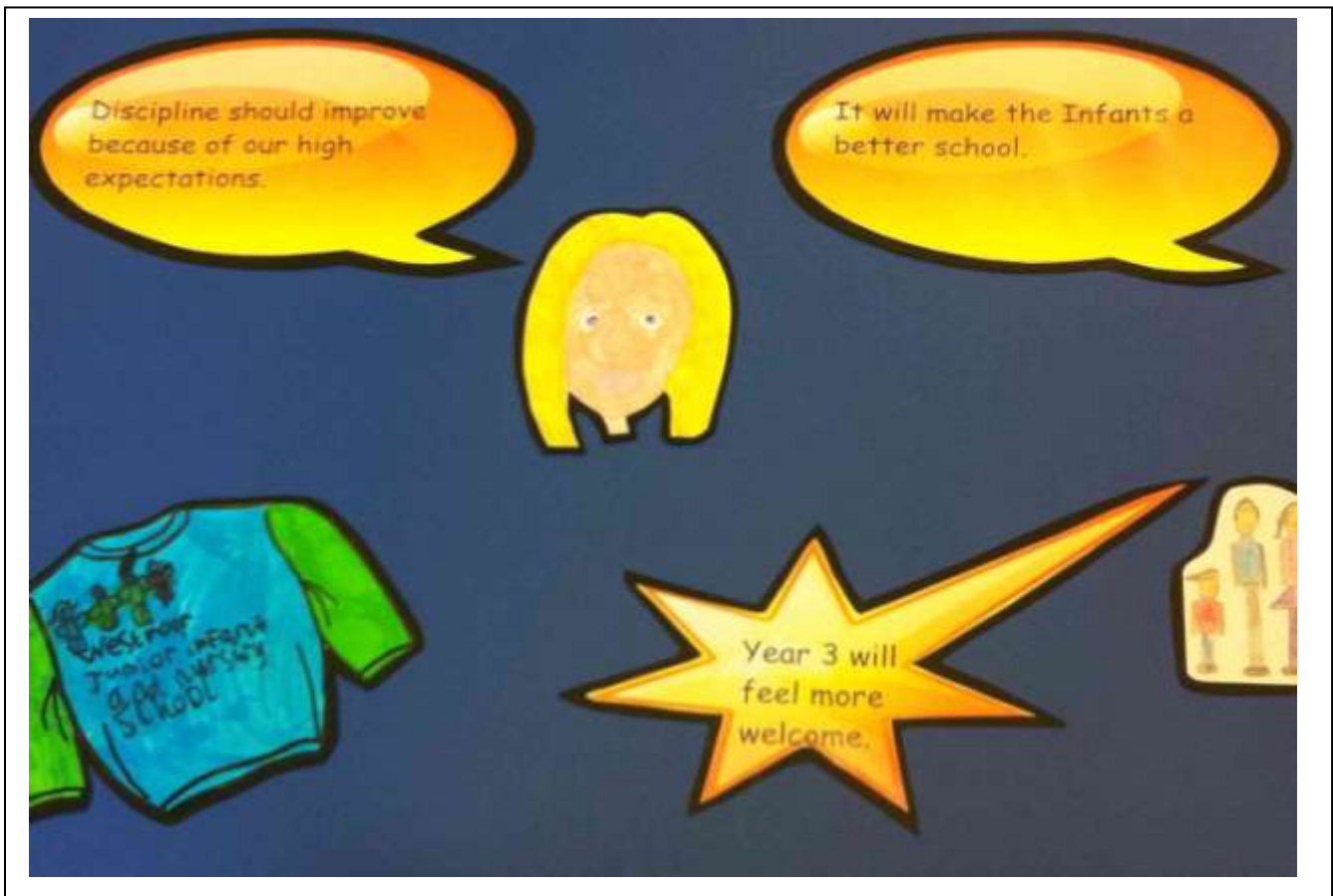


Appendix D : Responses to statutory consultation about proposals affecting Knowles Hill Infant and Nursery School and Westmoor Junior School

