



**Bournville Infant and Junior Schools Governing Board**

# **Final Proposal Document**

**Bournville Infant School & Bournville Junior School**

**Proposal to amalgamate Bournville Infant School and Bournville Junior School to become an all through primary school.**

## Introduction

The Governing Board of Bournville Infant and Bournville Junior Schools jointly with Birmingham City Council, as the Local Authority for Birmingham, is consulting on a proposal to amalgamate Bournville Infant and Bournville Junior Schools to create one all through primary school with effect from 29th April 2019.

The changes are explained in the sections below.

## School Information

<b>Type:</b>	Voluntary Aided		
<b>Name:</b>	Bournville Infant School	<b>DFE:</b>	3303354
<b>Address:</b>	Linden Road, Birmingham B30 1JY.		
<b>Ward:</b>	Bournville	<b>District:</b>	Selly Oak
<b>Age Range:</b>	4– 7 years	<b>Net Capacity:</b>	270
<b>Last Ofsted:</b>	12 <sup>th</sup> February 2009	<b>Ofsted Rating</b>	Outstanding

<b>Type:</b>	Voluntary Aided		
<b>Name:</b>	Bournville Junior School	<b>DFE:</b>	3303353
<b>Address:</b>	Linden Road, Birmingham B30 1JY.		
<b>Ward:</b>	Bournville	<b>District:</b>	Selly Oak
<b>Age Range:</b>	7 – 11 years	<b>Net Capacity:</b>	384
<b>Last Ofsted:</b>	7 <sup>th</sup> June 2013	<b>Ofsted Rating</b>	Outstanding

## Background Information Provided by the Governing Board of Bournville Infant and Bournville Junior Schools:

Bournville Junior School was founded in 1906, followed by Bournville Infant School in 1910, as the personal gifts of George Cadbury to the village of Bournville. He specified that the schools should provide an education of the highest quality, with a Christian ethos that was forward thinking and tolerant.

Both schools are currently graded as Outstanding by Ofsted, and are proud of their reputations for providing a caring and purposeful environment in which the individual needs of each child are recognised, and their achievements and abilities are celebrated. Each school has particular strengths within their relative key stage; the proposed amalgamation will allow these strengths to be maintained and shared across all year groups.

George Cadbury was a forward thinking visionary, impacting positively on the lives of the community. Part of the role of the Governing Board is to uphold this vision and secure the long-term future of the schools. Therefore the Governing Board believe that a 4-11 setting, with joint leadership will strengthen the provision for pupils and the wider community, continuing George Cadbury's legacy. Underpinning this is the desire to celebrate what Bournville holds dear, and enhance this further with vibrant, robust working model for the future.

### **What changes are proposed?**

The amalgamation of Bournville Infant and Bournville Junior Schools to become one all-through Primary school.

In order to do this it is necessary to issue the following proposals:

- 1) Proposal by Governing Board of Bournville Infant and Bournville Junior School
  - Discontinuation of Bournville Infant School
  - Alteration to the lower age limit of Bournville Junior School from 7 – 11 to 4 -11 years to accommodate pupils of infant school age.
- 2) Proposal by Birmingham City Council, the Local Authority
  - Expansion by enlargement of Bournville Junior School (expand to include the Infant School buildings.)

This will result in the amalgamation of both schools to form an all-through primary school. All pupils and staff from the infant school would have the right to transfer to the primary school unless they wanted to seek other arrangements.

Bournville Junior School will be proposing to change its name to Bournville Village Primary School if the amalgamation is approved.

### **Why do we want to do this?**

In order for schools to amalgamate the criteria must meet Birmingham City Council's current policy on amalgamation of separate infant and junior schools (amalgamation policy approved October 2004) which states that the only triggers for amalgamation are:

- (i) Falling rolls
- (ii) A request from the governing board(s) of a pair of schools

The Federated Governing Board of Bournville Infant and Bournville Junior Schools held an Extraordinary General Meeting on 9<sup>th</sup> November 2017 and agreed by a vote to propose to amalgamate the two schools. The Governing Board believes that the proposal is in the best long-term interests of the children and their families.

The Governing Board wrote to the Local Authority advising them of their intention to amalgamate. The Local Authority fully supports the Governing Board and these proposals are being issued collaboratively.

