

## **CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE'S SERVICES**

**Venue: Bailey House**

**Date: Wednesday, 28 April 2010**

**Time: 8.45 a.m.**

### **A G E N D A**

1. To determine if the following matters are to be considered under the categories suggested in accordance with the Local Government Act 1972
2. To determine any item which the Chairman is of the opinion should be considered as a matter of urgency
3. Apologies for Absence
4. Minutes of the meetings held on 7th April, 2010 and on 20th April, 2010 (copies attached) (Pages 1 - 8)
5. Proposed Amalgamation of the Maltby Craggs Infant and Junior Schools (report attached) (Pages 9 - 20)

**David Hill, report author**

6. Minutes of a meeting of the Building Schools for the Future Project Board held on 23rd March, 2010 (copy attached) (Pages 21 - 23)
7. EXCLUSION OF THE PRESS AND PUBLIC  

The following item is likely to be considered in the absence of the press and public as being exempt under Paragraph 3 of Part 1 of Schedule 12A to the Local Government Act 1972 as amended (information relating to financial or business affairs)
8. Financial Assistance to Adoptive Parents to Allow Siblings to be Placed Together (report attached) (Pages 24 - 25)

**Sue May, report author**

**Membership:-**

**Cabinet Member:- Councillor S. Wright**

**Councillors Havenhand, Senior Advisor, Currie and Tweed, Advisors**

**CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE'S SERVICES  
Wednesday, 7th April, 2010**

Present:- Councillor S. Wright (in the Chair); and Councillor Currie.

Apologies for absence were received from Councillors Havenhand and Tweed.

**D152. MINUTES OF THE PREVIOUS MEETINGS HELD ON 23RD MARCH 2010 AND ON 24TH MARCH 2010**

Resolved:- That the minutes of the meetings held on 23rd March, 2010 and on 24<sup>th</sup> March, 2010 be approved as correct records.

**D153. MINUTES OF A MEETING OF THE CHILDREN'S BOARD HELD ON 10TH MARCH, 2010**

Resolved:- That the contents of the minutes of the meeting of the Children's Board held on 10th March, 2010 be noted.

**D154. 'THE LEARNING REVOLUTION: MAKING IT HAPPEN' - LEAD ACCOUNTABLE BODY STATUS**

Consideration was given to a report presented by the Learning Network Manager concerning the intention of the Learning and Skills Council and the Department for Business, Innovation and Skills that, with effect from 2011/12, all of the Learning and Skills Council funding for informal adult learning will be channelled through the Local Authority. Reference was made to the advice issued by the Local Government Association on this matter.

The report stated that, in April 2010, the Learning Skills Council would be abolished and adult learning will be managed by a new successor body called the Skills Funding Agency. Local authorities are being invited to take responsibility for the local agenda and to provide local leadership and the infrastructure to create a joined up, innovative local learning offer.

Resolved:- (1) That the report be received and its contents noted.

(2) That, in accordance with the requirements of The Learning Revolution, it be agreed in principle that Children and Young People's Services shall become the Lead Accountable Body for adult learning in the Borough area.

(3) That a further report be presented to a future meeting of the Cabinet Member and Advisers for Children and Young People's Services, after receipt of additional information on the key leadership responsibilities of the lead accountable body.

**D155. REVIEW OF DIRECT PAYMENTS**

Consideration was given to a report presented by the Children and Families Special Needs Service Manager concerning recommendations relating to Children and Young People's Services' use of Direct Payments.

Appended to the report was the action plan to address the review's recommendations. The action plan was prepared for implementation between November 2009 and July 2010 and essential to its success was an immediate review of the criteria for direct payments and of current allocations against those criteria. This review should have regard to the latest statutory guidance, Community Care Services for Carers and Children's Services (Direct Payments) (England) Regulations 2009 and use eligibility criteria in line with those used in this Authority's Neighbourhoods and Adult Services. An essential action prior to conducting any review is the preparation of practice guidance, based on those for Neighbourhoods and Adult Services but related to risk assessment for Children in Need, so that the review, and future allocations, may be conducted consistently.

Resolved:- (1) That the report be received and its contents noted.

(2) That approval be granted for the development of practice guidance for assessing eligibility for direct payments allocations in Children and Young People's Services.

(3) That the practice guidance for Children and Young People's Services shall be consistent with that in Neighbourhoods and Adult Services in applying the "critical" and "substantial" criteria of risk in the Fair Access to Care guidance to the Children in Need framework in assessing eligibility for future Direct Payment allocations.

(4) That a review of current Direct Payments allocations against the practice guidance shall be undertaken as soon as the guidance is in place.

(5) That the outcome of the review, referred to (4) above, shall be reported to a meeting of the Cabinet Member and Advisers for Children and Young People's Services during July 2010.