Parents at Knowles Hill I&N School 2 Strongly Support
<ul style="list-style-type: none"> Knowles Hill I&N School Strongly Support It's good to bring the all school together because one they are all in the same area secondly the pupils will be one and a lot of understanding in between the schools
Parents at Knowles Hill I&N School 2 Support
<ul style="list-style-type: none"> Time to be same at both schools Have no issues but would like to keep the same time eg Knowles Hill & Westmoor
Parents at Knowles Hill I&N School 1 Oppose
<ul style="list-style-type: none"> they are too young to move and my child is settled in this school. He loves this little school. It's too much a change for them at such a young age when they have got used to being where they are and the class and teachers.
Parents at Knowles Hill I&N School 2 Strongly Oppose
<ul style="list-style-type: none"> Knowles Hill I&N School has an excellent reputation. I believe bringing the school together with Westmoor will ruin the reputation of the school considering Westmoor's reputation. Also the "key" points on the leaflet provided are very contradictory. I believe it will be a big mistake to combine the schools Knowles Hill I&N School Strongly Oppose Knowles Hill has an excellent reputation of wonderful loved staff and a fantastic standard of education. The children are given personal attention by staff and the children love the staff and support staff for this. Combining the schools will ruin this personal care and attention given to our children. Infants school is our children's start in life a they need to be happy - which they are. Why should we fight for our school to stay as it is? Us as parents are being put under pressure to change and we do not want change. The leaflet provided was very contradictory and the council staff at our meeting were of very one sided opinions. We will fight for Knowles Hill to remain as it is. We will start a petition if necessary.
Parents at Westmoor Junior School 1 Strongly Support
<ul style="list-style-type: none"> Because Westmoor has large enough grounds for Infant & Junior. The only concern would be parking!
Parents at Westmoor Junior School 1 Support
<ul style="list-style-type: none"> I support the merger because I think a 'through primary' is much better than separate schools for KS1 & 2. However, I would like the LA to make it a priority that when funds are available in the future, a single site will be created by building on to the existing Westmoor site - there is plenty of room and continuity would be further improved
Parents at both Knowles Hill and Westmoor Schools 1 Strongly Support
<ul style="list-style-type: none"> 1. Concerned about the uniform to what they will decide what to do because I just bought two sets of uniforms each things when school started 2. Am concerned about the teachers. I want the teachers to stay the same for Knowles Hill school because it's affecting our kids as long as the teachers stay the same it doesn't concern us if changes are made.
Parents at both Knowles Hill and Westmoor Schools 1 Support
<ul style="list-style-type: none"> I have given my consent to this arrangement because I am happy if that happens but as long as the uniforms remain the same and the school times remain the same I have no objections to this proposal
Parents at both Knowles Hill and Westmoor Schools 2 Neither Support nor Oppose
<ul style="list-style-type: none"> Would like the building to be one that would be better. Also the timing should remain the same Would like to have 1 building or to keep the same pick up times
St John's CE(VC) Infant School 1 Support
<ul style="list-style-type: none"> As a local resident and a parent whose child goes to St John's Infant, I would be concerned about the extra traffic. But if the schools operate from their existing buildings then it shouldn't be a problem
Parents not specified 2 Support
<ul style="list-style-type: none"> Time of school should stay the same
Parents not specified 3 Neither Support nor Oppose
<ul style="list-style-type: none"> Knowles Hill & Westmoor merging is a good idea as long as staff at Knowles Hill keep jobs. And school times can't be same unless there's transport between both schools. Teachers' at both schools need to both reapply for job not just one school teachers Don't mind Knowles Hill & Westmoor coming together as long as staff at Knowles Hill keep their jobs. Regardless of what any of parents or staff think - I don't think any of our views will be thought of
Parents not specified 1 Strongly Oppose
<ul style="list-style-type: none"> It is ridiculous to say that standards will rise and children will be more settled because they will be in a through school when it will still be on 2 sites. It will still feel like 2 schools. It is merely a cost saving exercise and one way if wiping slate clean as regards Ofsted reports. It is a politically driven idea and in no way about helping the life chances of these children

