

Cabinet

Thursday, 21 April 2022, 10.00 am, Council Chamber, County Hall

Membership

Councillors:

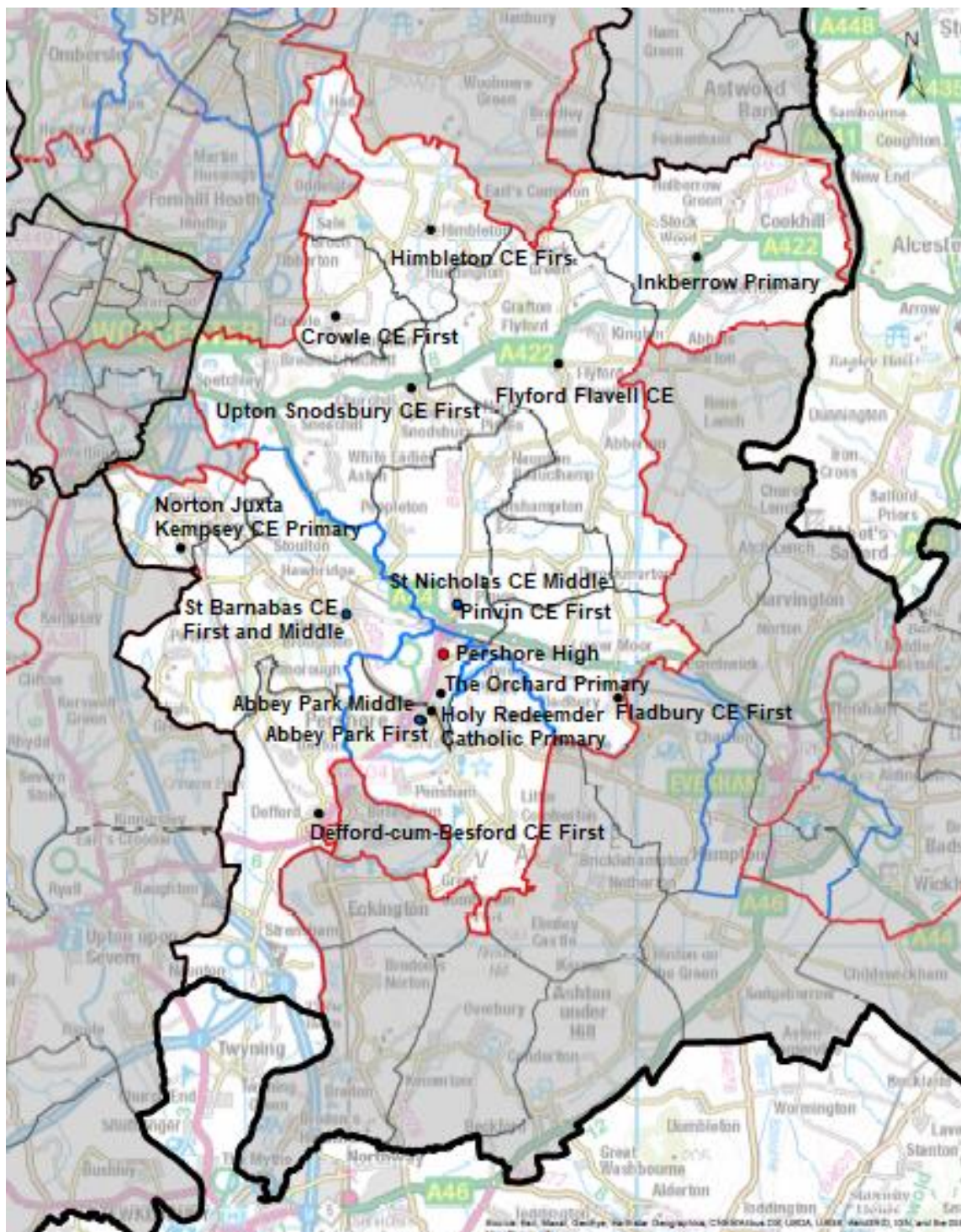
Cllr Simon Geraghty (Chairman), Cllr Alan Amos, Cllr Marc Bayliss, Cllr Matt Dormer, Cllr Adrian Hardman (Vice Chairman), Cllr Marcus Hart, Cllr Adam Kent, Cllr Karen May, Cllr Tony Miller and Cllr Andy Roberts

