

## **Wellfield Infant and Junior Schools – Proposal to Amalgamate**

### **Consultation Comments and Responses**

A period of consultation was announced on 12 May 2021 on the proposal to amalgamate Wellfield Infant and Junior Schools by closing Wellfield Junior School and simultaneously expanding the age range at Wellfield Infant School from the current 3 to 7 years, to 3 to 11 years.

Information was published on Trafford Council's website which laid out the proposal and invited all interested parties to participate in shaping the proposal, by submitting their comments and ideas for consideration. Information was sent to all parents, staff members and trade unions. The proposal was announced on the council's digital channels including their website and social media. Online meetings for staff and union representatives were held on 17 June 2021.

The Council received 30 responses to its consultation.

- 3 consultees did not support the proposal
- 7 consultees were in favour of amalgamation in principle but expressed concerns about elements of the proposal presented and/or asked questions
- 16 consultees fully supported the proposal to amalgamate the two schools
- 4 consultees were neutral but submitted questions or comments

We responded directly to every consultee and the responses provided are detailed below.

All the comments received from consultees, along with any information sent in response by the Council, will be included in a report to Trafford's Executive for consideration in deciding whether or not to proceed to the next stage.

### **Consultees who did not support the proposal**

#### **Comment 1**

First of all I would like to comment on how brilliant both schools are as they are, from the perspective of a parent with children in both schools and as a former pupil who has been through both schools.

The advantage of having separate infant and junior schools is that each school caters perfectly for each age range, is small enough that not only your child's teacher but every teacher knows each individual child by name. Not only that but both head teachers know each child, their capabilities, their strengths and weaknesses and they know their families. Something which I think is rare in a Primary school and will be sad to lose in an amalgamation.

We were lucky that we fell into the Wellfield catchment, we are on the doorstep of a very much sought after school but chose Wellfield because of the separate sites, there is a real sense of community and belonging in each school that is enhanced with them being 2 smaller, separate sites.

Not only that but it would be so sad to lose the vast amount of green and open space each school has around it to make way for the building of a bigger school, it would be such a great loss. The green space is of such benefit to the children's well-being.

Finally, with everything the children have been through with numerous lockdowns and disruption during the pandemic this is the worst time for this to happen. The children need stability and reassurance as they settle back down and things hopefully return to normal and I don't think the disruption of building work followed by the two schools coming together would offer benefits to the children's mental health, especially as it would mean the closure of one school which would undoubtedly have an emotional impact on children in that school.

Also has traffic/parking been considered around school drop off/pick up, the roads around both schools barely cope with the current level of traffic, Church Lane is not equipped to deal with an increase in traffic levels that would occur from an amalgamation.

### **Response 1**

Thank you for your comments.

This proposal does not include notice of any intention to expand, rebuild or refurbish the school buildings. There are no plans to build on the school field or lose any green space at this time. Although it is proposed that amalgamation will be achieved by closing Wellfield Junior School, the closure is, practically, in name only and it will not affect the buildings. The separate Infant and Junior school sites will continue to be utilised by the new Primary School.

As part of this proposal, small scale adaptations will be carried out to help achieve amalgamation. These include new signage, improvements to telephone and internet connectivity and a joint electronic login/fob system across the two separate buildings. These minor projects will not cause disruption to children.

The local authority has a long standing strategic aim to amalgamate separate infant and junior schools because of the benefits that this brings and the wellbeing of children is paramount. The proposal is to amalgamate the schools from September 2022 which gives ample time for children to get used to the idea and understand what it means. The Primary School will provide a nurturing environment where children from a wider age range can work and play together over a longer period of time, developing a greater understanding and appreciation of one another's diverse strengths, skills and personalities. This experience has been shown to have a positive impact on social skills, problem solving and relationship development.

This commitment to children is echoed in the vision for the new Primary School:

'Our vision is to create an outstanding primary school for our community - a school where all pupils and staff can be the best they can be, feel happy and cared for, included and celebrated. We aim to use this opportunity to develop an environment that provides the highest quality of care and education possible for the children of this generation and the generations that follow.'

As there is no intention to expand, the proposal to amalgamate will not change the number of pupils and staff accessing each of the current sites, meaning it will not increase traffic levels in the local area.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

## **Comment 2**

Having read the proposal I have concerns over something within. You have stated that the school buildings will remain unchanged. With the Juniors now having to come over to the already crowded Infant school, how do you propose to accommodate the pupils and staff into such a small area without extending the current building? Surely there has been a Risk Assessment done regarding the volume of people to space ratio?