Ex parent 1 Strongly Oppose
<ul style="list-style-type: none"> As a local resident, with 5 children who have passed through or are currently passing through the local school system, I must express my disappointment at your proposals. I can't make sense of the phrase in your leaflet "all-through primary school.... With no transition at age 7". Presumably the "all-through" part simply just means the Knowles Hill name will disappear and the children will automatically go to the Westmoor site for year 2 ie a paperwork change. This doesn't make it all-through for the children - they will transfer to another site ie move school, just as they do at present. My sister did the same thing - the infant and junior schools were just across the road from each other, but for her, it was a change of school. Having one headteacher for both of the schools doesn't sound very practical to me. Sending a pupil to the head for either praise or discipline won't be very easy if the head is on the other site. Not particularly useful for the staff either. In conclusion, i see no benefit for the children - in fact, it would appear to be a change for the worse. Just a thought - money isn't the motive for these changes by any chance is it?
Governor Westmoor Junior School 1 Support
<ul style="list-style-type: none"> I support the merger because I think a 'through primary' is much better than separate schools for KS1 & 2. However, I would like the LA to make it a priority that when funds are available in the future, a single site will be created by building on to the existing Westmoor site - there is plenty of room and continuity would be further improved
Governor Knowles Hill I&N School 1 Strongly Oppose
<ul style="list-style-type: none"> Concerned about the future governance of the school. Not convinced that the GB of Knowles Hill is going to be adequately represented on the future GB. Shocked by the speed by which this is being pushed through. Why are things moving so quickly? Originally this option was dependent upon Ofsted findings
Staff Knowles Hill I&N School 1 Strongly Support
<ul style="list-style-type: none"> I think that this is a good idea to move the school forward and develop consistency and transition between schools. I also think that in the future it would be a good idea to build on to the existing site at Westmoor and move Knowles Hill there so that both schools would eventually be on one site
Non-specified Staff 1 Strongly Support
<ul style="list-style-type: none"> I think it is a good idea to join the two schools together to improve consistency, transition and moving progress and development forward. I also think that it would be a good idea in the future to have both schools on one site, so to extend Westmoor and move the Knowles Hill part there.
Non-specified Teacher 1 Strongly Oppose
<ul style="list-style-type: none"> I have concerns about Knowles Hill children being 'lost' in the larger school and I am not convinced that there can be improved transition from infants to juniors in two completely separate buildings. Are there going to be better opportunities for children to get to know staff? How is this going to be brought about? Will staff, in both schools, be given equal chances at applying for/getting future posts?
Pupil @ New College 1 Strongly Support
<ul style="list-style-type: none"> I think this will be very good for the children and families in the area
Pupil Westborough High School 1 Strongly Support
<ul style="list-style-type: none"> I think this is a good idea because the school is nearer to us and no transition at the age of 7 is needed
Pupils Westmoor Junior School Council 10 Good Idea
<ul style="list-style-type: none"> I think that Westmoor Junior and Knowles Hill combining together is good because it is better than two small schools and it is the wider community. I think this could be a good idea because the infants learnt what to do in this school so it's giving them an early chance to listen to what they do at Westmoor so it's a good idea but the parking might not be the best of things but I still think it's a good idea because Knowles Hill is going to become Westmoor and they are going to learn more about Westmoor before they come here I think it's a good idea because you would get more friends I think it's a good idea for Westmoor and Knowles hill to combine together because when they leave infant school they can come straight down here instead of looking for a new school I think it would be a great if Knowles Hill come and then they can make friends and then when they come to Westmoor they won't be scared and they will know what to do I think it is a good idea because Westmoor have a good reputation I think it is a good idea for the 2 schools to combine together because we have lots of room and they haven't for playing and I don't want our uniforms to change to green I think it's a good idea because they can learn what we learn at this school and we can learn what they learn so I think it's a good idea I think it's a good idea because the Knowles Hill children if they come down here they will know what to do, what we do in school, what it's like, so they won't get lost there are lots of rules, how fun it is, what prizes they get if you are good at attendance and fun bits I think it's a good idea because you can get used to this school, get used to big schools, and they know how to behave