Appendices Supplement

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Appendices



Appendix 1: Map of the Pershore Education Planning Area

Appendix 2: Schools in Pershore Education Planning Area

DFE No	Name	Historic Phase	Phase change	PAN 20/21	NOR Sept 21	Ofsted	Type	Academy Trust	
2119	Abbey Park First & Nursery	First		30	156	Good	Community		Schools consulting on proposals to make significant changes
3056	Himbleton C.E. First	First	Primary-21/22	14	75	Good	VC		
5201	Flyford Flavell First	First	Primary-20/21	22	102	Good	Community		
3368	Holy Redeemer Catholic Primary	Primary	N/A	30	174	Outstanding	VA		
2079	Inkberrow Primary	First	Primary-19/20	30	188	Outstanding	Academy	Avonreach	
3081	Norton Juxta Kempsey C.E. Primary	First	Primary-19/20	30	201	Good	Academy	Avonreach	
2121	Orchard Primary School	First	Primary-19/20	30	197	Good	Academy	Avonreach	
3208	St Barnabas C.E. First and Middle	First/ Middle		30	211	RI	Academy	DOWMAT	Schools consulting on proposals to make significant changes
3028	Crowle C.E. First	First	*	15	63	Good	Academy	DOWMAT	Consulted on change of age range change to primary for 22/23 – awaiting RSC decision, postponed pending outcome of Pershore Review / Consultation
3029	Defford-cum-Besford C.E. School	First		12	55	Good	VC		Schools consulting on proposals to make significant changes
3324	Fladbury C.E. First	First		20	82	Good	VA		Schools consulting on proposals to make

									significant changes
3088	Pinvin C.E. First	First		25	97	Good	Academy	DOWMAT	Schools consulting on proposals to make significant changes
3108	Upton Snodsbury C.E. First	First		14	49	Outstanding	VC		Schools consulting on proposals to make significant changes
2906	Abbey Park Middle	Middle		84	117	RI	Community		Schools consulting on proposals to make significant changes
3205	St Nicholas' C.E. Middle	Middle		112	222	RI	Academy	DOWMAT	Schools consulting on proposals to make significant changes
4030	Pershore High	High	Secondary-21/22	282	1204	Good	Academy	Avonreach	Schools consulting on proposals to make significant changes

Key:

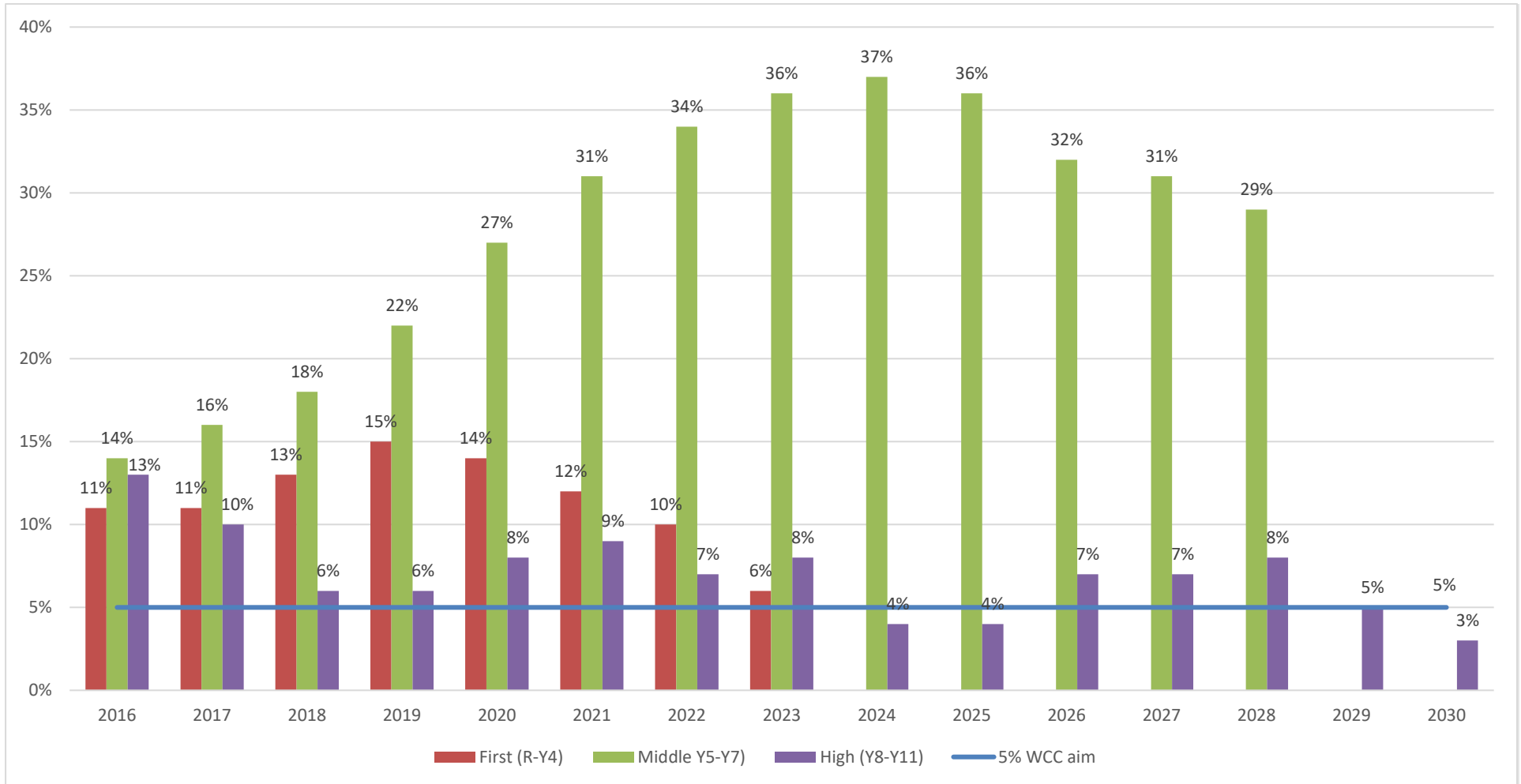
Autumn 2021 Schools consulting on proposals to make significant changes

