

# HAMPSHIRE COUNTY COUNCIL

## Decision Report

<b>Decision Maker:</b>	Executive Member for Education and Skills, Human Resources and Performance
<b>Date:</b>	22 February 2019
<b>Title:</b>	Marlborough Infant School, Aldershot – Consultation on Change of Age Range
<b>Report From:</b>	Director of Children’s Services

**Contact name:** Richard Vaughan

**Tel:** 01962 846683

**Email:** Richard.vaughan@hants.gov.uk

### 1. Recommendation

- 1.1. That the Executive Member for Education and Skills, Human Resources and Performance agrees that a Public Notice should be published in accordance with section 19 of the Education and Inspection Act 2006 notifying of the intention to reduce the upper age range at Marlborough Infant School, to no longer provide a year 3 class from 1 September 2020.

### 2. Executive Summary

- 2.1. The purpose of this paper is to report the outcome of the public consultation on the proposal to reduce the upper age range at Marlborough Infant School with effect from 1 September 2020.

### 2. Contextual information

- 2.1. The Chair of Governors wrote to the Local Authority on 25 February 2018 following a full governing body meeting on 1 February where it was agreed to propose the following alterations to the school’s current structure;  
Reduce the Published Admission Number (PAN) from 42 to 30  
No longer provide a year 3 class from September 2020
- 2.2. The reasoning behind this request is to enable the school to develop a stable staffing and class structure which will help ensure its longer-term viability. The school have suffered from significant fluctuations in pupil numbers in recent years leading to organisational difficulties and on-going financial pressures.
- 2.3. Operating with four year groups and a PAN of 42 creates difficulties in organising classes of 30, which is further complicated with pupils often leaving the school between year 2 and year 3 as parents choose to transfer them early into other local schools.

- 2.4. The school is currently affiliated with Wellington Primary School with the headteacher also providing leadership responsibility at Marlborough Infant School. This arrangement will continue through to August 2020.
- 2.5. The school is the only school in Hampshire that provides places from year R to year 3, a historic situation which is no longer considered sustainable. The school loses pupils at year 2 as parents choose alternate options for their children's education at year 3 rather than wait until they complete their final year at Marlborough. For the last four years the number of year 3 pupils remaining on roll has been 18, 16, 20 and 13. The school is linked with Talavera Junior School however, due to pupil turbulence, only a few pupils have historically arrived at Talavera Junior in year 4. The low numbers this leaves in year 3 at Marlborough creates difficulties in maintaining a settled staff and curriculum structure to deliver teaching and learning.
- 2.6. Marlborough currently have a small surplus budget but, along with many schools, are facing a potential deficit within the next three years and as such needs to seek efficiencies to ensure financial sustainability. The year end balances going forward are forecast to be:
- 18/19 - £52,000 surplus  
19/20 - £76,000 deficit  
20/21 - £215,000 deficit
- 2.7. As a result of turbulent pupil numbers the school faces significant challenges in achieving the required efficiencies with capacity needing to be retained to mitigate the risk of variable pupil numbers.
- 2.8. There is also an impact on neighbouring schools such as Talavera Junior, who have year 3 pupil numbers suppressed until pupils make the transfer in year 4. Should approval be granted to this proposal it will provide greater certainty for them to more effectively plan, allowing them to seek efficiencies in stabilising their staffing structure.

### **3. Consultation process**

- 3.1. Consultation took place between the 29 October and 10 December 2018 in respect of the change in age range. The consultation for reducing the PAN was run as part of the Admission Arrangements Consultation for 2020.
- 3.2. Dedicated webpages were set up, containing information on the proposals and consultation process. Letters containing information and the link to the consultation webpages were sent to parents of Marlborough Infant School, as well as all other schools within a two mile radius. The same letter was sent to a range of other local stakeholders including the County Councillors covering schools within the Aldershot area:
- Councillor Roland Dibbs  
Councillor Roz Chadd  
Councillor Bill Withers Lt Col (Retd)  
Councillor Rod Cooper

Councillor Charles Choudhary

- 3.3. Copies of the letter, a frequently asked questions document and the consultation response form are attached at Appendices 1, 2 and 3 respectively. A list of consultees is attached at Appendix 4.
- 3.4. Two drop-in sessions were held: on 13 November 2018 at Talavera Junior School and on 21 November 2018 at Marlborough Infant School. They were attended by a mixed audience comprising parents, staff, governors and other interested parties. As well as having questions directly answered at these meetings, attendees were encouraged to complete a hard copy of the consultation response form. All consultation responses have been made available in the appendices of this report.
- 3.5. A total of three written responses have been received. Of those responses made, two sought further information/clarification and one provided comments highlighting their concern about the proposal for a smaller school.