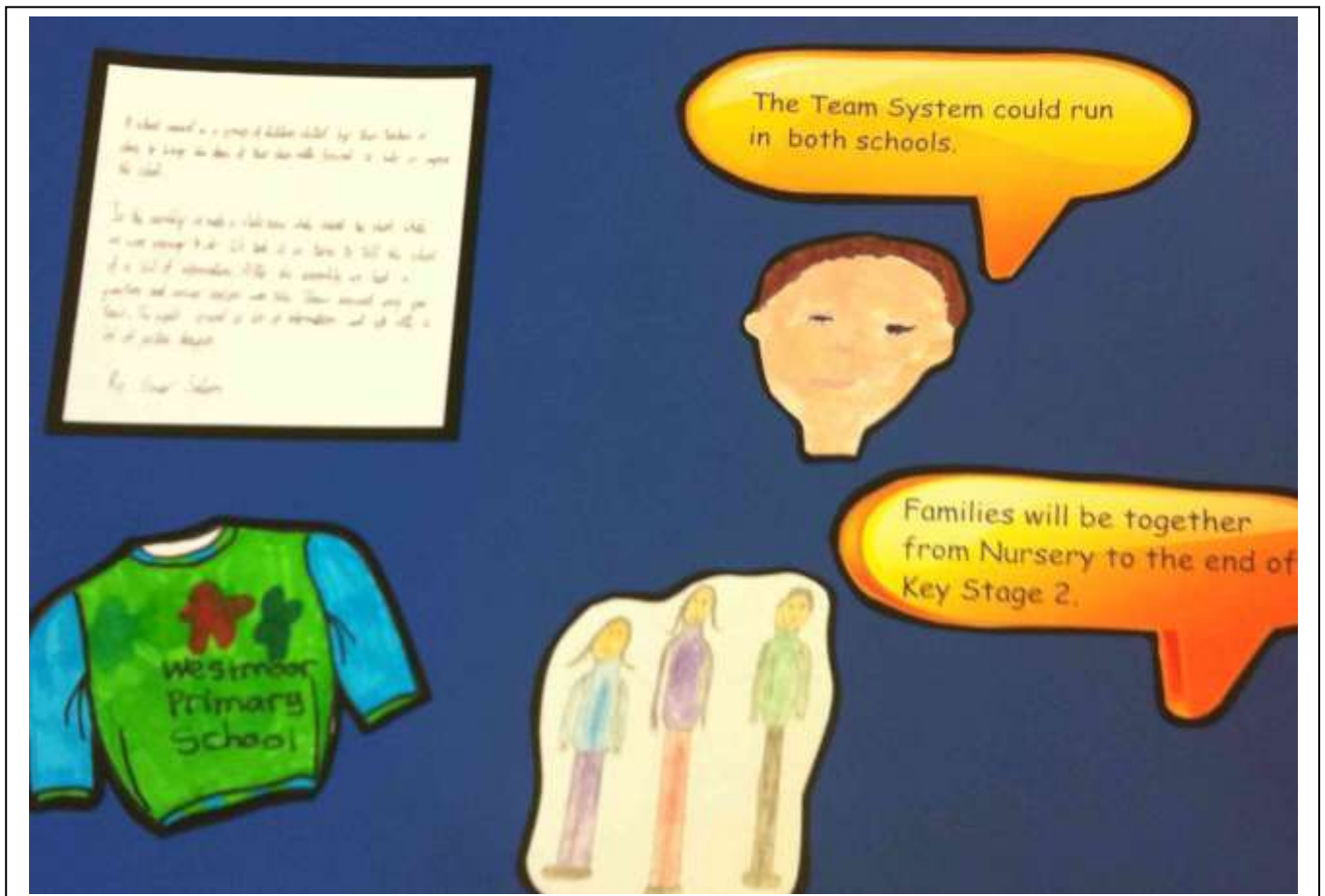
<p>Pupils Westmoor Junior School Council 4 Good Idea and Bad Idea</p> <ul style="list-style-type: none"> • I think that Knowles hill is quite a good idea because then we can have a bigger school and show how good we are but it's a bad idea as well because we do support stay • I think it is a good idea because in a kind of way for Miss John and the teachers to get to know the other staff at the other school and I think it is bad idea because it is going to be harder for Miss John as well because she might have to look after both schools which is harder. • I think it s a good idea because it's a good opportunity for other people but I think it's quite a bad idea because the school will be a bit more cramped • I think it's a good idea because you can make more friends but I also think it's a bad idea because when they go home and come to school there will be a lot of traffic
<p>Pupils Westmoor Junior School Council 9 Bad Idea</p> <ul style="list-style-type: none"> • I don't think it's a good idea to for Westmoor to Knowles Hill because if they are building a new building in the field there won't be enough for us to play on in the summer and they make the school uniform green instead and I don't like the idea of making it green. • I think it's a bad idea because the people coming to Westmoor they don't if Westmoor is Knowles Hill or Knowles Hill is Westmoor and the same logo because it is going to change so they might get muddled up • I think it's a bad idea because they don't actually know the people on the school. • I think it's a bad idea because I think the children from Knowles Hill will have to come down to the school for a secondary school • I think it will be a bad idea, well quite a bad idea to merge the two schools because probably the uniform and the logo will change and then the new people in Knowles hill will have to buy a new uniform even before they actually move up to junior school it will cost a lot more for the parents • I think it's a bad idea because the other children will find it hard to mix the older children • I think it's a bad idea because little kids just come to Knowles Hill and if they come to Westmoor it's got loads of big kids and they might get scared or they might get lost • I think it's not a good idea to basically join two schools and have a different kind of like label because people have to buy new stuff • I think it's a bad idea because as year 6's you've got to watch out for year 3's and if there are more years in it you are going to have to be even more careful and then like you won't be actually able to do anything at playtime then you need to get an extended assembly hall which will mean they'll have to take out some of our playground out then while the small playground anyway so we will end up with a tiny playground with a lot of kids
<p>Respondent not specified 1 Response not specified</p> <ul style="list-style-type: none"> • Would like staff at Westmoor to also apply for the same jobs as staff at Knowles Hill will have to apply
<p>Respondent not specified 1 Don't Know</p> <ul style="list-style-type: none"> • Hopefully the decision made would be in the best interests of the children first and foremost. I do hope that the staff from Knowles Hill and Westmoor are treated equally and every best effort is made to keep people employed in the job they had an interview and were contracted to. I do feel that Knowles Hikll have a lovely ethos and community spirit which should be kept alive choose when happens. The children at both schools should be disrupted as little as possible to make any changes run smoothly. I also believe that the name should not be based on Westmoor alone and should include Knowles Hill somehow, it would be so sad that a school that has been there for over a hundred years suddenly does not exist any more. This school is a very happy place for a lot of children who sometimes have very little to be happy about, this is a place where they feel settled and happy first and foremost. Hopefully the results of a child are not just going to be based on the results that they get on paper due to their work but are based on how far a child moves on in the rest of their learning and life their social and emotional needs should come first. I am very concerned that in a larger school that some of these children may get lost in it all and will not get the same attention. I hope in this case I am proved wrong. I also don't think that the move from infant to junior will be any easier as they still will have to move sites and start again with fresh faces choose what you call the school or whatever uniform the child wears. Having said all this I would prefer that the school moves on rather than go in a different route. Whatever the outcome, i hope it is a fair positive one what will serve this community and the needs of the children and families in it and keep the spirit alive. We are not numbers but individuals