**D156. CHILDREN AND YOUNG PEOPLE'S SERVICES NOTICE TO IMPROVE  
AND ACTION PLAN - PROGRESS UPDATE**

Further to Minute No. D128 of the meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 24th February, 2010, consideration was given to a report presented by the Performance and Quality Manager concerning the Children and Young People's Services' Improvement Plan summary. Members noted that detailed regular monitoring continues to take place against a number of

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actions across several themes.

The report provided an overview of the progress made since the Minister of State's Notice to Improve was received, included the RAG (red, amber, green) rating and direction of travel for the areas of improvement and identified some areas of good performance and key risks to meeting the stretching targets set for the Council and its strategic partners.

Resolved:- (1) That the report be received and its contents noted.

(2) That the progress being made against the targets set in the Notice to Improve be welcomed.

(3) That further progress reports continue to be submitted to the Cabinet Member and Advisers for Children and Young People's Services.

**D157. CHILDREN AND YOUNG PEOPLE'S PLAN 2007 TO 2010 -  
PROGRESS UPDATE**

Further to Minute No. D98 of the meeting of the Cabinet Member and Advisers for Children and Young People's Services held on 16<sup>th</sup> December, 2009, consideration was given to a report presented by the Performance and Quality Manager, summarising progress against the commitments within the Children and Young People's Plan 2007-2010. It was noted that quarterly progress reports are collated for each commitment outlined in the Children and Young People's Plan 2007-2010. The previous progress reports (October 2008, April 2009 and December 2009) showed that significant progress had been achieved across the Children and Young People's Service and with the Authority's partners in relation to the commitments agreed within the Children and Young People's Plan. The latest update (January 2010, covering the period September to December, 2009) shows that this progress is continuing.

It was noted that preparations were taking place for the publication of a new Children and Young People's Plan during the Summer, 2010.

Resolved:- That the report be received and its contents noted.

**D158. CHILDREN AND YOUNG PEOPLE'S PLAN 2010 TO 2013 -  
CONSULTATION AND EMERGING PRIORITIES**

Consideration was given to a report presented by the Performance and Quality Manager stating that later this year the Children's Trust Board will publish a new Children and Young People's Plan, replacing the existing Plan which lasts until June 2010. The new Plan will continue to set the strategic priorities for the work of partners on the Children's Trust Board and will last from 2010 until 2013. It is now also a requirement for the Children and Young People's Plan to be prepared and owned by the Children's Trust Board. The report stated that the guidance issued by the Department for Children, School and Families is explicit in its requirement

for broad consultation about the Children and Young People's Plan.

Members noted that the findings of the consultation on the new Plan have been considered in the context of other factors affecting Children and Young People's Services, including the Notice to Improve and the annual Audit of Need. A draft of the Children and Young People's Plan 2010-2013 (appended to the submitted report) has been prepared for the purposes of further consultation.

Reference was made to the four priorities (termed 'big things') of the Plan:-

- (i) Keeping Children and Young People Safe;
- (ii) Prevention and Early Intervention;
- (iii) Tackling Inequalities;
- (iv) Transforming Rotherham Learning.

Resolved:- (1) That the report be received and its contents noted.

(2) That the report and draft Children and Young People's Plan 2010 to 2013 be submitted to the meeting of the Children's Board to be held on Wednesday, 21st April 2010.

(3) That a further report be submitted to a future meeting of the Cabinet Member and Advisers for Children and Young People's Services on the outcome of the consultation process about the Children and Young People's Plan 2010-2013.

**D159. FOUNDATION STAGE ASSESSMENT RESULTS - SUMMER 2009**

Consideration was given to a report presented by the Assistant Head of School Effectiveness Service containing details of the primary schools' Foundation Stage assessment results for 2009 and how they compare to previous years and to the national average.

Resolved:- (1) That the report be received and its contents noted.

(2) That the marked increases in the outcomes as reported through the Early Years Foundation Stage Profile be noted.

(3) That the drive to encourage all schools to continue to improve their results and to strive to reflect outcomes more in line with national averages be endorsed.

(4) That the drive to improve standards, particularly in Communication, Language and Literacy, throughout the Early Years Foundation Stage together with the attainment of boys and other vulnerable and underachieving groups, be endorsed.

(5) That the drive to narrow the gap between the average for the lowest

20% band and the Local Authority median be endorsed.

**D160. TEENAGE PREGNANCY STRATEGY - UPDATE**

Consideration was given to a report presented by the Sexual Health Lead Officer (NHS Rotherham) concerning the progress of Rotherham's Teenage Pregnancy Strategy. The report stated that the National Teenage Pregnancy Strategy (1999) established the requirement for local authorities to reduce the under-18 conception rate by 50% by 2010, from the 1998 baseline of 56.4 (under 18 conceptions per 1,000 girls aged 15-17 years). Whilst the overall trajectory for Rotherham is downward, 2008 has seen a slight increase and progress against the target is unlikely to be sufficient to achieve the 2010 target. The under-18 conception rate target is a Local Area Agreement top 35 indicator and included within the Yorkshire and Humber Strategic Health Authority Vital Signs performance measures. These targets would require a 27% reduction for 2008/09 and 39% in 2009/10.