#### **4. Issues raised through the consultation process**

- 4.1. The concerns of consultees that have been raised through the consultation process are summarised below with comments provided.
- 4.2. **What would be the potential implication for the existing teaching staff if the school is to potentially no longer provide a year 3 class from September 2019?**
- 4.3. It is recognised that removing the Year 3 class could create a situation where the school will have to identify if they will be over resourced in terms of staffing. It will be a matter for the Headteacher to review their revised staffing requirement for September 2020 based on this proposal and make a determination as to whether it is necessary to propose a change to structure to governors. This proposal, if required, will be subject to normal consultation and engagement with both staff and their professional associations/trade unions and the normal processes that apply for school restructures.
- 4.4. **Are you able to confirm that this will be from school year 19/20 or school year 20/21, as I have been given conflicting dates.**
- 4.5. In order to clarify the timing for the proposal, a further letter was issued to consultees on 15 November 2018 stating that the change in age range would be implemented from September 2020.
- 4.6. **The envisaged configuration of the school would significantly detract from the education of Service Children, who are in the majority at the school. The enhanced stability afforded by a Year R to Year 3 arrangement is important in the potentially unstable educational experience of the Service Child. The affordability of staff with the appropriate range of skills applicable to Service Children is hugely important, but would be prejudiced by the proposed changes. (full letter in Appendix 5)**
- 4.7. Educational attainment and progress in the Rushmoor district has risen year on year for the past 7 years. This is in no small part due to the work done by the Aldershot cluster of schools, which Marlborough Infant belongs to. The two

closest schools to Marlborough; Talavera Infant and Talavera Junior schools also serve mainly military families, and are highly successful. In November 2018, Talavera Junior was graded outstanding by Ofsted, with particular mention of their work with military children. Children attending year 3 at Marlborough are expected to transfer to year 4 at Talavera Junior. This means that they join a school where relationships have been formed during the first year of KS2, learning methods have been established and routines learned. Whilst Talavera Junior is highly skilled in their approach to admitting children who arrive at any point during their school career because of unavoidable troop movement, it seems illogical to move children at the end of year 3 because of an anomaly in the organisation of one infant school.

- 4.8. The only way to avoid this would be to extend the age range of Marlborough Infant to form a primary school. However, as has been pointed out, classroom sizes are too small, there aren't enough of them and the site is too small to accommodate PE and playtime needs.
- 4.9. **It is felt that the envisaged configuration of the school would significantly detract from the education of Service Children, who are in the majority at the school. The enhanced stability afforded by a Year R to Year 3 arrangement is immensely important in the potentially unstable educational experience of the Service Child. Moreover, the affordability of staff with the appropriate - and even unique - range of skills applicable to Service Children is hugely important, but would be prejudiced by the proposed changes. (Full letter and response in Appendix 5)**
- 4.10. Whilst the LA and governors are sympathetic to the families who wish their children to remain at Marlborough for year 3, they share a concern that the educational provision for those pupils cannot be of the same standard enjoyed by other children in junior schools in the local area. The curriculum at KS2 is broader and more complex than that at KS1. It is unrealistic to expect just one KS2 specialist to be able to provide the breadth of subject knowledge and expertise that teams of teachers in other local schools can. The year 3 class at Marlborough is always small, and shrinks across the year, resulting in fewer chances for children to be working with peers of the same academic level.
- 4.11. Marlborough is not unique in the area in having a majority of pupils from service families. Talavera Infant and Junior schools, the neighbouring schools, also have a majority of service pupils. The infant school is rated Ofsted 'good' and the junior school Ofsted 'outstanding'. Talavera Junior has been particularly praised for its work with the children of service families.

## 5. Finance

- 5.1. The funding of schools is primarily based around the number of pupils on roll, so as numbers decrease so will the funding. However, Marlborough, along with many schools are facing a potential budget pressure within the next three years and as such, need to seek efficiencies to ensure future financial sustainability.

18/19 - £52,000 surplus

19/20 - £76,000 deficit

20/21 - £215,000 deficit

- 5.2. Turbulent pupil numbers present a significant challenge in achieving the required efficiencies. Staffing capacity has to be maintained at a higher level in order to mitigate the risk of fluctuating pupil numbers.
- 5.3. Should approval be granted, it will provide greater certainty, allowing a structure for the school of three teaching groups each of 30 children, which will enable them to more effectively plan and better allow them to seek efficiencies to meet the increasing financial challenges they face.

## **6. Performance**

- 6.1. In July 2017 Marlborough Infant School was judged by Ofsted as requiring improvement, highlighting concerns around leadership, teaching and learning. The affiliation with Wellington Primary School was put in place to support the school.
- 6.2. Between 2016 and 2018 standards have risen in all measures. At the end of the early years foundation stage the percentage of children achieving a Good Level of Development is now in line with Hampshire and above National. At the end of KS1 there has been a particular increase in the numbers of children attaining the greater depth standard in reading, writing and maths.
- 6.3. The Local Authority has provided support in maths, English, Early Years and leadership development and support. This has been in place alongside the support from the staff team from Wellington. It is a measure of the success of the school to school support provided by Wellington that Marlborough dropped from a high to medium priority after two terms of leadership from the headteacher, and will move from medium to a low priority for LA support in the new financial year.