There is also the question of classroom teaching. Has there been an assessment as to the actual noise level that will be created by an influx of over 100 + extra pupils and possible over 30 staff? The carparking around the infant school is horrendous now with inadequate parking facilities for the staff. Quite a few members of staff have to park on the streets around the school so what is the proposal for this provision? the roads around the infant school are narrow and difficult to navigate at the best of times. Put into this mix an extra 30 cars? Also there is the canteen facilities to consider. Where are you going to find the space and time to schedule school meals for the extra 100+ pupils and staff? The infant school is in desperate need of updating with the interior décor and furnishings such as new doors, carpets etc. Toilet facilities are another concern as there is not enough facilities to cope with the extra demands that would be put on them. Staff room facilities are small and cramped and do not provide for a safe working environment more so when you have an extra possible 30 staff using the area. What provision will be made for this? When considering these things would it not be an idea to invest in an extension to the school building or consider scrapping the POD and rebuilding it as an annex, possibly 2 stories high and extending into the Forest School area? What will happen to the field? will this be the same area that we have already? What will happen to the old Junior school? Is it to be demolished and sold off for housing? If so who will benefit from the sale? Where will the local football team put their container? Will that come over as part of the amalgamation or will they be told to find another venue? Do they pay the school any kind of rent at the moment and if so will this be lost with the amalgamation? My main concerns are the above. It all boils down to adequate space to accommodate this proposed amalgamation and the safety of all.

The Health and Safety Executive (HSE) has produced a classroom checklist, which may assist in identifying health and safety issues which could be exacerbated by classroom overcrowding. Furthermore, the Workplace (Health, Safety and Welfare) Regulations 1992 specify in regulation 10 that: "every room where persons work shall have sufficient floor area, height and unoccupied space for the purposes of health, safety and welfare".

The Approved Code of Practice which accompanies this regulation specifies that the total volume of the room when empty, divided by the number of people normally working in it, should be at least 11 cubic metres. These regulations apply to employees rather than pupils and unfortunately the figure of 11 cubic metres does not apply to “rooms being used for lectures, meeting and similar purposes”. It could be argued, however, that this figure is a useful point of reference. Classrooms are not the only areas within schools to be faced with problems of overcrowding. Other areas can be affected in this way, such as corridors, toilets, offices, staff rooms and staff work areas. Many of the suggestions made in the context of reducing overcrowding in classrooms can also be applied to other areas of the school. If in doubt, members should seek advice from their NEU health and safety rep who will be able to bring the matter to the attention of management – it may be that a suitably ‘competent person’ will need to carry out a risk assessment in order to address the matter. In 2012 the government announced its intention to reduce space requirements for new school buildings that being designed as part of the Priority Schools Building Programme. The Department for Education (DfE) argued the reductions would result in cheaper, more efficient and sustainable outcomes. Prior to the changes, Building Bulletin 99 set out that standard primary and middle school classrooms for 30 pupils should be around 70m<sup>2</sup>. However, Building Bulletin 103 (which replaced BB 98 and BB 99 in 2014) sets out that reception and infant classrooms for 30 pupils should be 62m<sup>2</sup> and junior classrooms just 55m<sup>2</sup>. Such space limitations automatically place constraints on the amount of ‘free’ space available in the classroom, the types of work attempted and the ability of teachers and support staff to engage and supervise effectively. For more complex design and technology, science or art projects many schools make use of shared specialist practical areas which can be accessed as required by all classes on a rota basis. It is less likely that such space will be available in older school buildings. I will be very interested in your answers to these concerns.

Thank you.

## Response 2

Thank you for your comments.

This proposal does not include notice of any intention to expand, rebuild or refurbish the school building. There are no plans to build on the school field at this time. Although it is proposed that amalgamation will be achieved by closing Wellfield Junior School, the closure is, practically, in name only and it will not affect the Junior School building. Both the existing Infant and Junior school sites will continue to be utilised by the new Primary School.

As there is no intention to expand, the proposal to amalgamate will not change the number of pupils and staff accessing the site, meaning there will be no increased demand for car parking or other facilities within either the Infant or Junior School buildings.