### **What are the benefits of an all through primary school?**

Whilst both of the schools have been very successful as separate infant and junior schools, both having received outstanding judgment from OFSTED, we have listed below examples of potential benefits of becoming an all through primary school.

These benefits were the reasons identified by the Governing Board for their decision, and have been evidenced in previous successful amalgamations.

- An all-through primary school enables a consistent ethos, vision and approach, driven by a holistic and ambitious single leadership team.
- Simplified communication between school and parents, especially for parents with children in both schools and ensures a joined up approach for events, training, pastoral care and other areas of school life.

- Transition from year 2 to year 3 will better reflect transition arrangements between other year groups.
- Continuity and consistency for pupil's learning and progress and strengthened tracking procedures.
- The National Curriculum seeks to structure the seamless development of pupils' knowledge, skills and understanding across all subjects during a child's time at primary school. A combined primary school is in a better position to provide continuity because of the structure and management it can put in place and greater consistency for pupils with one set of policies and procedures.
- Strengthened pastoral systems, supporting children and families through their entire primary education.
- Further opportunities for pupils to work together across the age ranges, building on the school's existing good work in this area.
- The relationship between families and the school can build over a longer period of time, allowing the school to better understand the needs of each pupil.
- There is strong evidence that continuity of learning culture has a significant impact on a pupil's progress. Research shows that the fewer moves children have during their school career, the better they perform.
- Greater flexibility in deploying teachers and support staff, and using curriculum resources, including buildings, more effectively.
- Having a greater continuity across Key Stage 1 and 2 could also benefit the members of staff at each school. Staff would have greater opportunities for professional development and shared training and the chance to work more closely across the curriculum. Staff could have the opportunity to work in or gain greater understanding of the full range of the primary school year groups.
- There is no need for parents to apply for a junior school place. There are also benefits in terms of the children's personal and social development, which can be supported throughout the primary school years without a change of school at age seven.
- A more efficient school leadership and management system enabling leaders to have the required overview to make the best decision for the school as a whole with finances and resources being shared more easily.
- A single head teacher, as part of a restructured Senior Leadership Team, would be able to drive through change and improvement and take a truly whole school approach.
- The school will be better able to achieve economies of scale, putting the school in a much stronger position financially, and more able to withstand the buffeting by central funding decisions and changes.

### **How will this affect pupils at the school?**

All current infant school pupils will have the right to automatically transfer to the newly amalgamated school. The potential benefits for pupils on their journey through an all-through school are listed under the previous section of this proposal.

There will no longer be a requirement for parents to apply for a junior school place for their child. The school will remain in the existing buildings and the members of staff they come into contact with are likely to be the same as before.

Please see Annex A - the Governing Bodies notes from meetings held with the school council and parents during the pre- statutory consultation.

### **How will this affect parents at the school?**

Parents will apply for a primary school place before Reception and will not need to apply for a year 3 place. This will enable consistent engagement with parents across the primary phase; with no need to transfer information at the end of key stage one. It will also mean more consistent policies and procedures providing more continuity for parents.

Please see Annex A - the Governing Board's notes from meetings held with the school council and parents during the pre- statutory consultation.

### **How will this affect the staff at the school?**

The Governing Board and Birmingham City Council recognise that change can be unsettling and that there may be challenges along the way. Birmingham City Council is committed to support the Governing Board to achieve and maintain the best outcomes for children.

The Governing Board of the School will still be the employer and will manage this transition. The change to become one primary school will not constitute a break in service or affect staff terms and conditions in any way.

The proposed changes will consider duplication of shared rolls. Any staff reductions will be with full consultation with the trade unions and teaching associations.

A school offering both Infant (key stage 1) and Junior (key stage 2) provision may offer staff the opportunity for career development with potential opportunities for staff who wish to teach across Key Stages, and this will be for the school to decide.

### **When will these changes happen?**

If the proposal is approved by the decision makers, who for these types of proposals are The Cabinet Member for Education Skills and Culture and the Corporate Director for Children and Young People (following full consultation) it is intended that the proposals will be implemented from 29<sup>th</sup> April 2019, (the start of the spring term in the academic year 2018/2019.)

### **Will there be any effect on other schools, academies and educational institutions within the local area?**

There should be no effect on other schools, academies or educational institutions within the area. The admission number and capacity of the school will not change. The proposed amalgamation would not affect the supply of places in the local area.