## **7. Equalities**

- 7.1. Equality impacts have been identified in the Equality Statement in Appendix B. Equalities have been considered and no adverse impact has been identified. Education will continue to be provided in the same location and additional places have been provided at Talavera Junior School, which is the existing catchment school for years 3 - 6. The County Council will engage with any staff affected by the proposal, as soon as possible.

## **8. Personnel implications**

- 8.1. The Headteacher will be required to determine the staffing structure for September 2020 in the context of the removal of Year 3 and make a proposal to governors on any plans to change the staffing structure of the school as is the case for normal school staff restructures. This process will be subject to consultation with trade unions/professional associations and engagement with staff. The timescales in respect of the decision to no longer provide a Year 3 class, should this be made, provide the school with ample opportunity to support individuals to find alternative employment should this be required.

## **9. Place Planning and Admissions**

- 9.1. To achieve an admission number of 30 for the academic year 2020/2021 the authority consulted on the reduction as part of the process that determines the admission arrangements for all community and voluntary controlled schools.
- 9.2. The admission number of 42 for 2019 is already published. If admissions into the school for September 2019 are fewer than 30 it is possible to seek an in-year variation to the determined admission arrangements for 2019 and thereby try and formalise the 2019 intake with an admission number of 30.
- 9.3. Talavera Junior School increased their Year 3 PAN from 74 to 90 in 2019. With a reduction to 30 places at Marlborough Infant School and considering the offer of 90 places at Talavera Infant School, it is possible that up to 4 forms of entry will be leaving the 2 infant schools and may need to be accommodated in Talavera Junior School. In the event that more than 3 classes are need to be organised for the intake at Talavera Junior School the Council and school will ensure that the additional provision is created. The imbalance between Key Stage 1 and Key stage 2 places has been longstanding but has been managed and those circumstances have always been helped by the relatively high turbulence associated with schools with a large number of children of service families. This approach will ensure sufficient places within the local area to accommodate the demand from pupils transferring from Marlborough Infant should approval be obtained to close the year 3 provision.

## **10. Future direction**

- 10.1. As a result of discussions with the headteacher and governing body at Marlborough Infant School about the future size and structure of the school, it is proposed to no longer provide a Year 3 class from September 2020 and to reduce the PAN to 30.
- 10.2. Consultation with key stakeholders took place between 29 October and 10 December 2018. Despite some concerns expressed in some of the responses received, County Council officers believe the proposed change of age range and PAN reduction is the best opportunity to improve teaching and learning in the infant school stages and the necessary financial savings.



Children's Services Department  
Elizabeth II Court North  
Winchester  
Hampshire SO23 8UG

Telephone 0300 555 1384  
Textphone 0845 603 5625

### Consultees

Enquiries to	Glenn Parkinson	My reference	
Direct Line	01962 846664	Your reference	
Date	29 October 2018	E-mail	<a href="mailto:strategicplanningunit@hants.gov.uk">strategicplanningunit@hants.gov.uk</a>

Dear Consultee

#### **Marlborough Infant School, Redvers Buller Road, Aldershot – Consultation on Change of Age Range**

Hampshire County Council is proposing to change the age range of Marlborough Infant School. The proposed change in age range removes the opportunity for pupils to remain at the school into Year 3 and will bring the school in line with all other Infant schools in Hampshire. The school will provide school places from Year R (age 4+) to Year 2 (age 6+). The provision for Year 3 will cease. Marlborough Infant School is the only school in Hampshire that provides places from Year R to Year 3, a historic situation which is no longer considered sustainable.

It is also proposed to reduce the published admission number at the school from 42 to 30 for admissions to Year R (age 4+).

#### **Reason for proposal**

The headteacher and governors of the school have been in discussion with the local authority about the future size and structure of the school which has led to the proposal to make the following alterations to the school's current structure;

- No longer provide a Year 3 class from September 2019
- Reduce the PAN to 30

The reasoning for this proposal is to enable the school to develop a stable staffing and class structure which will help ensure its longer-term viability. The school have suffered from significant fluctuations in pupil numbers in recent years leading to organisational and financial challenges.

The school's current size and organisation based on a PAN of 42 (with up to 42 children in each year group) and the need to accommodate year groups from Year R to Year 3, creates difficulties in organising classes with a maximum of 30 pupils, which is required in law for classes containing infant aged pupils. It automatically requires the school to have

Director of Children's Services  
**Steve Crocker**

mixed age teaching groups which then can change from year to year; this creates difficulties when curriculum planning. This is further complicated with some pupils leaving the school at the end of Year 2 to transfer to a junior school at the normal point of transfer, and other children staying on until the end of Year 3.

#### **The Consultation**

The primary purpose of this consultation is to seek the view of consultees on the principle of changing the age range of the school to bring the school in line with all other infant schools in Hampshire.

We are running a consultation from 29 October to 10 December 2018 in respect of the change in age range. The consultation on reducing the published admission number is run separately through a different process; however, any comments received through this consultation in respect of the reduction in the published admission number will be taken into account. Hampshire County Council will then take into consideration all the consultation responses received before deciding whether the proposal should continue to the formal publication stage.

If so, a statutory Public Notice will be published setting out Hampshire County Council's intent to reduce the age range of the school. It is anticipated that this will be published in February 2019.