Use of the school site, for example by local sports teams, would be a matter for the Governing Body of the Primary School to decide.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

### **Comment 3**

I do not agree with the amalgamation at all. The proposals that the schools will offer a more smooth transition if joined-that should happen anyway given that they work together and the staff at the schools should have the children's needs at the heart of what they do. Joining the schools is not a reason that the transition will be more smooth.

The head teacher Miss Graham is not as experienced in junior school age children. Miss Graham was hardly ever at the infant school as she has other commitments around the authority, this will impact on her ability to manage both schools.

The junior school are accustomed to having a solid presence with Mr Dutton in school and outside of the school every day. Mr Dutton has always been available to parents. This is not the experience that a lot of us have had with miss graham. There is a need to have a head teacher on site to manage any difficulties. If there is to be one head teacher across both sites, the deputy heads would surely have to be non teaching staff to ensure oversight and manage any problems - such as challenging behaviour from children of which there is quite a lot.

The junior school children are accustomed to having a head teacher who actively supports their attendance, their emotional wellbeing when they arrive at school. I have observed Mr Dutton support many children arriving upset on in low mood at school. I have never observed this with Miss graham and it is not something that happens at the infants as parents have informed that they rarely see her.

How can one head teacher manage 2 different sites but continue to have a primary school feel.

The schools will both lose substantial income. How can the school provide the things the authority clams they can when there is a massive loss of income. This will impact in both schools hugely when they do not have enough income as it in and rely on parents donations to buy basic equipment.

I personally don't care about an Outstanding status - as a social care professional I understand how ofsted ratings work and I do not base this as to whether a child is happy and supported in school.

I would be concerned that amalgamating will cause a lot of unrest across the schools. Miss Graham and Mr Dutton have completely different styles of management and I believe that if the schools amalgamate there may be a number of staff leave the junior school to teach elsewhere which will cause huge instability for the children in the junior school.

### **Response 3**

Thank you for your comments.

Wellfield Infant School is a highly successful school and, like Ofsted, the Council has every confidence in the expertise and commitment of its Leaders and its staff. Having taught at two primary schools, the Headteacher has wide ranging teaching and leadership experience across both the Infant and Junior School age ranges, with a wealth of experience gained by providing support and training to other schools. This wider support and training experience will undoubtedly bring benefits to the amalgamated primary school, but there is an agreement that the Headteacher's external commitments will reduce in the future in order that they can focus on bringing the infant and junior schools together. The Council believes that the amalgamation of the two schools, bringing together the undoubted expertise recognised within both schools, will strengthen the school for the children and families it serves.

Operational decisions including deployment of staff will be for the Senior Leadership Team and Governing Body of the Primary School to determine. The Headteacher intends to ensure time is spent across different areas of the site. To ensure Senior Leaders have the capacity to provide the right oversight and support so that the quality of teaching and learning is not compromised by these changes, it is expected that the Deputy Headteachers from both schools will be released from their teaching duties for at least the first year.

School funding is allocated via a funding formula and each school currently receives a lump sum allocation as part of the delegated Schools' budget. In financial year 2022/23 the two Schools will get the equivalent of two full lump sums between them and this will reduce to 85% of the lump sums in 2023/24. The Local Authority can also apply to provide a second year of protection for financial year 2024/25. The proportion applied for is a decision for Trafford Schools Funding Forum and this matter will be on the agenda for the next meeting in November 2021, should this amalgamation proposal progress.

Schools forums were established to give schools greater involvement in the distribution of funding within their local authority and to act as a consultative and advisory funding body. The Trafford Schools Forum includes representatives from maintained schools, academies, early years providers, dioceses, trade unions and post-16 providers. The last time the Local Authority applied for a second year of protection it was for 60% of the lump sums, as recommended by the forum.

The initial reduction in lump sum funding expected over the first two years would be more than covered by the savings from the Junior School Headteacher salary and the reduced costs for shared services such as Human Resource support, ICT support and Governor Services. This would also make up for the shortfall in PE and sport premium.

The ring fenced funding from the government for PE and sport premium is not guaranteed long term, it is reviewed every year and so may not continue in the future anyway. Both Schools are extremely committed to continuing to provide the right support for children's mental health and emotional wellbeing as well as providing a high level and good range of opportunities for physical development and sports.