### **Will there be any changes to the Admission Criteria of the School?**

If the proposals are approved the school will become an all-through school and there will no longer be any need for pupils to transfer from the Infant School to the Junior School at Year 3.

The admission number refers to the point of entry of a school and in the newly amalgamated school this will be Reception year. The admission number in Reception year will be 90 (which is the same as the admission number into Reception year in the current Infant School.)

The Junior School has historically been able to accommodate 96 pupils in year 3 onwards. The Governing Board propose that this remain and propose to use their oversubscription criteria (see below) and apply their waiting list for the additional 6 pupils in year 3 onwards.

The table below demonstrates the number of places in each year.

<i>Reception Entry Year</i>	<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>	<i>Year 6</i>
90	90	90	96	96	96	96

There will be no changes to the admission criteria for entry into Reception this will remain as follows;

1. Looked after or previously looked after children
2. Children living in the catchment area who, at the time of admission, have a sibling in the school. The catchment area can be viewed in the school office or via [www.birmingham.gov.uk/schooladmissions](http://www.birmingham.gov.uk/schooladmissions)
3. Other children living in the catchment area
4. Children living outside the catchment area who, at the time of admission, have a sibling in the school.
5. Other children living outside the catchment area.

#### **Will there be changes to the school building?**

There will be no building work resulting from the amalgamation.

#### **Will this definitely happen?**

No, there is a statutory process we must follow to make these sorts of changes to schools. The informal consultation on the draft proposal was completed between 15<sup>th</sup> January and 2<sup>nd</sup> March 2018. An analysis summary of the consultation is included in Annex B. The Governing Board held a number of informal consultation meetings with the school councils (pupil representatives), parents and staff during the pre-statutory consultation, the Governing Bodies notes from these meetings can be found in Annex A of this document.

All comments received have been considered by both the Local Authority and the Governing Board and with full agreement now move forward to the next stage of the school organisation consultation process.

Birmingham City Council and the Governing Board of Bournville Infant and Bournville Junior Schools are publishing this final proposal document for parents, pupils, staff, Governors and any other interested people to comment as part of the statutory process.

Within four weeks from the date of publication of this proposal, any person may object to, comment on or make representations regarding these proposals by submitting comments using the details at the bottom of this page\*.

All comments received during the representation period will be forwarded to the decision makers who are the Council's Cabinet Member for Education Skills and Culture, jointly with the Corporate Director for Children and Young People, who will take all views into consideration and will make a determination regarding the proposal by **11<sup>th</sup> September 2018**.

It is only at the point when a decision has been made that we will be able to say with certainty that the proposals will be implemented to enable the two schools to become a primary school.

**What will happen if this proposal is rejected?**

If a decision is taken that the two schools should **not** be amalgamated, then the existing Infant and Junior schools will continue as they are now.

**\*How can I make my views known?**

We invite all interested parties to give us their views and comment on this proposal. Any comments must be received no later than **11<sup>th</sup> July 2018 (midnight)**.

You can comment online via BeHeard:

<https://www.birminghambeheard.org.uk/people-1/bournvilleijfinal>

You can write to us at the Local Authority:

- By email: [eds.enquiries@birmingham.gov.uk](mailto:eds.enquiries@birmingham.gov.uk)
- By letter ,or by completing the attached comments form to:  
Birmingham City Council,  
School Organisation Team,  
PO Box 15843,  
Birmingham, B2 2RT.

**What happens next?**

The dates set out below meet the government requirements for us to consult fully with the people affected by the proposal.

Key dates

Action	Date
Public Notice Published	14 <sup>th</sup> June 2018
Start of 4 week Statutory Consultation	14 <sup>th</sup> June 2018
End of 4 week Statutory Consultation	11 <sup>th</sup> July 2018
Final decision to be made no later than	11 <sup>th</sup> September 2018
Changes implemented	29 <sup>th</sup> April 2019

**Proposal to Amalgamate Bournville Infant School and Bournville Junior School**

We are consulting on the proposal for four weeks from 14<sup>th</sup> June 2018 to 11<sup>th</sup> July 2018.