After the date of publication there will be a four week period in which any representations can be made to the local authority. After the conclusion of this period the County Council will decide whether or not to proceed with the proposal. It is anticipated that a decision will be made by March 2019.

#### **Further Information**

Frequently Asked Questions' are available on the following website from 29 October 2018:  
<http://consultations.hants.gov.uk/active.aspx>

We understand that you may have some questions regarding how the age range reduction will work in practice. Drop-in sessions have been scheduled where you will be able to discuss the proposal with County Council Officers. These will take place on 13 November 2018 at Talavera Junior School between 3pm and 6pm and on 21 November 2018 at Marlborough Infant School between 3pm and 6pm.

If you are unable to attend this session or visit the above website and wish to make a comment then please write to Glenn Parkinson, Strategic Development Officer, Children's Services Department, Ell Court North, Winchester, Hampshire SO23 8UG or e-mail [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk) by Monday 10 December 2018.

Yours sincerely



Glenn Parkinson  
Strategic Development Officer  
Children's Services Department



**To parents/guardians of pupils at  
Marlborough Infant School**

*Children's Services Department  
Elizabeth II Court North  
Winchester  
Hampshire SO23 8UG*

Telephone 0300 555 1384  
Textphone 0845 603 5625

*Enquiries to* Glenn Parkinson

*My reference*

*Direct Line* 01962 846664

*Your reference*

*Date* 15 November 2018

*E-mail* [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk)

Dear Parent/guardian

**Marlborough Infant School – Consultation on Change of Age Range**

I refer to the letter dated 29 October 2018 regarding the change in age range and reduction in the published admission number (PAN) of Marlborough Infant School.

I wanted to clarify the situation in respect of when it is proposed that the Year 3 class at the school will no longer be provided. It is proposed that no Year 3 class is provided from September 2020 i.e. the 2020/21 academic year. The school will provide a Year 3 class for the 2019/20 academic year.

**Reason for proposal**

The reason for this proposal was previously detailed in the letter dated 29 October 2018 and has not changed.

**The Consultation**

The primary purpose of this consultation is to seek the view of consultees on the principle of changing the age range of the school to bring the school in line with all other infant schools in Hampshire.

A drop-in session has been scheduled where you will be able to discuss the proposal with County Council Officers. This will take place on **21 November 2018 at Marlborough Infant School** between 3pm and 6pm.

*Director of Children's Services*  
**Steve Crocker**

If you are unable to attend this session and wish to make a comment then please write to Glenn Parkinson, Strategic Development Officer, Children's Services Department, El Court North, Winchester, Hampshire SO23 8UG or e-mail [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk) by Monday 10 December 2018.

Yours sincerely

A handwritten signature in black ink that reads "G.C. Parkinson". The signature is written in a cursive style with a large initial "G" and "P".

Glenn Parkinson  
Strategic Development Officer  
Children's Services Department

## **Marlborough Infant School – Consultation**

### **Purpose**

The purpose of this consultation is to seek your views on a proposed change in age range at Marlborough Infant School. The school currently provides four years of education for children in Year R, Year 1, Year 2 and Year 3. Pupils are then required to transfer schools at an atypical transfer point, requiring a Year 4 school place. This proposal would bring the school in line with all other Infant schools in Hampshire. The school will provide school places from Year R (age 4+) to Year 2 (age 6+). The provision for Year 3 pupils would cease.

It is also proposed to reduce the published admission number at the school from 42 to 30 for admissions to year R (age 4+).

### **Description**

The primary purpose of this consultation is to seek the view of consultees on the principle of changing the age range of Marlborough Infant School.

This consultation will run from 29 October to 10 December 2018. Hampshire County Council will then take into consideration all the consultation responses received before deciding whether the proposal should continue to the formal publication stage.

If so, a statutory Public Notice will be published, setting out Hampshire County Council's intent to change the age range at the school. It is anticipated that this will be published in February 2019.

After the date of publication there will be a four week period in which any representations can be made to the local authority. After the conclusion of this period the County Council will decide whether or not to proceed with the proposal. It is anticipated that a decision will be made by the end of March 2019.

### **Further Information**

Drop-in sessions have been scheduled for November 2018 where you will be able to discuss the proposal with County Council officers. The first drop in session will take place on 13 November 2018 at Talavera Junior School between 3pm and 6pm and a second session on 21 November 2018 at Marlborough Infant School between 3pm and 6pm.

If you are unable to attend either of these sessions or visit the above website and wish to make a comment, then please write to Glenn Parkinson, Strategic Development Officer, Children's Services Department, Eil Court North, Winchester, Hampshire SO23 8UG or e-mail [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk) by 10 December 2018.



## **Consultation on the proposal to a change of age range and reduction in published admission number at Marlborough Infant School**

Hampshire County Council would like to hear your views on their proposal to change the age range and reduce the published admission number (PAN) of Marlborough Infant School. It is proposed these changes, if approved, take effect from September 2020.