Within the existing staff at the Junior School and the Infant School there is already a member of staff who is a trained counsellor who would continue to carry out this role in the amalgamated Primary School. A member of staff who is a trained Emotional Literacy Support Assistant delivers targeted interventions. The Educational Psychologist has trained all teaching staff at the Infant School in Emotion Coaching and this would be rolled out across all staff in the amalgamated Primary School. The bulk of the PE and sport premium has been spent on school staff working alongside professional sports coaches to increase their skills and knowledge, with the intention that they would be better placed to step in to take over these activities if required in the future. The Primary School would also continue to buy into the local Sports Partnership, based at Ashton on Mersey School, which provides league game opportunities and things like the multi sports inter schools sessions.

As part of the informal consultation process, the Council has facilitated separate online question and answer sessions for staff in the Infant School and the Junior School, with attendance from Human Resources and Trade Unions. If the proposal progresses, further sessions will be scheduled to make sure staff are fully informed and supported throughout this process and have opportunities to shape the future plans. We have learnt from previous amalgamations that joint sessions to bring the staff from the two schools together to ask questions and plan together work particularly well and these would be scheduled for spring and summer 2022 if this proposal progresses. The Infant School Headteacher is committed to working with all staff to make sure the transition is as smooth as possible.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

**Consultees in favour of amalgamation in principle but who expressed concerns around potential building projects, loss of field and increased congestion**

**Comment 4**

The amalgamation sounds good. The only questions would be - are you planning on building a new school on the nursery and infant site? What would then happen to the junior site and as there will be more children going to one site will there be ways to stop congestion on Church Road?

**Comment 5**

As a parent I am happy for the schools to merge. But as a resident who backs on to the field I am interested/ concerned over what will happen to the field and the junior school site.

**Response 4 and 5**

Thank you for your comments.

This proposal does not include notice of any intention to expand, rebuild or refurbish the school building. There are no plans to build on the school field at this time. Although it is proposed that amalgamation will be achieved by closing Wellfield Junior School, the closure is, practically, in name only and it will not affect the Junior

School building. Both the existing Infant and Junior school sites will continue to be utilised by the new Primary School.

As there is no intention to expand, the proposal to amalgamate will not change the number of pupils and staff accessing each of the current sites, meaning it will not increase traffic levels in the local area.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

### **Consultees in favour of amalgamation in principle but who expressed concerns around funding**

#### **Comment 6**

Whilst I understand the benefits of amalgamating the schools and in principal I wholeheartedly agree, I am concerned regarding the reduced funding the primary school will receive. I would like to know whether 85% of funding will be sufficient to run the amalgamated primary school and whether the 15% reduction is reflective of the cuts in 'admin' and head teacher salary. I'm very disappointed to see such a significant reduction in PE and sports funding as it is such an imperative part of a child's education, mental health and general wellbeing. How will the primary school promote sport and support the children's physical education with such significant cuts?

#### **Comment 7**

I wholeheartedly support the amalgamation of both schools under the leadership of Miss Graham. I do, however, have concerns about the ongoing financial support available once amalgamated. Even with cost savings in the staffing budget, the stated ongoing support levels from the LEA are potentially low considering the primary school will still be run across two separate sites. I would like to receive confirmation that ongoing funding will be guaranteed at 85% for 22/23 academic year and then agreed at a minimum of 60% thereafter. I would also like reassurance that the LEA is able to confirm capital support to enable the school to potentially expand, to develop additional income generation opportunities, so it is able to thrive and build long term financial resilience.

#### **Comment 8**

I fully support the amalgamation of the two schools, but the council needs to ensure enough funding is in place to meet the requirements of the school as there will still be 2 sites to run and maintain. This must be taken into account so that the children aren't disadvantaged and/or the school is unable to compete with other schools due to the added financial constraints.

#### **Response 6, 7 and 8**

Thank you for your comments.

School funding is allocated via a funding formula and each school currently receives a lump sum allocation as part of the delegated Schools' budget. In financial year



2022/23 the two Schools will get the equivalent of two full lump sums between them and this will reduce to 85% of the lump sums in 2023/24. The Local Authority can also apply to provide a second year of protection for financial year 2024/25. The proportion applied for is a decision for Trafford Schools Funding Forum and this matter will be on the agenda for the next meeting in November 2021, should this amalgamation proposal progress.