Consulted on change of age range change to primary for 22/23 – awaiting RSC decision, postponed pending outcome of Pershore Review / Consultation

Appendix 3: Education journeys in Pershore Education Planning Area academic year 2021/22

	Three Tier journey - Abbey Park Middle pyramid	Three Tier journey - St Barnabas CE Middle pyramid	Three Tier journey - St Nicholas CE Middle pyramid	Two-tier journey – schools already in two tier
First/Primary	Abbey Park First School <i>Reception – Year 4</i>	St Barnabas First & Middle School Defford-cum Besford <i>Reception – Year 4</i>	Crowle CE First Fladbury CE First Pinvin CE First Upton Snodsbury CE First <i>Reception – Year 4</i>	The Orchard Primary Inkberrow Primary Norton-Juxta-Kempsey Primary Flyford Flavell Primary Himbleton Primary <i>Reception – Year 6</i>
Middle	Abbey Park Middle <i>Year 5 – Year 7</i>	St Barnabas First and Middle School <i>Year 5 – Year 7</i>	St Nicholas Middle School <i>Year 5 – Year 7</i>	N/A
High/Secondary	Pershore High <i>Year 8 – Year 13</i>	Pershore High <i>Year 8 – Year 13</i>	Pershore High <i>Year 8 – Year 13</i>	Pershore High <i>Year 7– Year 13</i>

Appendix 4: Percentage Surplus Places across the Pershore Education Planning area in each phase based on approved changes and forecast pupil numbers 2016-2030



Appendix 5: Number of pupils on roll at converted primary schools in years 4, 5 and 6 and retention rates for September 2019 and 2021.

Table 1: Number on roll and retention rates at Inkberrow C.E. Primary

Intake	Year 4	Year 5	Year 6	Total pupils on roll at school	Retention rate between year 4 and 5
2018	30	0	0	128	
2019	19	26	0	152	86%
2020	24	25	29	190	131%
2021	27	25	23	188	104%

Table 2: Number on roll and retention rates at Norton-Juxta-Kempsey CE Primary

Intake	Year 4	Year 5	Year 6	Total pupils on roll at school	Retention rate between year 4 and 5
2018	23	0	0	133	
2019	26	12	0	154	52%
2020	39	23	16	185	88%

Table 3: Number on roll and retention rates at The Orchard Primary

Intake	Year 4	Year 5	Year 6	Total pupils on roll at school	Retention rate between year 4 and 5
2018	34			149	
2019	30	24		168	71%
2020	30	30	23	186	100%

Appendix 6: Number of pupils on roll at middle schools 2015-2021

Table 4: Number on roll at Abbey Park Middle School

	Year 5	Year 6	Year 7	Total
2015	65	65	67	197
2016	59	71	63	193
2017	69	63	73	205
2018	67	72	62	201
2019	46	71	73	190
2020	36	51	74	161
2021	36	34	47	117