The proposed change in age range removes the opportunity for pupils to remain at the school into Year 3 and will bring the school in line with all other Infant schools in Hampshire. The school will provide school places from Year R (age 4+) to Year 2 (age 6+). The provision for Year 3 will cease.

It is also proposed to reduce the published admission number at the school from 42 to 30 for admissions to year R (age 4+).

We are running a consultation from 29 October to 10 December 2018 in respect of the proposed change in age range. The consultation on reducing the published admission number is run separately through a different process; however, any comments received through this consultation in respect of the reduction in the published admission number will be taken into account.

### ***Why do you need to change the age range of the school?***

The headteacher and governors of the school have been in discussion with the local authority about the future size and structure of the school which has led to the proposal to make the following alterations to the school's current structure;

- No longer provide admission to Year 3 after September 2019
- No longer provide a Year 3 class from September 2020
- Reduce the PAN to 30

The reasoning for this proposal is to enable the school to develop a stable staffing and class structure which will help ensure its longer-term viability. The school have suffered from significant fluctuations in pupil numbers in recent years leading to organisational and financial challenges.

The school's current size and organisation based on a PAN of 42 (with up to 42 children in each year group) and the need to accommodate year groups from Year R to Year 3, creates difficulties in organising classes with a maximum of 30 pupils, which is required in law for classes containing infant aged pupils. It automatically requires the school to have mixed age teaching groups which then can change from year to year; this creates difficulties when curriculum planning. This is further complicated with some pupils leaving the school at the end of Year 2 to transfer to a junior school at the normal point of transfer, and other children staying on until the end of Year 3.

### *Appendix 3 – Consultation frequently asked questions*

The school is the only infant school in Hampshire that provides places from Year R to Year 3; a historic situation which is no longer considered sustainable. The school loses pupils at Year 2 as some parents choose alternate options for their children's education for the junior phase, rather than wait until they complete their final year at Marlborough Infant School.

#### ***How will you change the admission number of the school?***

To achieve an admission number of 30 for the academic year 2020/2021 the authority consults on the reduction as part of the process that will determine the admission arrangements for all community and voluntary controlled schools. That process is underway now, so with the Headteachers and governors agreement the authority can continue with seeking approval to achieve the reduced admission number. Any comments received through this consultation process on the change of admission number will be considered within the admission consultation process.

The admission number of 42 for 2019 is already published. If admissions into the school for September 2019 are fewer than 30 it is possible to seek an in-year variation to the determined admission arrangements for 2019 and thereby try and formalise the 2019 intake with an admission number of 30.

#### ***Will there be building works taking place?***

There is no requirement for any building works to support this proposal.

#### ***What will be the impact on pupils within the school?***

Marlborough Infant School will continue to operate as normal. There will be no impact on pupils learning during the process. The proposal is based upon enabling the school to develop a stable staffing and class structure which will help ensure its longer-term viability.

#### ***What will be the impact on pupils in the affected Year 3?***

The pupils from both Year 2 and Year 3 will leave in the summer of 2020 and move on to continue their education at local junior schools. It is proposed that the current arrangement with a link to Talavera Junior School continues but will relate to when pupils leave at the end of Year 2 rather than Year 3, bringing pupils' transfer to junior school in line with all other infant pupils in the County.

#### ***Will the school receive less funding due to the numbers decreasing?***

The funding of schools is primarily based around the number of pupils on roll, so as numbers decrease so will the funding. However, Marlborough, along with many schools are facing a potential budget pressure within the next three years and as such, need to seek efficiencies to ensure financial sustainability.

Turbulent pupil numbers present a significant challenge in achieving the required efficiencies. Staffing capacity has to be maintained at a higher level in order to mitigate the risk of fluctuating pupil numbers.

Should approval be granted, this will provide greater certainty for the school, the intended structure for the school will be 3 teaching groups each of 30 children, which will enable

## *Appendix 3 – Consultation frequently asked questions*

them to more effectively plan and better allow them to seek efficiencies to meet the increasing challenges they face.

### ***What happens after this consultation?***

This consultation will run until 10 December 2018. Officers will then take into consideration all the consultation responses before deciding whether the proposal should continue to the formal publication stage.

If so, a statutory Public Notice will be published, setting out Hampshire County Council's intent to change the age range. It is anticipated that this will be published in February 2019.

After the date of publication there will be a four week period in which any representations can be made. After the conclusion of this period the County Council will decide whether or not to proceed with the proposal. It is anticipated that a decision will be made in March 2019.

### ***Will I have the opportunity to discuss the proposal and ask questions?***

Drop-in sessions have been scheduled where you will be able to discuss the Marlborough Infant School proposals with Hampshire County Council officers, school staff and governors on the following dates:

**13th November 2018 from 3pm to 6pm at Talavera Junior School.**

**21st November 2018 from 3pm to 6pm at Marlborough Infant School**

If you are unable to attend this session and wish to make a comment then please write to Strategic Development Team, Children's Services Department, 3<sup>rd</sup> Floor, EII Court North, Winchester, Hampshire SO23 8UG or e-mail [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk) **by 10 December 2018.**

### ***How can my views be heard?***

We will listen to views at the drop-in session.  
We will also consider all responses received via e-mail or letter.