A school council is a group of children elected by their teachers or class to bring the ideas of their class mates forward to help or improve the school.

In the assembly we made a slide show which showed the school what we were proposing to do. We took it in turns to tell the school of a bit of information. After the assembly we had a question and answer session where Mrs Shaw answered any questions. The pupils covered a lot of information and left with a lot of positive thoughts.

By Umar Saleem.





Due to the report prepared by the school council that Westmoor Junior School is merged with Kenner Hill Infant and Nursery School, the school council has taken action to find the pros, cons and what the people think about the subject. This report covers some points, such as our status as a school council, and an explanation about the merging of the two schools.

As a school council, our responsibility is to make sure that all people get their points of view across, and make sure that the important decisions that we make mean that everyone is happy. With the important matter of the merging at hand, it is vital that we do not just cover some people's points of view, or only cover the pros or cons. We have questioned pupils, teachers and parents, and have made a good presentation about the thoughts of parents, pupils and teachers thoughts on the merging and additional ideas.

We previously discussed the best way to explain it to the students was to tell them about it in an assembly, so that's just what we did. Mrs Shrew wrote a short play which we acted out, including quite humour and a slide showing followed by a question and answer session. The pupils asked some very interesting and in some cases hard to answer questions. We collected the ideas and included them in our document and C.D. Overall the view was very positive and we are looking forward to the future.

Thank you for reading this report, I hope it has been a help in understanding the school council and our role in the merging of Westmoor Junior School and Kenner Hill Infant and Nursery School.

By Jacob Moss
Leader of the School Council

Statutory consultation about the proposal to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3 -11

Knowles Hill Infant and Nursery School
Governing Body consultation meeting at 4.30pm on 29th September 2012

Present

6 Governors

4 LA representatives

The LA was present to formally consult with the Governing body as part of the statutory six week consultation.

LA officers informed the Governing Body about the proposal to bring together Knowles Hill Infants and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3-11. The proposal is intended to support transition. The future school would be situated in the two current buildings.

All Governors were encouraged to give their feedback either individually or collectively. .

The proposed implementation date is 1st April 2013.

- If it gets to this stage then the Governing Body would need to look at staffing structure.

Can you tick more than one stakeholder if you are both parent and governor?

- Yes. The LA is interested in the range of views and if you play more than one role this will be reflected in the outcome report.
- The LA are holding parent drop in sessions at each school to which anyone can attend. There will be a separate meeting with staff where union representatives have been invited.

Will there be a new staffing structure?

- This will be looked at closer to implementation date. The Governing Body would need to look at this to reflect the new school and to enable both sites to be managed effectively.

How will the administration work?

- This will be discussed closer to implementation date and decided by the Governing Body

If there is a change in staffing structure who will decide? Which Governing Body?

- This proposal is still at consultation stage. It is proposed that the Governing Body would reconstitute to include representatives from both Knowles Hill and Westmoor. To support the transition a joint working party could be established.

In terms of leadership structures how will this work?

- The staffing structure would be looked at by the reconstituted Governing Body.

If the school closes as proposed what will happened to the school budget? For example if the school is in deficit would this then be transferred over to Westmoor?