Schools forums were established to give schools greater involvement in the distribution of funding within their local authority and to act as a consultative and advisory funding body. The Trafford Schools Forum includes representatives from maintained schools, academies, early years providers, dioceses, trade unions and post-16 providers. The last time the Local Authority applied for a second year of protection it was for 60% of the lump sums, as recommended by the forum.

The initial reduction in lump sum funding expected over the first two years would be more than covered by the savings from the Junior School Headteacher salary and the reduced costs for shared services such as Human Resource support, ICT support and Governor Services. This would also make up for the shortfall in PE and sport premium.

The ring fenced funding from the government for PE and sport premium is not guaranteed long term, it is reviewed every year and so may not continue in the future anyway. Both Schools are extremely committed to continuing to provide the right support for children's mental health and emotional wellbeing as well as providing a high level and good range of opportunities for physical development and sports.

Within the existing staff at the Junior School and the Infant School there is already a member of staff who is a trained counsellor who would continue to carry out this role in the amalgamated Primary School. A member of staff who is a trained Emotional Literacy Support Assistant delivers targeted interventions. The Educational Psychologist has trained all teaching staff at the Infant School in Emotion Coaching and this would be rolled out across all staff in the amalgamated Primary School. The bulk of the PE and sport premium has been spent on school staff working alongside professional sports coaches to increase their skills and knowledge, with the intention that they would be better placed to step in to take over these activities if required in the future. The Primary School would also continue to buy into the local Sports Partnership, based at Ashton on Mersey School, which provides league game opportunities and things like the multi sports inter schools sessions.

With regards to capital funding, this proposal does not include notice of any intention to expand, rebuild or refurbish the school buildings. The Council has committed capital funding to complete small scale adaptations to help achieve amalgamation. These include new signage, improvements to telephone and internet connectivity and a joint electronic login/fob system across the two separate buildings.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

## **Consultees in favour of amalgamation in principle but who asked questions around staff organisation, representation in the Senior Leadership Team and Governing Body**

### **Comment 9**

I can see some benefits to the amalgamation, namely both schools will "be on the same page" as far as testing etc.

My only concern would be that at the junior school the staff are like one happy family who support each other through good and bad times. Mr Dutton has been a caring and understanding headteacher. I hope that this will continue under the new leadership. Will junior school staff be on the SLT for the new primary school and will their be a junior representation on the governing body?

### **Response 9**

Thank you for your comments.

The future staffing structure will be for the Senior Leadership Team and Governing Body of the continuing school to determine. The plan is for the Deputy Headteachers from both the Infant and Junior schools to continue in their role as Deputy Headteachers of the new Primary School.

As the continuing school, the Infant School Governing Body will become the Primary School Governing Body and they are open to taking on some of the Junior School's Governors. A governor skills audit is scheduled for Spring 2022 to identify key skills and experience that the existing Infant School Governing Body would be looking for when they become the Primary School Governing Body. An agreement is in place whereby the Infant School Governing Body will approach the Junior School's Governing Body to fill the gaps identified.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

### **Comment 10**

I am excited for the school as I think as a whole we will work well together. However, I do wonder if we will be expected to swap key stages?

### **Response 10**

Thank you for your comments.

Operational decisions including deployment of staff will be for the Senior Leadership Team and Governing Body of the Primary School to determine. There are no plans to move staff across Key Stages at this point, however, as with any school, longer term there may be situations where staff are required to move. We would also like to offer staff who wish to have a move to support their professional development the opportunity to do so.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

### **Consultees who fully support the proposal to amalgamate the two schools**

#### **Comment 11**

Fully support as I have had concerns about the junior school and considered moving my child before juniors if it's performance hadn't improved. I would hope this love would help strengthen the junior element of the school.

#### **Comment 12**

I support the amalgamation of the schools and believe it will really benefit my family. The plans sounds really good and include everything I would want for my children.

#### **Comment 13**

Cathy Graham the headteacher at wellfield infants is fantastic and so is Mrs fairclough the deputy. I think it would be great to mix the schools and have them as one site. The juniors has always lacked something mainly the personal touch that the infants had and I think having a more seamless approach to the schools would be huge benefit.