Table 5: Number on roll in middle school year groups at St Barnabas CE First and Middle School

	Year 5	Year 6	Year 7	Total
2015	59	78	56	193
2016	71	62	73	206
2017	62	70	60	192
2018	49	57	63	169
2019	48	55	58	161
2020	34	49	50	133
2021	24	35	38	100

Table 6: Number on roll at St Nicholas CE Middle

	Year 5	Year 6	Year 7	Total
2015	97	111	100	308
2016	104	96	111	311
2017	93	104	89	286
2018	109	90	102	301
2019	98	108	89	295
2020	90	100	98	288
2021	72	86	64	222

Appendix 7: Summary of proposals, process, decision makers and dependencies:

School	What is the change?	Admissions changes	Change in pupil places	Change to feeder links	Proposer	Non-Statutory or Statutory process	Decision Making body	Dependencies / related proposals	Changes reliant on this change
Abbey Park First and Nursery School	Change of age range from First to Primary (3-9 to 2-11) including integration of Governor-led 2 year old provision into school age range. Amalgamation with Abbey Park Middle School.	PAN remaining at 30	increases in 60 places 30 nursery places 30 Pre-School places	Pupils feed directly to Abbey Park Middle after year 4, new feeder link to Pershore High after year 6	LA is the sole proposer and decision maker for alterations - increase capacity of school by more than 30 pupils	Statutory Process	LA or Schools Adjudicator	Abbey Park Middle Pershore High Capital investment to amalgamate the two schools	
Abbey Park Middle School	Amalgamation (closure)	Amalgamation (closure)	decrease in 252 places		LA can propose to close one school and enlarge / change the age range / transfer site of an existing school to accommodate displaced pupils	Statutory Process	LA or Schools Adjudicator	Abbey Park First Pershore High Year 7 places	None
Defford-Cum-Besford CofE School	Change of age range from First to Primary (4-9 to 4-11) & enlargement of premises.	PAN remaining at 12	increase in 24 school age places	Pupils feed directly to St Barnabas Middle after year 4, new feeder link to Pershore High at Year 7	The Governing Body of the school can propose and decide to permanently enlarge premises and increase capacity of a school if the increase will result in a change of less than 30 pupils and 25%). The Governing Body of voluntary schools only can propose an alteration of change of age range by up to 2 years	Non-Statutory	Governing Body	Pershore High Capital investment for additional accommodation	Removal of admissions point at St Barnabas C.E. for year 5 pupils

Fladbury CofE First School	Change of age range from First to Primary (4-9 to 3-11) including integration of the Governor-led nursery provision into the school age range. Enlargement of premises.	PAN reduction from 20 to 15	increase in 5 school age places 15 nursery places	Pupils feed directly to St Nicholas after year 4, new feeder link to Pershore High after year 6	The Governing Body of the school can propose and decide to permanently enlarge premises and increase capacity of a school if the increase will result in a change of less than 30 pupils and 25%). The Governing Body of voluntary schools only can propose an alteration of change of age range by up to 2 years	Statutory (as 3 years)	Governing Body	Pershore High Capital investment for additional accommodation	St Nicholas Middle
Pershore High School	Enlargement of premises (Increase in capacity)	Increase in places at year 7, removal of intake point for year 8	increase of 192 places (Year 7 only)	Inclusion of all new primary schools (from September 2023 at earliest)	Academy Trust can propose a change that is not contentious or subject to objections from the LA, may propose to expand their physical capacity (by more than 30 pupils) by following a fast-track process. Where the fast track requirements are not met, proposed expansions will require a full business case.	Statutory Process - Fast Track or Full Business Case	RSC	Capital investment for additional accommodation	All proposals
Pinvin CofE First School	Change of age range from First to Primary (4-9 to 3-11) to open a Pre-School as pupils. Amalgamation with St Nicholas Middle School	Increase in PAN from 25 to 45	increase in 165 school age places plus nursery places	Pupils feed directly to St Nicholas after year 4, new feeder link to Pershore High after year 6	Academy Trusts proposing to change the age range of their schools by three years or more, make any age range change which is contentious, or which will set a precedent for schools in their local area, must submit a full business case. Proposed changes to amalgamate an academy with (an)other academy/academies will require a full business case.	Statutory Process - Fast Track or Full Business Case	RSC	Pershore High	St Nicholas Middle