- If the school closes then the deficit would go to the LA. Knowles Hill will need to keep on top of their budget.
- The LA would recommend that if the school was to close then the legacy of the school is to be celebrated to bring a "good" closure. This has happened in other schools.

If at the end of the consultation there is a strong opposition to the school closing what will happen?

- The reasons for such opposition would need to address the strong educational arguments why the schools should be brought together.
- All the responses will be included in an outcome report which will be presented to the Cabinet who will make a final decision.

What will happen to the Governing Body of Knowles Hill?

- The Westmoor Governing Body would look at reconstituting as a new Governing Body to include representatives from both Knowles Hills and Westmoor School. This would be building on strengths of existing governors.

How will the transition from KS1 to KS2 be improved?

- There would be the opportunity for more consistency across staffing. The leadership team would have more control. The aim is to have a seamless transition. There will be two sites but will have the same ethos, staffing and management arrangements.

Could Knowles Hill be inspected by Ofsted before it closes? And what would happen if Ofsted want to inspect the new school

- Ofsted could inspect the school before it closes. After the change, Ofsted would inspect the school as an all through institution.

Governors were thanked for their attendance and participation.

Statutory consultation about the proposal to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3 -11

Westmoor Junior School

Governing Body consultation meeting at 6.30pm on 22nd October 2012

Present

11 Governors

3 LA representatives

Officers explained to the Governing Body about the proposals to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3-11. The LA was present to formally consult with the Governing Body as the statutory six week consultation had begun.

Officers explained that both buildings would continue to be used as currently.

All Governors were encouraged to give back their feedback either individually or collectively. .

The meeting was opened to questions and comments

Parents at St.John's CE(VC) Infant School are worried that their child may not get a place at Westmoor Junior School.

- The LA propose a change to the admission arrangement between Westmoor Junior and St.John's Infant school so that St.John's is recognised as a linked feeder school. This would mean that parents would get a higher preference when applying to the school.
- The LA would not be proposing to expand places therefore will have the same number of places in Key Stage 2.

Some parents are concerned about the process.

- The LA have arranged parents' drop in sessions at Westmoor, Knowles Hill and St.John's and hope that any concerns will be addressed there.

How would this work practically with 2 different sites?

- The buildings will remain the same as now. Key Stage 1 would still be delivered at Knowles Hill Road and Key Stage 2 would continue at Church Lane. The Head and Governing Body would decide an appropriate staffing structure to manage the split site school and would look at having a senior manager on both sites. There are examples where this is managed elsewhere eg Westborough High School

What has the response been like?

- The key themes which have emerged to date concerns relating to are uniforms, staffing structures and opening times of the school and how the spit site would work.

Can the Governing Body see the responses?

- Yes this will all be in an outcome report which will be published online for the public to view and we will ensure we make this available too school.

If the proposal does go through then Westmoor will need to look at uniform.

Have there been many responses?

- We are only part way through the consultation and there has been a modest response at this moment.

Governors were thanked for their attendance and encouraged to respond to the consultation.

Statutory consultation about the proposal to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3 -11

St.John's CE (VC) Infants School

Governing Body consultation meeting at 6.00pm on 24th September 2012

Present

8 Governors

3 LA representatives

The LA opened the meeting by explaining the proposal to bring together Knowles Hill Infants and Nursery school and Westmoor Junior School to form a single primary school for pupils aged 3- 11. The school is proposed to remain in the existing buildings.

The LA wants to formally involve St. John's Infant school in the consultation. The LA will be having meetings with the staff, parents and the Governing Body. This proposal does not directly affect the school in terms of organisation, staffing and governance but does have implications as the majority of pupils transfer from St.John's to Westmoor from Key Stage 1 to Key Stage 2.

The LA propose a change to the admission arrangement between Westmoor Junior and St.Johns Infant school so that St.John's is recognised as a linked feeder school, this would mean that parents would get a higher preference when applying to the school.

Currently not all children from St.John's go to Westmoor, however if that was the case then the LA would look to accommodate all the children.

The meeting was opened to questions and comments

What will happen to the buildings?

- The buildings will remain the same as now, so Key Stage 1 would still be delivered at Knowles Hill road.

Westmoor and Knowles Hills are different areas. You would need a Head teacher on site to deal with the day to day queries? Will the LA put any resources in place?

- The Head and Governing Body will decide the staffing structure to manage the split site school they would look at having a senior manager on both sites.

The LA has converted to a two tier system which is being implemented in Whitcliffe to reduce transitions. As St.John's is an infant school does this make it more vulnerable in the long run?