Rotherham is an area monitored by Government Ministers, who are pleased with the Borough's current progress in relation to the increased efforts towards reducing under-18 conceptions.

The current priorities of the strategy are:-

: targeted interventions with high risk young people;

: increasing the role of parents in improving outcomes for young people particularly around talking to them about sex and relationships;

: a more systematic approach to comprehensive contraceptive provision.

Resolved:- (1) That the report be received and its contents noted.

(2) That the current position of Rotherham's Teenage Pregnancy Strategy be noted and the various actions identified in the submitted report be endorsed.

(2) That the report be also submitted to the meeting of the Children's Board, to be held on Wednesday, 21st April 2010.

**D161. EXTENSION TO COLERIDGE CHILDREN'S CENTRE**

Consideration was given to a report presented by the Early Years and Childcare Strategy Manager describing a proposal to improve the capacity of the Coleridge Children's Centre in order to meet the needs of children and families within its local reach area. The proposal was to extend the foundation unit within the Coleridge Primary School in order to increase the space available to the Children's Centre. This increase in space will increase the capacity of the room which accommodates the children aged two years, from eight children to twenty-three children. The size of the

family room will also be increased to provide more space for service delivery.

The report stated that funding for this scheme was available from the Sure Start Early Years and Childcare Grant and it was anticipated that the construction work should be completed by March 2011.

Resolved:- (1) That the report be received and its contents noted.

(2) That the plans and expenditure for the extension of the Coleridge Children's Centre, as detailed in the report now submitted, in order to increase the accommodation available for the delivery of Children's Centre services, be approved.

(3) That an appropriate press release be issued on this matter.

**D162. EXCLUSION OF THE PRESS AND PUBLIC**

Resolved:- That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in those paragraphs, indicated below, of Part 1 of Schedule 12A to the Local Government Act 1972 as amended.

**D163. PROPOSED REVIEW OF YOUTH SERVICE PROVISION**

Consideration was given to a report presented by the Strategic Director of Children and Young People's Services concerning a proposed review of Youth Service provision. The report included a methodology and timetable to create a model across the Borough that meets existing demands and ensures an effective value for money delivery, in line with key recommendations from the Scrutiny Review "Future Challenges for the Youth Service". Reference was made to the specific proposal to prepare a business plan for Outdoor Learning service provision.

Resolved:- (1) That the report be received and its contents noted.

(2) That a further report be submitted to a future meeting of the Cabinet Member and Advisers for Children and Young People's Services containing a strategy for the next stage of the Youth Service review.

(3) That, at a future meeting, further consideration be given to the option to develop a Business Case for the Outdoor Learning Service.

(4) That the Youth Service review be informed by the current Visioning Initiative being led by the Voice and Influence Unit within the Children and Young People's Services' Directorate.

(Exempt under:-

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: Paragraph 3 of the Act – information relating to financial or business affairs;

: Paragraph 4 of the Act – information relating to consultations about labour relations matters)

**D164. DEVELOPMENT OF SERVICES FOR PARENTS WITH LEARNING DISABILITIES IN CHILDREN'S CENTRE REACH AREAS**

Consideration was given to a report presented by the Early Years and Childcare Strategy Manager concerning the proposed extension of the existing Service Level Agreement with the Rotherham Advocacy Partnership to deliver the Supporting Parents with Additional Needs project for a further three months, in order to progress with tendering for the new contract. Members noted the intention to invite tenders for a new contract which would last for a period of two years, until 31<sup>st</sup> August, 2012, subject to the availability of the necessary grant funding.

Resolved:- (1) That the report be received and its contents noted.

(2) That, in accordance with Standing Order No. 38, the extension of the existing Service Level Agreement with the Rotherham Advocacy Partnership, for a period of three months, shall be exempt from the contract requirements of Standing Order No. 48, as detailed in the report now submitted.

(Exempt under Paragraph 3 of the Act – information relating to financial or business affairs)

**D165. MINUTES OF A MEETING OF THE EDUCATION CONSULTATIVE COMMITTEE HELD ON 4TH MARCH, 2010**

Resolved:- That the contents of the minutes of the meeting of the Education Consultative Committee, held on 4th March, 2010, be noted.

(Exempt under Paragraph 4 of the Act – information relating to consultations about labour relations matters)



**CABINET MEMBER FOR CHILDREN AND YOUNG PEOPLE'S SERVICES**  
**Tuesday, 20th April, 2010**

Present:- Councillor S. Wright.

Apologies for absence were received from Councillors Currie, Havenhand and Tweed.

**D166. APPOINTMENT OF LEA SCHOOL GOVERNORS**

Pursuant to Minute No. C50 of January 2000, consideration was given to nominations received to fill Local Authority vacancies on school governing bodies.

