

**Consultation on the proposal to amalgamate Cubitt Town Infant and Junior Schools to create Cubitt Town Primary School from Sept 1st, 2021**

5th June 2020

**The Proposal**

The London Borough of Tower Hamlets, in partnership with the governors of Cubitt Town Infant and Junior Schools, are proposing to merge the two schools to form a three-form entry 3-11 primary school. This will create a single primary school from the start of the September Term in 2021.

**Why are we proposing the change?**

Tower Hamlets Education Policy is to move towards integrated 3-11 primary school provision, rather than maintain separate Infant and Junior Schools. WE believe this is beneficial to children's education because it reduces the stress caused by transition, and optimises the expertise of the staff across the primary age range.

Our schools already work closely together and engage in joint planning. Because our dedicated Infant Headteacher is retiring the governors have reviewed the future for our schools and consider that now is the right time to become a 3-11 Primary School.

**How does this affect our Headteachers?**

As parents from Cubitt Town Infants will know, Ms Daly has decided to retire at the end of the current school year after a long and successful career. Ms Bruce, the current experienced Head Teacher at the Junior School will move into the role of Executive Head Teacher for both schools, from September 2020 - 2021.

The Governing Bodies from the Infant and Junior Schools have discussed the possible amalgamation and agree that the headteacher post for the new Primary School would not, in effect, be vacant and therefore not subject to advertising or selection requirements, so if the amalgamation does go ahead Ms Bruce would become the Headteacher for the new Primary School.

This would mean that a single headteacher and a single governing body would collectively oversee the running of the Primary School. A single primary school would bring both schools together to become one community, which we believe will be the best for the children.

**What are the benefits of becoming a single primary school?**

Further opportunities to enhance the educational offer for our children.

Continued access for pupils and their families to extended services and facilities.

The opportunity for both Infant and Junior phases to keep improving and moving forward.

There would be no need for children to apply to the Junior School during Year 2, and transition anxiety would be reduced.

Greater financial stability to make certain we continue to improve and offer world class education.

More development opportunities for the staff, such as shared training and the chance to work more closely across the curriculum and gain experience and understanding of all key stages.

The strengthening and continued developing of community links which already exist.

### **What will it mean for the children?**

The whole purpose of the merger is to create an environment that will have a positive impact on the quality of education that children receive.

In the future there would be the same policies and procedures, and the same dates for staff training days and school holidays.

Increased access to school facilities (including outdoor areas) regardless of school phase.

### **What will it mean for my child being part of a larger school?**

On a day-to-day basis very little will change. The differing needs of each age group will continue to be met.

The care and importance given to each individual child, which is a strength of both schools, will always remain paramount.

### **What will it mean for the staff?**

Again, very little will change on a day-to-day basis. Staff conditions of service will not be affected. All staff employed at the Infant and Junior Schools (at the time of the proposed amalgamation) would automatically continue their employment in the new primary school and their rights would be preserved under TUPE.

Each year, our schools review their staffing. The amalgamation will probably create some new opportunities and changes for staff. If the amalgamation progresses there will be a full HR consultation, following processes agreed with the unions, to maximise staff strengths and build on their expertise and good will. No redundancies are expected to occur because of the amalgamation. Where there are duplicates of posts creative solutions will be sought to retain our excellent staff.

### **Would there be any changes to the school building?**

In the event of merger, the school would remain largely the same with all the existing premises being used in the most appropriate and effective way. Plans are being developed to help improve the entrance to the school, and other possible minor adaptations.

As we settle in as one school there may be other changes which need to be made to ensure we use all the school space effectively.

## **Procedure to achieve the merger**

It is proposed that Cubitt Town Primary School will open on 1 September 2021 catering for pupils from age 3 to 11.

The process to achieve this involves the 'technical closure' of Cubitt Town Infant School on August 31st, 2021 and the expansion, and renaming, of Cubitt Town Junior School to become Cubitt Town Primary School from 1st September 2021. However, it should be noted there will be no actual closure of school buildings.

### **Admissions**

If the proposal is agreed the Primary School would be created on 1 September 2021 and the following would apply:

- First admissions: Children who have applied for places at Cubitt Town Infants or Junior Schools for September 2021 would be offered places through the standard admissions process, using the new school entrance for measuring distance.
- All children currently attending Cubitt Town Infant or Junior School will automatically join the Cubitt Town Primary School.