You can make your views known by visiting:

[https:// www.birminghambeheard.org.uk/people-1/bournvilleijfinal](https://www.birminghambeheard.org.uk/people-1/bournvilleijfinal)

To send us your thoughts by 11<sup>th</sup> July 2018 (midnight) or alternatively complete and return the form below to the following address: School Organisation Team, Education and Skills Infrastructure, PO Box 15843, Birmingham, B2 2RT.

Thank you for taking the time to send us your thoughts on these proposals.

**Consultation Response Form**

Please help us to analyse your response by completing the following:

Your name (optional): \_\_\_\_\_

Your contact details (optional, if you would like a reply)

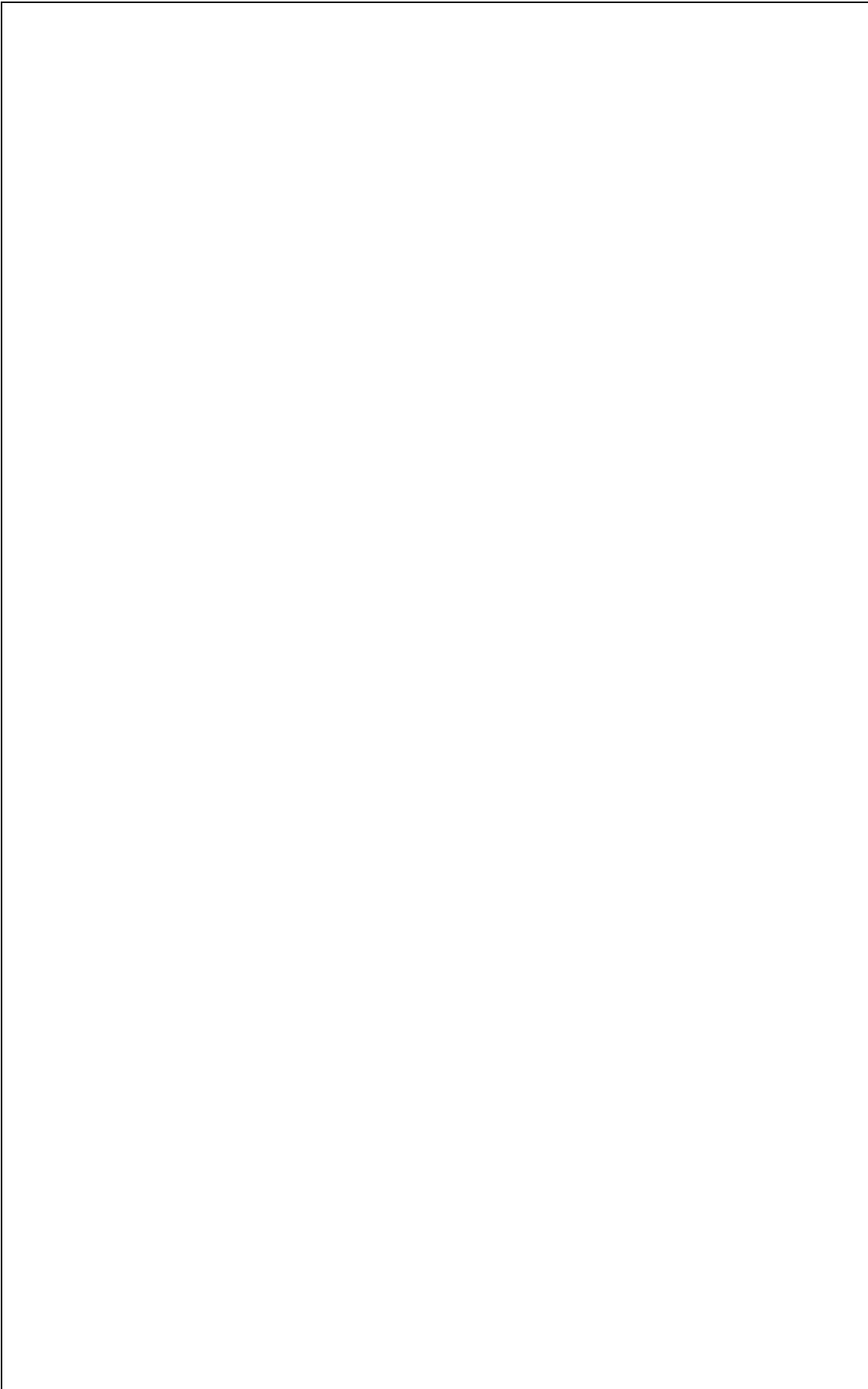
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Your interest in the proposal (please indicate one of the below):

Pupil	
Parent	
School Governor	
School Staff	
Local resident	
Local Councillor	
Member of Parliament	
Other (please specify)	

Please provide your comments in support or challenge to the proposal.