Resolved:- (1) That, with the effective date of appointment as shown, the following appointments be made to school governing bodies, subject to satisfactory checks being undertaken:-

**New Appointments**

Wath Central Primary	Mr. Paul Mangham	20.04.2010
Thrybergh Comprehensive	Miss Amy L. Holden	20.04.2010

**Re-appointment**

Aston Springwood Primary	Mrs. Jennifer Hudson	06.06.2010
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(2) That the application in respect of Mr. M.S. be not approved.

(3) That consideration of the remaining application be deferred, pending receipt of additional information.

<b>ROTHERHAM BOROUGH COUNCIL - REPORT TO MEMBERS</b>
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1.	<b>Meeting:</b>	<b>Children and Young People's Services Cabinet Member and Advisers</b>
2.	<b>Date:</b>	<b>Wednesday 28<sup>th</sup> April 2010</b>
3.	<b>Title:</b>	<b>The proposal is to 'amalgamate' Maltby Craggs Infant and Junior Schools by the closure of Maltby Craggs Junior School and the expansion and the change of the age range at Maltby Craggs Infant School from 3-7 to 3-11. (Maltby Ward)</b>
4.	<b>Directorate:</b>	<b>Children and Young People's Services</b>

### 5. Summary

Maltby Craggs Infant and Maltby Craggs Junior Schools are both separate schools. The report to Cabinet Member on 24<sup>th</sup> February 2010 approved a pre-statutory consultation on the proposal to amalgamate the two schools by closing the Junior School and expanding and changing the age range at the Infant School. Members have previously agreed to consult as appropriate where two schools meet the considerations for amalgamation which are described in the 'School Organisation Plan'. Pre-statutory consultations have been undertaken with School Governors, Staff and Parents, and copies of the consultation papers have also been sent to Ward Members. This report details the outcome of these pre-statutory consultations.

### 6. Recommendations

**It is recommended that the statutory consultation on the proposal to 'amalgamate' Maltby Craggs Infant and Maltby Craggs Junior Schools by closing the Junior School and expanding and changing the age range at Maltby Craggs Infant School as described in Appendix 'A' is begun and that a further report be brought to Members with details of the outcome of the formal consultation.**

## 7. Proposals and Details

The proposal to be consulted on is:-

It is proposed to 'amalgamate' Maltby Craggs Infant and Maltby Craggs Junior Schools from September 2010. To do this, the Junior school will be closed and the Infant school will be expanded and will have its age range changed from 3 - 7 to 3 -11 years. Maltby Craggs Infant will, therefore, become a 'through' primary school and will accommodate the same number of pupils as are currently accommodated within the two schools.

The new School would have 420 places (R-Y6) with a Nursery unit of up to 78 places (39FTE). (This is the combined numbers of the current two schools) The school would have an admission number of 60. The school also incorporates the 'Stepping Stones' Children Centre.

The principal objectives of amalgamation are:

- 1) to provide a continuous primary entitlement across the key stages; and
- 2) to provide a unified management structure with a single school ethos which will be more efficient and make more effective use of resources.
- 3) Raise education standards

Considerations for amalgamation are described in the School Organisation Plan in Section 4, 'LEA Policies and Principles'. (These are described in **Appendix 'A'**)

There will be a vacancy for the Head Teacher's post at the Junior School, both schools are on the same site and the admission number of the two schools is 60. The conditions for consultation on amalgamation are, therefore, met.

A meeting was held on the 16<sup>th</sup> March, 2010 for the Governors of both schools. Further meetings were held on the 18<sup>th</sup> March 2010 for Staff from both schools together with Union Representatives, which was then followed by a meeting for Parents from both schools.

**(The minutes of these meetings are attached to this report)**

A small number of issues were raised at all these meetings and officers from the Authority responded to the questions asked. The following comments address the main issues raised at the meetings:

1) There were questions raised at the meetings on the impact the amalgamation may have on staff numbers. The advice given was that there would be an impact on the position of the Deputy Head teachers. The school would be given a four year protection period to support two Deputy Head Teachers. Previous 'amalgamations' have seen one of the Deputy Heads securing a headship in another school or moving onto to retirement. If this does not happen within the four year time period then it would be up to the Governors to decide whether or not to support two Deputy Heads from within the school's budget. The school was already in one building and it was unlikely that there would be any change to catering staff or building management. Some staff may have different duties within the administrative areas but these would be in terms of role not numbers and these would be fully discussed with staff by the Head Teacher.

2) Concern was expressed at the short time scale between the final decision to amalgamate and the implementation date in September. The meetings were advised of the timescale that had to be followed which is in line with statutory guidance. It appeared from all meetings that there was support for the proposal and whilst no final decision could be made there was no reason that following these meetings initial planning and preparation work could not be made between the two Head Teachers. Staff would also have support from the Local Authority and Governors.