**The closing date for responses is the 10th of December 2018.**



**Marlborough Infant School  
Change of Age Range Consultation Event  
21 November 2018**

**Please respond by: Monday 10 December 2018**

Are you a:

Parent/Guardian	
Pupil	
Resident	
School Governor	
Staff	
Other	

Please detail any comments you wish to make on the proposal:

Please continue overleaf if necessary

**Contact details (please tick boxes which apply):**

Yes, I provide consent to be contacted in regards my response above and understand that it is optional to provide this information and that I can withdraw my consent at any time.

Yes, I confirm that I have read and understood the supporting privacy notice.

Name:

Address:

Telephone No:

Email address:

(Any information provided here will not be used for any other purpose / all responses will be made anonymous in reports)

Return address: Strategic Development Team, Floor 3, Elizabeth II Court North, Hampshire County Council, Children's Services Department, The Castle, Winchester, SO23 8UG

email: [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk)



## Privacy Notice

### Why we collect your Information

Hampshire County Council is the organisation responsible for processing your information (the Data Controller). Our Strategic Development Team would like to contact you to discuss the response you have provided to the 'Marlborough Infant School Change of Age Range Consultation Event'. To be able to do this, we need your permission (your consent) to be able to store and use any contact details you provide to us to be able to make contact. Although you may say yes when completing this form, you can withdraw your consent at any time.

We will store a copy of this consent form, containing your information, within the County Council's Document Management System (DMS). Our DMS is hosted in the UK within the County Council's secure data centre and we will retain this information for a period of five years, at which point we will dispose of the information as appropriate.

We will not share your information with anybody unless a lawful basis requires it. If a lawful basis is identified, the information planning to be shared will still be assessed as necessary, relevant and proportional for the task being undertaken.

For further information on how we handle personal information, your data rights, how to raise a concern about the way we are processing your information and the County Council's Data Protection Officer, please see our General Privacy Notice:

<https://www.hants.gov.uk/aboutthecouncil/strategiesplansandpolicies/dataprotection>

If you have a concern about the way we are collecting or using your personal data, you can raise your concern with us in the first instance or you can go directly to the Information Commissioner's Office, as the supervisory authority, at <https://ico.org.uk/concerns/>.

### Removing or updating your consent

To remove or update your consent, please email [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk), call 01962 846664 or write to the Strategic Development Team at Hampshire County Council, Children's Services, Ell Court, The Castle, Winchester, Hampshire, SO23 8UG, confirming your name and contact details previously provided so we can find you on our database and either have your details removed or preferences updated as instructed by you.

Return address: Strategic Development Team, Floor 3, Elizabeth II Court North, Hampshire County Council, Children's Services Department, The Castle, Winchester, SO23 8UG

email: [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk)



**Marlborough Infant School  
Change of Age Range Consultation Event  
13 November 2018**

**Please respond by: Monday 10 December 2018**

Are you a:

Parent/Guardian	
Pupil	
Resident	
School Governor	
Staff	
Other	

Please detail any comments you wish to make on the proposal:

Please continue overleaf if necessary

**Contact details (please tick boxes which apply):**

Yes, I provide consent to be contacted in regards my response above and understand that it is optional to provide this information and that I can withdraw my consent at any time.

Yes, I confirm that I have read and understood the supporting privacy notice.

Name:  
Address:  
Telephone No:  
Email address:

(Any information provided here will not be used for any other purpose / all responses will be made anonymous in reports)

Return address: Strategic Development Team, Floor 3, Elizabeth II Court North, Hampshire County Council, Children's Services Department, The Castle, Winchester, SO23 8UG

email: [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk)



## Privacy Notice

### Why we collect your Information

Hampshire County Council is the organisation responsible for processing your information (the Data Controller). Our Strategic Development Team would like to contact you to discuss the response you have provided to the 'Marlborough Infant School Change of Age Range Consultation Event'. To be able to do this, we need your permission (your consent) to be able to store and use any contact details you provide to us to be able to make contact. Although you may say yes when completing this form, you can withdraw your consent at any time.

We will store a copy of this consent form, containing your information, within the County Council's Document Management System (DMS). Our DMS is hosted in the UK within the County Council's secure data centre and we will retain this information for a period of five years, at which point we will dispose of the information as appropriate.

We will not share your information with anybody unless a lawful basis requires it. If a lawful basis is identified, the information planning to be shared will still be assessed as necessary, relevant and proportional for the task being undertaken.

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### Removing or updating your consent

To remove or update your consent, please email [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk), call 01962 846664 or write to the Strategic Development Team at Hampshire County Council, Children's Services, Ell Court, The Castle, Winchester, Hampshire, SO23 8UG, confirming your name and contact details previously provided so we can find you on our database and either have your details removed or preferences updated as instructed by you.

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**Fri 09/11/2018 10:28**

**Consultation Marlborough Infant School:**

The consultation paperwork outlines the potential implications for admissions, pupils, buildings and budget.