#### **Comment 14**

I've got older children that went to both schools and now a little One in nursery. I think the amalgamation is a good thing to connect both schools together 😊

#### **Comment 15**

I fully support an amalgamation. I will be sorry to see Mr Dutton go as he was an excellent headmaster.

My daughter attended Wellfield Infants and I was very happy with Miss Graham and I feel she will be fantastic as a head for a merged primary school. I think this amalgamation will be a very positive step for Wellfield.

#### **Comment 16**

We would very much want this to happen and for Miss Graham to become joint head.

#### **Comment 17**

We are in favour of amalgamation of infant and junior school.

#### **Comment 18**

I endorse the amalgamation of the schools.

#### **Comment 19**

I would welcome the amalgamation of the schools. I would like you to consider re-instating a homework policy for the junior school though. The children in juniors will get quite a shock going to secondary with the current format of homework or lack of in the junior school. Thanks.

**Comment 20**

I think the amalgamation of the 2 schools is an excellent idea. Wellfield infants school is amazing and one of the main reasons I chose the school was down to the tour lead by Miss Graham. I think it would be beneficial for all the students if she was able to oversee both schools once Mr Dutton retires, who I also may add, will be a real loss.

**Comment 21**

Happy for it to be amalgamated as long as clear guidelines in place with deputy heads who will support each age group. Communication has always been excellent at both sites. Recommend equal amounts of diversity in terms of senior staff to make this successful.

**Comment 22**

I would be happy to see the schools amalgamated under the leadership of Ms Graham.

**Comment 23**

I would be extremely happy with the amalgamation of both the Infant and the Junior Schools. Cathy Graham is a fantastic head with a clear direction. She truly cares for the wellbeing of all her students. Cathy Graham makes the Infant School so warm and welcoming as well as approachable. My children have been very happy!

**Comment 24**

I feel the proposal to amalgamate Wellfield infants with Juniors would be an excellent decision.

**Comment 25**

I looked at wellfield for my daughter and chose park road due to it being ran separate so I think this is a positive step for consistency.

**Comment 26**

Local resident who's children attended the schools and a previous school governor. The schools provide an extension of the village, Ashton on Mersey, community and both would benefit from the merger of the schools. Pupils would benefit from the continuity, work has been ongoing to align the schools, merging the schools with one management and governor structure would enhance this further. The Infant school has a Head Teacher who has the skills, experience and drive the change through.

**Response 11 to 26**

Thank you for your comments.

Your comments will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

**Consultees who were neutral but who provided a comment or asked a question****Comment 27**

I would wish to ensure we are able to capture our child's memories at school as we could not do this in the infant school and believe it can be done in the junior school.

#### **Response 27**

Thank you for your comments.

Your comments will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

#### **Comment 28**

It states that the junior school will be closed. Will the infants and junior remain in two separate buildings, and if so how will the head teacher split her time to manage both?

#### **Response 28**

Thank you for your question.

This proposal does not include notice of any intention to expand, rebuild or refurbish the school building. Although it is proposed that amalgamation will be achieved by closing Wellfield Junior School, the closure is, practically, in name only and it will not affect the Junior School building. Both the existing Infant and Junior school sites will continue to be utilised by the new Primary School.

Operational decisions including deployment of staff will be for the Senior Leadership Team and Governing Body of the Primary School to determine. The Headteacher intends to ensure time is spent in the different areas of the site. How this is organised will be directed by the activities going on at the time. To ensure Senior Leaders have the capacity to provide the right oversight and support so that the quality of teaching and learning is not compromised by these changes, it is expected that the Deputy Headteachers from both schools will be released from their teaching duties for at least the first year.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

#### **Comment 29**

Will there be any expectations for staff to work across both the Juniors and Infants?

#### **Response 29**

Thank you for your question.

Operational decisions including deployment of staff will be for the Senior Leadership Team and Governing Body of the Primary School to determine. There are no plans to move staff across Key Stages at this point, however, as with any school, longer term there may be situations where staff are required to move. We would also like to offer staff who wish to have a move to support their professional development the opportunity to do so.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.

**Comment 30**

Would this affect admission to the Junior School?

**Response 30**

Thank you for your question.

If the proposal progresses, all the pupils at the Infant and Junior School will automatically become pupils at the Primary School on 1 September 2022.

Your comments, and any information provided in response, will be included in a Report to Trafford's Executive Member for Children's Services for consideration before the next stage in the process.