

## Appendix 3

**Consultation on Draft Proposal to Amalgamate**  
**Grange Infant School and Grange Junior School**

**Introduction**

This Appendix selects and responds to the main points raised during the consultation, including at the meetings with staff, governors and the community. The minutes of the meetings at each school are also attached to the report as Appendices 2a and 2b. The actual responses received are available for inspection in the Members Library and will be available to Members at the Cabinet Meeting on 19 May 2008.

**Points Raised and Response by Officers**

<b>Ref.</b>	<b>Point Raised</b>	<b>Response</b>
1	Concerns over potential staff redundancies especially with administrative staff.	Most staff would simply be allocated similar roles in a new school. Shropshire County Council has negotiated a staffing protocol with local and regional Trade Union representatives, which is intended to ensure that there are no compulsory redundancies (although we recognise that some staff might wish to take the opportunity to move away from employment by Shropshire County Council). Where it is not possible to fit an individual member of staff in the new staffing structure decided upon by the Governing Body, Shropshire County Council will look at retraining to a new job in the same school or redeployment to a similar job in another school, as well as considering possibilities for voluntary severance if requested to do so.
2	Concerns that the Junior School should be allowed to move out of special measures before any amalgamation takes place.	The school is working hard to move out of special measures but it is felt that this should not hold back consultation on a proposal for change, as already noted in the main body of the paper.
3	Concerns over the appointment of the Headteacher and that there should be a level playing field.	The suggested option of closing both schools would address this issue. The temporary Governing Body (which will be drawn from members of both of the existing Governing Bodies) would agree the staffing structure for a new school and appoint the Headteacher to a

Ref.	Point Raised	Response
		new school. The new headteacher and Governing Body would then develop the rest of the staffing structure for a new school (see 1 above).
4	Will the fact that the Junior school is in special measures mean that the Infant school will suffer a similar fate if amalgamation proceeded?	No. Amalgamation will build on the strengths of both schools to deliver outcomes and opportunities for pupils that are higher than in the individual schools. Special Measures would cease when the Junior school closed, although the support from the Advisory Service would continue to address Ofsted's concerns.
5	Amalgamation should be put off until 2011	<p>There is no overriding reason why the amalgamation should be delayed. As noted above, amalgamation would not affect the work to address Ofsted's concerns regarding Key Stage 2, and many of the other benefits of amalgamation would be realised immediately. Taking a decision to amalgamate and then delaying implementation would delay realising the educational benefits without any compensation.</p> <p>Early amalgamation would also allow the new school to benefit from capital investment through the Primary Capital Programme. This could proceed once the temporary Governing Body was in place and had considered their vision for a new school.</p>