What would be the potential implication for the existing teaching staff if the school is to potentially no longer provide a year 3 class from September 2019?

kind regards

Redacted

**Mon 12/11/2018 15:34**

Good afternoon,

I have a question with regards to the Year 3 closure at Marlborough. Are you able to confirm that this will be from school year 19/20 or school year 20/21, as I have been given conflicting dates.

Regards

Redacted

**Sun 09/12/2018 15:59 – This consultee has provided written permission for their name to be shown in this report and is therefore not redacted.**

Dear Glenn

Further to my discussions with the team who were present at the drop in session on the 21st November, please find attached my comments for your consideration, regarding the proposals for Marlborough Infant School, Aldershot.

I hope that my comments are clear, however if you should need me to clarify anything, do feel free to contact me.

Best regards

Christine Bird

**Consultation on proposal to a change of age range and reduction in published admission number at Marlborough Infant School Aldershot**

As the substantive Headteacher at Marlborough Infant School, Aldershot from 2000 – 2013, and Acting Headteacher 1998 – 2000, I feel that I am in a unique position to respond to the above proposals.

In summary, the envisaged configuration of the school would significantly detract from the education of Service Children, who are in the majority at the school (in excess of 90% during my tenure). The enhanced stability afforded by a Year R to Year 3 arrangement is immensely important in the potentially unstable educational experience of the Service Child. Moreover, the affordability of staff with the appropriate - and even unique – range of skills applicable to Service Children is hugely important, but would be prejudiced by the proposed changes.

Details of my concerns are as follows:

1. Marlborough was built in 1897 in response to the needs of the growing military community, a role it has fulfilled successfully for over a hundred years, developing a successful reputation for understanding the needs of Service Children and their families. The temporary decline of the school from 2014 – 2017 should not be taken in any way as typical of the potential of the school: I was pleased to note at the ‘drop in’ session on 21<sup>st</sup> November, that David England the Interim Headteacher, was anticipating that the next OFSTED Inspection would return the school to its previous long – standing grading of Good. Taking the above into consideration, the needs of the Military Community must remain paramount in the role Marlborough plays within the local area. In my experience the high number of Service Children and their ability to understand the needs of one another, even the youngest children, creates a strong ethos of belonging. The proposal to reduce the Published Admission Number, (PAN) could result in children and their families being disadvantaged in their access to a school which truly understands their needs and responds quickly and effectively.
2. I understand from my discussions with David England that the proposal to reduce the PAN would result in a 1 form entry school, thus creating 3 class bases; Year R, Year 1 and Year 2, each in a separate classroom. With the exception of the Early Years Unit in the adjacent temporary classroom, which has sufficient floor area to accommodate 60 children, the internal classrooms each have a maximum capacity of 26 children as recorded in Hampshire’s Annual Capacity Survey. I would therefore question where the remaining 4 children would be taught? The accommodation at Marlborough in its 2-storey building is unique, with an upstairs hall, however this was not always the case. When built in 1897, the Primary School was comprised of 2 buildings, the Clocktower House located at the corner of Redvers Buller Road, which contained the hall, and the current Marlborough building which was laid out as classrooms. Victorian educators chose to seat their children in rows with no requirement

to move about, thus numbers in classrooms were not restricted to 30 as is the case for Infant Children today.

3. Whilst I fully understand the wish to bring Marlborough into line with all other Infant Schools in Hampshire, removing the Year 3 class would be a retrograde step, which would not support the highly mobile population of Service children. Indeed, a proposal to extend the age range, returning the school to an all through Primary School, would be by far a better solution, particularly as the Wavell Secondary School is within a 5-minute walk away. This is a much better solution if the authority is to make a genuine attempt to support this unique school and its children.
  
4. With the proposed maximum number on roll (NOR) of 90, the potential budget will inevitably be greatly reduced, with a direct impact on the school's ability to attract experienced staff: again, David England led me to believe that with such a small budget, any new headteacher would have to take on a teaching responsibility, thus reducing their time fulfilling the role of the Head. All teachers would be required to take additional curriculum responsibilities, on top of their general classroom roles. The utilities, gas, electric, water, rates and rent, whilst remaining a constant, would be a major drain on the limited funding. Not heating certain areas of the school is not an option: as I discovered, when appointed, certain areas had no heating and suffered from condensation and dampness, which had to be rectified promptly.
  
5. It seems that some of the rationale for the proposed restructure is based upon the school's recent performance. This, however, was very much a 'one - off' which resulted from a short episode of mismanagement – as verified by OFSTED and confirmed by Hampshire Local Authority.

In conclusion, whilst I am pleased that Hampshire as a Local Authority are considering the future role of Marlborough within the local area, I have grave misgivings as to the suitability of the current proposals to fully meet the needs of Service Children. These children move frequently, and often require additional support which a larger school would be better able to provide with an experienced and dedicated staff team. The opportunity to create a successful and thriving school is within the remit of Hampshire Local Authority: I would therefore urge you to make the right decision and not leave Marlborough and its children in a disadvantaged position yet again.

Christine Bird  
Headteacher Marlborough Infants 2000 -2013

Mon 14/01/2019 19:32

Dear Andy,

I hope you are well and a happy new year to you (although a little belated).