3) A question was asked about the current building and any alteration work. The advice given was that the school hall was a standard size and would be suitable for all pupils. The schools had two staff rooms and it was likely that one would be used as a joint staff room and the other for work and preparation. The Local Authority would provide advice to the school on any necessary re-arrangements. The School was already of a sufficient size to accommodate all the pupils.

4) A question was asked about how objections could be made. All meetings were advised of the timetable for the consultation, the publication of the 'Statutory Notice' and how concerns/comments could be submitted as part of the statutory consultation.

All the meetings were supportive of the change and all the parents who attended the meeting were in favour of the proposal and felt that the change would help both them and the pupils.

No comments were received from local Ward Members.

## **8. Finance**

Financial savings which arise are savings on staffing, mainly from the loss of a Head Teacher's post from the school's budget. These are retained within the Schools Budget, which benefits all schools, including Maltby Craggs. The 'Minimum Funding Guarantee' procedures protect the school budget in 2011-12 and the school will enjoy additional funding in the first year of the budget because of the saving on the leaving head teacher's salary.

## **9. Risks and Uncertainties**

Formal objections may be lodged during the representation period following the publication of a statutory notice. A final decision should be determined by the Cabinet Member within 2 months from the end of the representation period. If this fails to be done, then the matter is referred to the Schools Adjudicator for decision.

## **10. Policy and Performance Agenda Implications**

The major theme supported by the proposal is 'to ensure that everyone has access to skills, knowledge and information to enable them to play their part in society'. The principle advantages of amalgamation arise from the continuous primary education entitlements which are:-

- Removal of the school transfer at the end of key stage 1;

- Provision of a whole school curriculum across the primary age range;
- A unified management structure with a single school ethos;
- The potential to remodel the staffing structure and to safeguard the staffing establishment when pupil numbers change across the key stages;
- A whole school approach to staff development across the primary phase; more efficient and effective use of resources, especially accommodation, when numbers fluctuate across the infant and junior phases.
- Raising of educational standards

## 11. Background Papers and Consultation

Report to Cabinet Member 24<sup>th</sup> February 2010, minutes of the meetings held with School Governors, staff and parents. The School Organisation Plan and the 'School Standards and Framework Act 1998'

The statutory consultation timetable is:

Publication of statutory notices	30th April 2010
6-week period for representations and objections closes	11 <sup>th</sup> June 2010
LA decision	7 <sup>th</sup> July 2010
Implementation	1 <sup>st</sup> September 2010

**Contact Name: David Hill, Manager, School Organisation Planning and Development, Ext 22536, [david-education.hill@rotherham.gov.uk](mailto:david-education.hill@rotherham.gov.uk)**

**Children and Young Peoples Services****Proposal to 'amalgamate' Maltby Craggs Infant and Maltby Junior Schools.****1 The Proposal and its Purpose**

The proposal is to 'amalgamate' Maltby Craggs Infant and Maltby Craggs Junior Schools from September 2010. To do this, Maltby Craggs Junior School will be closed and Maltby Craggs Infant School will be expanded and have its age range changed from 3 - 7 to 3 -11 years. The school will, therefore, become a 'through' primary school, which will accommodate the same number of pupils as are currently accommodated within the two schools.

The School would have 420 places (R-Y6) with a Nursery unit of up to 78 places (39 FTE). (This is the combined numbers of the current two schools) The new school would have an admission number of 60. The school also incorporates the 'Stepping Stones' Children Centre.

The principal objectives of amalgamation are:

- i) providing a continuous primary entitlement across the key stages; and
- ii) providing a unified management structure with a single school ethos which will be more efficient and make more effective use of resources.

In doing so this will lead to improved educational standards for the children and young people.

Considerations for amalgamation are described in the School Organisation Plan in Section 4, 'LEA Policies and Principles'. These are where:-

- 1) It is possible to accommodate all of the children on one site, thereby removing surplus places (if applicable).
- 2) The admission number(s) is already no more than 60, or can be reduced to no more than 60, by the associated removal of surplus places.
- 3) Both Key Stages are on the same site.
- 4) There will be a vacancy for one or both head teacher posts as a result of retirement or resignation.