### **Why are we consulting you?**

We want to consult you to gather your views because you are part of the school community. The governing body of the schools and the London Borough of Tower Hamlets cannot simply decide to make changes to schools without first seeking the views of parents and others. There is a legal process which must be followed before changes can be made, and it is important that the governing body and the council hear your views before deciding whether to proceed.

We have organised the following opportunities for parents and carers to share views, because of coronavirus these must be social distancing compliant, but we have tried to ensure that everyone has a full opportunity to feed into the consultation.

1. You can use the response form (or any other written format) at the end of this document to record your views. It can be posted to the schools, or emailed to

Consultation email address

2. There is a box in the reception of each school where you can leave your comments, response forms and any questions.

3. The Local Authority consultant, who is supporting the schools with the consultation process will be available for 1 to1 socially distanced questions/feedback on Monday 6th July from 9 - 2.30. You can contact your school to book a 15-minute slot. (Infant School 9 - 11.30, Junior School 11.45 - 2.15)

4. Virtual meetings will be set up on July 6th:

Staff 4pm July 6th

Parents 2.30 pm and 6 pm

To join them please contact your school and provide your email address so that you can be invited.

5. If you would like someone to phone you so you can discuss your views please let your school office know and provide some times that would suit you and your phone number.

6. School staff will create age appropriate ways of consulting with our children on their views as part of their on-line teaching.

### **What happens next?**

The informal consultation period starts on Monday 8th June 2020 and ends on Friday July 17th, 2020 – the last page of this document can be used for you to feedback your view to governors. It should be returned to the school office. Following the consultation process, the governors will review your feedback and use it to make a response to the council, on whether to recommend proceeding with the school amalgamation proposal.

The decision to amalgamate schools must be taken by the Local Authority, but they will always take consultation responses, and school governors' recommendations into account.

In the first half of the Autumn Term the Local Authority will feedback to you on the consultation. In November the Council Cabinet (or the Mayor's Decision Panel) will decide whether to post statutory notices proposing the amalgamation.

Once these notices are posted everyone has 4 weeks where they can make representations to the Council if they wish, regarding the proposal. The notices will be posted early in December and will explain how to make representations.

The final decision to amalgamate the schools will be taken by the Local Authority at its Council Cabinet meeting on March 3rd, 2021.

### **How can I get more information on the proposal?**

The LA will publish the feedback from the consultation on the council's website during the Autumn Term.

If permission is granted to publish a public notice, further details of this proposal will also be available in the Consultation sections of the Council's website

This document is also available on both school websites, along with papers that governors have considered before consulting with you.

<https://www.cubittowninf.co.uk>

<https://www.cubittown-jun.towerhamlets.sch.uk>

Thank you for taking the time to consider our proposal, we look forward to hearing your views.

Cubitt Town Infant Chair of Governors. Cubitt Town Junior Chair of Governors

## Proposal to Amalgamate Cubitt Town Infant and Junior Schools – Response Form

Our proposal is to bring together Cubitt Town Infant and Junior Schools.

This would create Cubitt Town Primary School from 1 September 2021. We welcome your views on this proposal. Please fill in this response form and return it to the address below no later than 16th July 2020 3.30pm.

1) Do you agree with the proposal to amalgamate our two schools to become one school? Please tick as applicable

Yes		No	
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2) If you like the proposal, please say why you think it is a good idea?

3) If you dislike the proposal, please tell us why you are concerned?

4) Any other comments?

	Cubitt Town Infant School	Cubitt Town Junior School
I have child/ren attending	<input type="checkbox"/>	<input type="checkbox"/>
I am a staff member at	<input type="checkbox"/>	<input type="checkbox"/>
I am a governor at	<input type="checkbox"/>	<input type="checkbox"/>
Other (please describe)		

Your Name (Optional) \_\_\_\_\_

Please return this form to the relevant school by 17th July 2020. Feedback from question one will be summarised numerically. Comments will be typed-up and anonymised. This information will be made available to the public (via the school website), but all respondents' comments and information will be anonymised.