I have been asked to engage with you regarding the current proposals by Hampshire County Council, to reduce the annual Pupil Admission Number (PAN) from 42 to 30, and the age range from 4 – 8 to 4 - 7 of Marlborough Infant School, Redvers Buller Road. The school has a long history of successfully meeting the needs of Service Children living in the north of the Garrison, who make up the majority of the school population. There is considerable concern around the issue of service children's vulnerability due to mobility and deployment, in particular.

I have been contacted by families, senior members of the chain of command and educators, who believe that the current proposals, whilst more in line with other schools in the County, do not take into account the unique position of Service Children and could result in further disadvantaging them.

Key concerns are as follows:

It is felt that the envisaged configuration of the school would significantly detract from the education of Service Children, who are in the majority at the school. The enhanced stability afforded by a Year R to Year 3 arrangement is immensely important in the potentially unstable educational experience of the Service Child. Moreover, the affordability of staff with the appropriate - and even unique - range of skills applicable to Service Children is hugely important, but would be prejudiced by the proposed changes.

I have now had several conversations from key stakeholders expressing key concerns as to the suitability of the current proposals to fully meet the needs of Service Children. As you are acutely aware, these children experience high mobility and often require additional support which it is felt that a larger school would be better able to provide with an experienced and dedicated staff team.

I would be grateful to hear your views and appreciate your insight. I would like to be able to revert to the stakeholders by the end of this week, if possible.

Kind regards,

Redacted  
Army Families Federation

Whilst the LA and governors are sympathetic to the families who wish their children to remain at Marlborough for year 3, they share a concern that the educational provision for those pupils cannot be of the same standard enjoyed by other children in junior schools in the local area. The curriculum at KS2 is broader and more complex than that at KS1. It is unrealistic to expect just one KS2 specialist to be able to provide the breadth of subject knowledge and expertise that teams of teachers in other local schools can. The year 3 class at Marlborough is always small, and shrinks across the year, resulting in fewer chances for children to be working with peers of the same academic level.

When the children transfer to year 4, they are potentially disadvantaged as they are joining well established classes where friendship groups have been established and must learn new routines and structures. This seems to be an additional point of transfer for pupils who have almost certainly had more disruption in their early education than is desirable.

Marlborough is not unique in the area in having a majority of pupils from service families. Talavera Infant and Junior schools, the neighbouring schools, also have a majority of service pupils. The infant school is rated Ofsted 'good' and the junior school Ofsted 'outstanding'. Talavera Junior has been particularly praised for its work with the children of service families.

The teaching staff at Marlborough have all joined the school since September 2017, and there had been an almost complete turnover of teaching staff the previous year too. The current staff have developed well under the leadership of the executive headteacher who has brought significant leadership and teaching expertise from his school, Wellington Primary, another outstanding school in the cluster. The permanent teaching staff at Marlborough do not have significant experience in working with service families and have relied heavily on the other schools in the cluster (in the main Talavera and Wellington) to support them. This has clearly been very successful and a great example of how the expertise and strong collaborative culture within the Aldershot cluster has ensured that all children have continued to receive a good education despite Marlborough falling from Ofsted 'Good' to 'Requires Improvement' under the previous headteacher.

The reduction of Marlborough to a small infant school will give local parents a genuine choice in the type of school that will best suit their child in their first years of formal education. They will be able to choose between a small 'village school' style offer or the larger regular offer provided by Talavera Infant. The LA are confident that Marlborough will be judged as securely 'Good' in its next inspection. This will put it on a level with Talavera Infant. Both schools then feed into the 'outstanding' Talavera Junior.

**CORPORATE OR LEGAL INFORMATION:****Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	yes
<b>People in Hampshire live safe, healthy and independent lives:</b>	yes
<b>People in Hampshire enjoy a rich and diverse environment:</b>	yes
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	yes

**Other Significant Links**

<b>Links to previous Member decisions:</b>	
<u>Not applicable</u>	<u>Date</u>
<b>Direct links to specific legislation or Government Directives</b>	
<u>Title</u> Education and Inspections Act 2006 School Organisation Maintained Schools -Guidance for proposers and decision makers	<u>Date</u> 8/11/2006 April 2016

**Section 100 D - Local Government Act 1972 - background documents**

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
Consultation responses documents.	Children's Services Department, Hampshire County Council Winchester

## **IMPACT ASSESSMENTS:**

### **1. Equality Duty**

1.1. The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;

Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;

Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

#### **Due regard in this context involves having due regard in particular to:**

The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;

Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;

Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

#### **1.2. Equalities Impact Assessment:**

Equalities have been considered and no adverse impact has been identified. Education will continue to be provided in the same location in years R – 2 and additional places have been provided at the linked junior school, Talavera Junior, for transition to year 3.

### **2. Impact on Crime and Disorder:**

2.1. The proposal will have no impact on crime and disorder.

### **3. Climate Change:**

How does this proposal impact on our carbon footprint / energy consumption?

No impact has been identified.

How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

No specific measures have been identified.