**2 Existing Situation: Numbers on roll and Capacity****2.1 Maltby Craggs Infant School**

Net Capacity	=	180
Admission Number	=	60
Number on Roll (NOR)	=	154
Surplus Places	=	56

## Maltby Crags Junior School

Net Capacity	=	240
Admission Number	=	60
Number on Roll (NOR)	=	189
Surplus Places	=	91

Development of Numbers on Roll

Year	2008/09	2009/10	2010/11	2011/12	2012/13
Infant	154	153	145	144	163
Junior	189	182	182	199	195
<b>Total</b>	<b>343</b>	<b>335</b>	<b>327</b>	<b>343</b>	<b>358</b>

4 **Advantages and Disadvantages**

The principal advantages of amalgamation arise from the continuous primary education entitlement:

- removal of the school transfer at the end of key stage 1;
- provision of a whole school curriculum across the primary age range;
- a unified management structure with a single school ethos;
- the potential to remodel the staffing structure and to safeguard the staffing establishment when pupil numbers change across the key stages;
- a whole school approach to staff development across the primary phase;
- more efficient and effective use of resources, especially accommodation, when numbers fluctuate across the infant and junior phases.
- Removal of surplus places
- Raising of educational standards

Possible disadvantages of amalgamation are:

- the loss of the Head teacher of one of the schools which could impact upon accessibility to staff, parents and pupils (this may have particular relevance where schools serve areas of social and economic disadvantage);
- potential difficulties in bringing together two different sets of working practice;
- possible fear of and resistance to change amongst staff, governors and parents;
- in some (but by no means all) cases, a lack of staff expertise in teaching and management across the two key stages.

5 **Financial Implications**

Financial savings which arise are savings on staffing, mainly from the loss of a Head Teacher's post from the school's budget and the 'Minimum Funding Guarantee' procedures which protect the school budget in 2011/12. The savings will be contained within the Schools Budget, which will benefit all schools, including Maltby Crags.

**6 Consultation Timetable**

Cabinet Member to agree to consultation	24 <sup>th</sup> February 2010
Pre statutory consultation period, including meetings with governors, staff and families etc.	31 <sup>st</sup> March 2010
Report to the Cabinet Member	28 <sup>th</sup> April 2010
Publication of statutory notices	30 <sup>th</sup> April 2010
6 week period for representations and objections closes	11 <sup>th</sup> June 2010
LA decision	7 <sup>th</sup> July 2010
Implementation	1 <sup>st</sup> September 2010



**Minutes of the Meetings****Joint Governing Body Meeting held on Tuesday 16<sup>th</sup> March 2010**

Present: David Hill, Paul Carney, Simon Pringle and Ann Hercock (Local Authority), Sheila Ralph (Head of Infant), Lynne Wylam (Head of Junior) and members of the two Governing Bodies.

David Hill outlined the proposal to amalgamate Maltby Craggs Infant and Maltby Craggs Junior Schools from September 2010. To do this, Maltby Craggs Junior School will be closed and Maltby Craggs Infant School will be expanded and its age range will change from 3-7 to 3-11 years. The new school will become a 'through' primary school, which will accommodate the same number of pupils as are currently accommodated within the two schools.

He spoke about existing and predicted numbers on roll, financial implications and the advantages and disadvantages of amalgamation. A summary of the information had been distributed prior to the meeting, which also included a timetable for the consultation process.

Paul Carney spoke about the implications for the members of the two Governing Bodies should the proposal be approved.

He explained that Junior Governors would have the opportunity to fill any vacancies on the Infant Governing Body. There are various models for a governing body based on government legislation. The Infant Governing Body could be expanded (the maximum number is 20) and could also have associate members who would be able to contribute to discussions but would not be able to vote.

The biggest difficulty would be that there is no provision for additional staff governors.

Simon Pringle spoke about the advantages of an amalgamated school, particularly for children making the transition from Y2 to Y3. Research suggests that 7 year-olds who transfer from an infant to a junior school do not make as much progress as a child in a through primary school.

He stressed that Head Teachers would support and reassure staff throughout the transition period and that the Governors would have an important role in the process.

Questions and comments were then invited which were as follows:-

(Junior Governor) Would there be a joint staffroom to prevent an 'us and them' feel and would one school hall be big enough to accommodate all of the children?

One suggestion is that the existing staffrooms could be used for different purposes. One could be used for break times and recreation and the other for work and preparation. Staff would be asked to express their views and consider viable options. The Head Teacher agreed to look at possible solutions with staff.

It was confirmed that all children could be accommodated in one school hall.

(Infant Governor) Until the Local Authority decision is made on 7<sup>th</sup> July, it will be difficult to make any alterations to the schools before the end of the summer term.

Any major work would usually be carried out during school holidays but short term solutions could be used in the interim period.

(Infant Governor) I am wondering about my own tenure as a Governor if the proposed amalgamation is approved. However, I am in favour of the proposal. The amalgamation of the Maltby Manor schools has worked well.

(Infant Governor) This meeting is about agreeing to the principle of amalgamation. The meetings with staff and parents on Thursday are crucial. Allaying fears is key and should be done as soon as possible.

(Local Authority) There is no requirement to vote but it would be useful to know if Governors are in favour or not and if there are any particular concerns.

It was agreed that there was general approval of the proposal and that it should be looked at in the best interests of the children. The two schools are already contained within one building and there are already shared areas such as the main entrance and reception areas.

(Junior Governor) What I want to know really is about the structure.