- The work undertaken in the Withcliffe Mount pyramid was due to change from a 3tier to a 2 tier system. The current proposals for Westmoor and Knowles Hill do remove a transition point. St. John's would not be vulnerable as a result

St.John's Governing Body has been talking with Westmoor Head teacher and the Governing Body about the proposals to ensure that the relationships between the school, particularly in relation to transition remain strong.

If Westmoor becomes an academy later on would these change things? For example if they want to increase their KS1 section?

- Academies are able to propose changes to their numbers; however when an academy put in for a change the DFE would consult the LA to see if there is a need in the area. There are no plans for Westmoor to become an Academy

Statutory consultation about the proposal to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3 -11

Knowles Hill Infants and Nursery School Staff consultation meeting 4.30pm on 3rd October 2012

Present

Approximately 25 staff
4 LA representatives
2 UNION Representatives

The LA is currently in the process of a statutory consultation regarding the proposal is to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School as an all through primary school to reduce transition for children. There would continue to be two separate sites. There would be a single Headteacher and one Governing Body. The proposal is to technically close Knowles Hill and extend the age range of Westmoor Junior School.

Most of the children that attend Knowles Hill transfer to Westmoor Junior School. By bringing the two schools together there would be continuity and shared ethos. For staff this could be an opportunity to develop and work with KS2 children.

St John's CE (VC) Infant School is the other KS1 school sending pupils to Westmoor Junior School. The LA is holding meetings with staff, parents and Governing Body to keep them informed and enable them to feed back to the consultation.

Staff were invited to make comments and ask questions

Will the substantive staff remain at the school and does this apply to support staff?

- A new staffing structure would need to be looked at by the Governing Body if the proposal were agreed.

Are the changes to be implemented on 1st April 2013?

- The proposed implementation date is the 1st April; it is anticipated that at that time staff would become part of a single school. Changes for staffing would need to be reviewed by the Governing Body and is likely to be a gradual process to meet the need of the children.

Will there be a new Governing Body?

- The Governing Body would be reconstituted to include representation from both Knowles Hill Infant and Nursery School and Westmoor Junior School.

Would this put staff at Knowles Hill at a disadvantage when looking at staffing structure? At present the Knowles Hill Governing Body know the staff at the school. A new Governing Body they would not have the same relationship with the staff.

- If a staffing structure was reviewed then this would be done in a fair and transparent way and Unions would be consulted.

Support staff have been told to re-apply for their jobs. Will this happen again if the schools came together?

- The Governing Body would look at an appropriate staffing structure. The process for transferring staff would take place where possible to cause minimal disruption.

So if support staff have a permanent contract they could find themselves applying for the same job?

- This would be looked at by the Governing Body. Any changes involved in the new structure would be fair and transparent process. This is not a staff reduction exercise. Forecasts indicate that number of pupils in the area is growing and therefore there is a need for maintaining similar staffing levels.

Would redeployment be offered to staff that were unsuccessful in getting a job under the new structure?

- Yes

Would the name of the school change?

- If proposal goes through then it would be appropriate to look at a new name to reflect the all through primary.

When will a decision be made?

- A cabinet report will be presented in November/December where all the responses, meetings with the Staff and the Governing Body will be presented included. After that Cabinet will decide whether to move forward to the next stage of the process which would be publication of a statutory notice. A final decision would be made in February.

Staff were encouraged to feed back to the consultation both individually and collectively.

Statutory consultation about the proposal to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3 -11

Westmoor Junior School

Staff consultation meeting at 3.30pm on 12th October 2012

Present

Approximately 28 staff

4 LA representatives

The LA gave an outline of the proposals to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3- 11. The proposal is to technically close Knowles Hill and lower the age range of Westmoor Junior. Kirklees Council has a policy to reduce transition points where the opportunity arises. The School would have one Headteacher and one Governing Body. This proposal is to keep both school sites open. The LA currently does not have the capital to bring both school buildings together..

The LA recognises that children from St.John's attend Westmoor. To further strengthen the links, it is proposed that children who attend St. John's would have higher priority admission arrangements.

Staff were encouraged to make a response online, by paper copy, as a group, or individually.

As a staffing group we have worked very hard to raise the standards at Westmoor. Knowles Hill standards are an issue. If the proposal goes through then will this have an affect on Westmoor?

- If the proposals go ahead then following implementation the school would be inspected as a new School

Could we ask to have an inspection before joining the school?

What would prevent these proposal from happening?

- This is the consultation stage and feedback is being sought from all stakeholders. There would need to be a strong educational argument as to why the proposal to bring the two schools together should not happen.