## Annex A: Informal Consultation Results: Bournville I & J SOT10128 Analysis of Consultation Meetings Held by Governing Board

### Summary Table 1 - Parents

The Governing Board held a number of informal meetings for parents to raise any issues or concerns that they have regarding the proposal to amalgamate. Below is a summary of the main topics raised and where applicable answers given;

Summary of Questions Raised at Parents Meetings and Number of Instances	
Clarification sought as to reasons federating had not been considered.  <i>Answer: Governing Board reassured the parent that the schools and Governing Board had never been SAT's driven and a well-rounded education with time for play was what they aimed for.</i>	1
Structure - concern possible reduction of Head teacher, SENCO	1
SATS - both becoming too driven and losing the ethos from infant to junior.  <i>Answer: Governing Board assured that the Board are not SAT's driven; and a well-rounded time for play is intended.</i>	2
How will it affect children?	2
Finances  <i>Answer: Governing Board Advised that finances will be stronger as an amalgamated school.</i>	2
Would communication improve?	1
Becoming an academy – was it more likely?  <i>Answer: No plans for academisation and the governing Board hoped the amalgamation would make them stronger.</i>	1
Effect on staff workload	1

**Annex A: Summary Table 2 - School Councils**

The below table is a summary of questions raised by School Councils during consultation meetings with the Governing Board.

Q: Will they share the playground? There were concerns that the playgrounds would be joined together and the little ones might find this hard - the juniors seemed more concerned than the infants.
A: No - they would be kept the same as they are now but we might have a zone for siblings and friends.
Q: Would there be different ways of teaching?
A: Certain things would follow through like one style of handwriting but teaching would be age appropriate as it is now.
Q: Would the start and finish times stay as they are?
A: The Infants' currently finish before the Juniors', this would be the same.
Q: Would they share classrooms?
A: No, except maybe libraries, IT room.
Q: Would they have assemblies together?
A: No room in either school but we could be together at the church, or mix the classes - e.g. Year 2 and 3 have an assembly together, or use a joint house system.
Q: Would there be one Head teacher? –
A: Yes
Q: Would there be any new buildings?
A: No
Q: Would there be a new uniform?
A: No
Q: They liked the idea of sharing benches and the pirate climbing frame and toys:
A: The infants wanted to know if this would mean they could eat their lunch outside.
Q: Why were we combining?
A: Explained as per the proposal. The younger children seemed much happier about it than the older ones, possibly because they do not have such a grasp of the concept of change.

## Annex B: Informal Consultation Results: Bournville I & J SOT10128 Summary Table

Total number of responses:	38
Total number with written comments:	22

Number in favour or against the proposal:	
In favour	32
Against	0
Don't know	5
Not indicated	1

Method of response:	
BeHeard (website)	38
Email	0
Letter	0

Respondent by type:	
Pupil	0
Parent	19
School Governor	6
School Staff Member	7
Local Resident	0
Local Councillor	0
Member of Parliament	0
Other, please specify	4
Not indicated	2

Comment themes: (Number of mentions within 22 written comments)	Support	Concern
Transition / Continuity for pupils	08/22	0/22
Finances / Resources	05/22	01/22
Standard of education	04/22	03/22
Remove admission / application into Junior school	03/22	0/22
Single management team	03/22	0/22
A suggestion for new school name	03/22	0/22
Long term interest of the school	02/22	0/22
Like small infant school	0/22	02/22
Governing and staffing structure	0/22	02/22
Transition process for implementation	0/22	02/22
Remove duplication	01/22	0/22
Preserve qualities of infant school	0/22	01/22
Admission of 96 pupils at year 3	0/22	01/22
Would like more information	0/22	01/22
Different Infant and Junior ethos	0/22	01/22

**Analyst notes**

Comment themes: Key themes are identified from within the comments. The analyst counts the number of comments that contain that theme and indicates whether the comment is in support or a concern. These themes are presented as a fraction of the number of written comments received.