David Hill explained the position of the Deputy Heads. The two Deputy Heads would be retained in the initial period of amalgamation. There would be a 4-year protection period for the schools budget. After this, Governors would have to decide whether or not to retain both deputy head posts.

No changes would be made to caretaking and kitchen staff. There could be changes to Admin staff but more in terms of roles not numbers.

There may also be opportunities for teaching staff to work with pupils in other key stage areas if they wished to do so,

(Infant Governor) According to the timetable, the Local Authority decision will take place on 7<sup>th</sup> July. This is only a short time before the end of the summer term. From the point of view of staff this does not leave much time for the Head to consult with them about all the issues involved before the implementation date.

(Junior Governor) Can we put plans in place in advance of the formal approval?

This is a pre-statutory meeting but the general feeling is that there is agreement to the proposal. If staff and parents at their meetings have similar views it is an indication that the proposal might be approved. The decision cannot be made until 7<sup>th</sup> July but there is nothing to stop the two Heads working together and thinking through the process well before the decision date. Staff will also have support from the Local Authority and Governors.

(Junior Governor) If anyone wanted to object to the proposal, how would this be done?

Minutes of meetings with Governors, Staff and Parents will be presented in a report to the Cabinet Member on 28<sup>th</sup> April 2010. At this meeting it will be decided whether or not to publish statutory notices on 30<sup>th</sup> April 2010.

Following that date, there is a 6-week period for representations and objections to be made (up to 11<sup>th</sup> June 2010). Any objections should be sent in writing to Joyce Thacker, Strategic Director, Children and Young People's Services. These will then be considered by the Cabinet Member before a decision is made.

There were no more questions. Governors were thanked for attending and the meeting was closed.

### **Meeting with Staff held on Thursday 18<sup>th</sup> March 2010 at 3.30 pm**

Present:- David Hill, Simon Pringle, Paul Fitzpatrick and Ann Hercock (Local Authority), Susan Brook (NAS/UWT), Peter Hawkrige (NUT) and Eric Batty (GMB), Sheila Ralph (Head of Infant), Lynne Wylam (Head of Junior) and members of staff.

David Hill outlined the proposal to amalgamate Maltby Craggs Infant and Maltby Craggs Junior Schools from September 2010. To do this, Maltby Craggs Junior School will be closed and Maltby Craggs Infant School will be expanded and its age range will change from 3-7 to 3-11 years. The new school will become a 'through' primary school, which will accommodate the same number of pupils as are currently accommodated within the two schools.

He spoke about existing and predicted numbers on roll, financial implications and the advantages and disadvantages of amalgamation. A summary of the information had been distributed prior to the meeting, which also included a timetable for the consultation process.

Paul Fitzpatrick, Human Resources Manager stressed that the proposed amalgamation was not about reducing staff. The new Head Teacher would make any decisions about structures. The Local Authority would act in an advisory capacity only. There was no reason why any post should be at risk. Teaching staff would remain the same because the number of pupils would not change and catering, caretaking and cleaning staff would be unchanged. Admin staff could see some changes in roles but no jobs would be at risk.

The union representatives present had been involved in previous amalgamations and were also available to reassure and advise staff.

Simon Pringle spoke about the advantages of an amalgamated school, particularly for pupils making the transition from Y2 to Y3. Research suggests that 7 year olds who transfer from an infant to a junior school do not make as much progress as a pupil in a through primary school. The aim was to maximise pupil attainment.

He said an inevitable bonus of amalgamation was the opportunity it provides for staff to teach different key stages.

Questions and comments were then invited which were as follows:-

A member of staff drew attention to one of the bullet points in the consultation paper included under the heading of the principal advantages of amalgamation:

“the potential to remodel the staffing structure and to safeguard the staffing establishment when pupil numbers change across the key stages”.

This point is to convey the Authority’s commitment to safeguard staffing with no detriment and difference to salary. Any potential changes would be fully discussed with staff.

Obviously everyone is worried about any possible impact on their jobs but the main issue is the benefit the children would gain from the amalgamation.

The Local Authority has dealt with many amalgamations over the last 10 years. It is a process the Authority is keen to support.

The two schools are already contained within one building and there are shared areas already such as the main entrance and reception areas.

A list of schools that had been amalgamated could be provided and there is no reason why these schools could not be contacted to talk about their experiences of amalgamation.

A Governor who attended the meeting on Tuesday said the two Governing Bodies were in favour of the proposal. He stressed the Governors would not have felt that way if any jobs or salaries were at risk.

Peter Hawkridge (NUT) said there had been no problems in past amalgamations but would leave contact details of the Union representatives present.

There were no more questions. Staff were thanked for their attendance and the meeting was closed.

### **Meeting with Parents held on Thursday 18<sup>th</sup> March 2010 at 4.30 pm**

Present: David Hill, Simon Pringle and Ann Hercock (Local Authority),  
Sheila Ralph (Head of Infant School) and 6 parents.