Would this have happened if Knowles Hills standards were not an issue?

- Yes, as the council policy is to reduce transition where opportunity arises. For example if a headteacher is retiring then this is always considered

What about the staffing structure?

- There will be a point that a new structure would be in place should things progress

What will happen to staff?

- The new staffing structure would be looked at by the Governing Body which would have representations from Knowles Hill and Westmoor.

ill there be new posts?

- This would be looked at in more detail at this stage it is too early. This proposal is not a cost cutting exercise.

What are the advantages of this?

- Continuity for children and better outcomes for children. A larger, all through school would have more opportunities for staff development.

Can the LA build a KS1 on the Westmoor site?

- The LA does not currently have the capital but this would be looked at in the future.

The disadvantage of this would be that staff would be on separate sites. The day to day running of things and not have the regular communication?

- This would be looked at in detail if the proposal goes ahead for example new methods of communication to the whole staff group.

This would be good for children with SEN as we would be able to work with them longer.

All staff were encouraged to respond to the consultation either individually and / or as a group.

Statutory consultation about the proposal to bring together Knowles Hill Infant and Nursery School and Westmoor Junior School to form a single primary school for pupils aged 3 -11

St John's CE(VC) Infant School

Staff consultation meeting at 12.15pm on Tuesday 2 October 2012

Present

20 present including 3 LA officers.

The LA officer gave an overview of the proposal. There would be no direct impact on St John's, but the proposals do affect Westmoor Junior School, the school into which St John's feeds. The Council has a policy of bringing together separate infant schools and junior schools where opportunity arises. This results in fewer transition points. The retirement of the Headteacher at Knowles Hill I & N School gave an opportunity for bringing together that school with Westmoor Junior School. The proposal is to technically close Knowles Hill and lower the age range of Westmoor Junior School.

The Governing Body at St John's CE(VC) Infant School were strongly concerned about the school's position as a feeder school for Westmoor, so part of the proposal is to change the admission arrangements so that pupils on roll at St John's would have a higher priority for a place in year 3 than other pupils.

Staff views are very important, so feedback is greatly encouraged. At the end of the 6-week consultation period, all comments will be fed back to councillors for them to make an informed decision regarding the next stage of the process. A final decision would be expected around February 2013, for implementation to take place on 1 April 2013.

Has anything similar happened in Kirklees?

- Yes, the two Ashbrow schools have recently gone through this process to form one all through primary school. Here there was one infant and one junior school. There has not been a situation in which there previously were 2 infant schools, where one infant school became all through with the juniors leaving the second infant school separate. But the process for bringing schools together is not unusual.

There is a concern that St John's would become isolated. And Should Westmoor Junior School decide to convert to Academy, this would be a real worry.

- As it stands, Westmoor is a 3 form entry school. The viability of the school depends very much on the pupils in the priority admission area, including those that would come to them from St John's

Parents like fewer transition points, so there are concerns that less pupils would come to St John's if there is an all through option available to them.

- Sufficiency of places has been investigated, and all the places are required, such is the demand in the area, so it is not envisaged that St John's would suffer.

Westmoor Junior School have transition from the two infant schools as a high priority. Could this suffer as a result of fewer pupils transferring?

- It would be in the school's interest to do at least what is being done at present; this is vital to integrate pupils and families. The Governing Body at Westmoor Junior School recognise that the strong relationship between Westmoor and St John's and it will continue to be given high priority

Currently, the Infant schools are on an even keel, both starting from the same point. The proposal would mean this would be offset, and the possibility that St John's pupils could be disadvantaged.

- The pupils in key stage 1 from the proposed all through School would still be moving from another site, so there would be some parity of all pupils coming together afresh at a new building.

Is there a long term plan to bring St John's into the new school, to create one all though primary school?

- It is a Council policy to bring together separate infant and junior schools, but timing is crucial for each school involved. For Knowles Hill I & N School the Headteacher retiring as well as, its results had placed it in a vulnerable position, so the timing was right for that situation. This does not rule out potential in the future

An all though primary school could be daunting for pupils, as well as result in less nurturing.

- It comes down to the arrangements at the school that are in place in order for pupils to thrive.

There is concern over whether staffing levels at St.Johns would be affected. If parents were more attracted to the Knowles Hill Site

- There are no indications of any change in pupil numbers as a result of the proposal, and so staffing levels would remain as they are at present. The LA cannot make any guarantees; the pupil numbers are forecast to be growing rather than reducing.

The meeting closed with staff encouraged again to return their response forms. Councillors are eager to hear all views to help them to make the right decision.