David Hill outlined the proposal to amalgamate Maltby Craggs Infant and Maltby Craggs Junior Schools from September 2010. To do this, Maltby Craggs Junior School will be closed and Maltby Craggs Infant School will be expanded and its age range will change from 3-7 to 3-11 years. The new school will become a ‘through’ primary school, which will accommodate the same number of pupils as are currently accommodated within the two schools.

He spoke about existing and predicted numbers on roll, financial implications and the advantages and disadvantages of amalgamation. A summary of the information had been distributed prior to the meeting, which also included a timetable for the consultation process.

Simon Pringle spoke about the advantages of an amalgamated school, particularly for pupils making the transition from Y2 to Y3. Research suggests that 7 year olds who transfer from an infant to a junior school do not make as much progress as a pupil in a through primary school. The aim was to maximise pupil attainment.

He said an inevitable bonus of amalgamation was the opportunity it provides for staff to teach different key stages.

Questions and comments were then invited.

The parents who attended the meeting were all in favour of the proposals and made the following comments:

- The amalgamated school would no longer have separate Inset days which would be easier for families.
- The Infant and Junior Schools have different uniforms. The same uniform for all pupils in an amalgamated school would make much more sense.
- The anxiety of moving from the Infant to the Junior School at Y2/Y3 would be removed.
- The children are happy about the proposal.
- It is better for the children from Foundation level to Y6 to be able to mix with each other as they do at home with their siblings.

The parents were thanked for their attendance and interest and the meeting was closed.

**BUILDING SCHOOLS FOR THE FUTURE PROJECT BOARD  
23rd March, 2010**

Present:-

Councillor Shaun Wright	Cabinet Member for Children and Young People' Services (in the Chair)
Councillor Ann Russell Panel	Chair of Children and Young People's Services Scrutiny
Councillor Gerald Smith and	Cabinet Member for Economic Development, Planning and Transportation
Andrew Bedford	Strategic Director of Finance
Joyce Thacker Services	Strategic Director of Children and Young People's
Graham Sinclair	Programme Director, Building Schools for the Future
Robert Holsey	BSF Project Manager
Philip Marshall	BSF Strategic Educational Adviser

Apologies for absence:-

Kevin Crotty	Partnership for Schools
Ian Smith	Director of Asset Management

**1. MINUTES OF THE PREVIOUS MEETING**

Agreed:- That the minutes of the thirteenth meeting of the Building Schools for the Future Project Board, held on Tuesday, 23rd February, 2010, be approved as a correct record.

**2. OUTLINE BUSINESS CASE (TRANSFORMING ROTHERHAM LEARNING)**

The Project Board discussed the progress of the Outline Business Case for Strategy for Change Part 2 (Transforming Rotherham Learning). Answers had been supplied last week and it was hoped that would be sufficient to get project go ahead, possibly this week.

Market interest from potential bidders was updated.

Agreed:- That the decision on the Outline Business Case for Strategy for

**2 BUILDING SCHOOLS FOR THE FUTURE PROJECT BOARD - 23/03/10**

Change Part 2 be awaited.

**3. LOCAL EDUCATION PARTNERSHIP (LEP) STRUCTURE IN THE OPERATIONAL PHASE**

The Project Board considered the contents of a paper to be used as a starting point for discussions with bidders in the IPD phase.

Arrangements for the implementation of the LEP structure would follow the PfS Toolkit for Effective Local Education Partnerships.

The paper covered:-

- background to, and role of, the LEP
- basic LEP model structure
- simplified contract structure sitting underneath the LEP
- required investment in the equity and working capital of the LEP
- establishment and operational costs of the LEP
- delivery of the LEP
- governance structures (following advice of the submitted "Practitioners Note 4 of Effective Governance" from the Toolkit of Effective LEPs, June, 2009)

Agreed:- (a) That the information be noted.

(b) That Karl Battersby be the local authority representative on the LEP Board.

**4. POTENTIAL BIDDERS**

The Project Board noted the very positive feedback from the Bidders Day particularly with regard to the input of young people.

**5. PRINCIPAL RISKS AND MITIGATION**

The Project Board noted the updates in relation to the above which covered:-

- completion of all of the areas in the OBC : Peer Review and Approval Process
- indicative timetable for the procurement process (submitted)
- Capacity to deliver the dialogue covering
  - use of consultants
  - bidders day
  - preparation day with schools
- Soft FM and ICT including TUPE transfer and communications to/with staff

- Communication Strategy

The Project Board acknowledged the importance of effective and timely communications with schools but also stressed the importance of communication with the local community.

Agreed:- That individual meetings with the various area ward members be built into the communication timetable.

**6. DATE AND TIME OF NEXT MEETING**

Agreed:- That, if necessary, the next meeting of the BSF Project Board take place at Bailey House, Rotherham on Tuesday 27th April, 2010, commencing at 3.30 p.m.



By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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