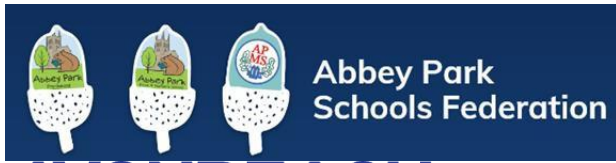
St Nicholas' CofE Middle School	Amalgamation (closure)	Amalgamation (closure)	decrease in 336 places		Academy Trust can propose changes to amalgamate an academy with (an)other academy/academies will require a full business case.	Statutory Process - Fast Track or Full Business Case	RSC	Feeder schools Pershore High Year 7 places	
St Barnabas CofE First and Middle School	Change of age range from First to Primary (4-12 to 2-11) to incorporate nursery as pupils	Increase in PAN from 30 to 45. Removal of intake point at Year 5 from September 2023.	decrease in 75 places plus nursery places	Pupils feed into Pershore High after year 6 rather than year 7.	Academy Trusts proposing to change the age range of their schools by three years or more, make any age range change which is contentious, or which will set a precedent for schools in their local area, must submit a full business case.	Statutory Process - Fast Track or Full Business Case	RSC	Defford-cum Besford Pershore High Year 7 places	
Upton Snodsbury CofE First School	Change of age range from First to Primary (4-9 to 4-11) & enlargement of premises.	PAN remaining at 14	increase in 28 school age places	Pupils feed directly to St Nicholas after year 4, new feeder link to Pershore High after year 6	The Governing Body of the school can propose and decide to permanently enlarge premises and increase capacity of a school if the increase will result in a change of less than 30 pupils and 25%). The Governing Body of voluntary schools only can propose an alteration of change of age range by up to 2 years	Non-Statutory	Governing Body	Pershore High	St Nicholas Middle

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Appendix 8 - Consultation Pack

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Department for Education

Public consultation – 11th October to 26th November 2021

Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Pershore



Dear families, residents and other interested stakeholders,

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals if agreed would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worcschildrenfirst.org.uk.

Have your say! Engagement with stakeholders and residents

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible from this [Worcestershire County Council Pershore Review webpage](#) or the individual schools' websites. An online survey is available for you to respond to these proposals.

The seven week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

Worcestershire Children First and individual schools are holding consultation events to allow stakeholders to learn more about the proposals and give the opportunity to provide feedback. A summary of the events can be found on our [Pershore EPA Review consultation webpage](#).

Responses required by noon on Friday 26th November 2021

Background information

Worcestershire County Council, as the Local Authority responsible for education provision, has a statutory responsibility to make sure there are enough school places for children and young people who live in the county, and to make sure these places are of good quality with enough space to promote parental choice and diversity.

The Pershore Education Planning Area is made up of 16 schools serving the town of Pershore and surrounding rural areas. From September 2019 several schools have had proposals agreed to change the age range of their school to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of six schools in the Pershore area currently operate as Primary and Secondary schools. The following school changes have either been made or proposed:

- a) The Orchard, Inkberrow, and Norton-Juxta-Kempsey CE converted to Primary school age range (up to year six) in September 2019. Avonreach Multi-Academy Trust gained approval from the Regional Schools Commissioner (RSC) to vary age range of the three first schools and the high school (approved Dec 2018);
- b) Pershore High converted to a Secondary school in September 2021, although they still operate their historic intake point at year 8 as well, meaning pupils either start at year 7 (two-tier pyramid) or year 8 (three tier pyramid). Avonreach Multi-Academy Trust gained approval for the age range change from the Regional Schools Commissioner (RSC) in December 2018;
- c) Flyford Flavell converted to a Primary school in Sept 2020, approved in April 2020 by Worcestershire County Council; and
- d) Himbleton C.E. converted to a Primary from Sept 2021, approved in October 2020 by Himbleton Governing Body.

Crowle C.E. have submitted an application to the RSC to convert to a primary school from Sept 2022, the decision-making body is the RSC.

Fladbury C.E. First have consulted with parents and stakeholders on the proposal to convert to a primary school but have not yet determined this decision.

Figure 1 details the current school structure in the Pershore area.

Figure 1: Pyramid Structure in Pershore Education Planning Area by school type and highlighted where tier changes have been *approved*, consulted but not yet agreed or proposed

High Schools	Pershore High (Avonreach MAT)
Named Feeder Schools	Abbey Park Middle (Community) Flyford Flavell Primary School (Community) Inkberrow Primary (Avonreach MAT) Norton Juxta Kempsey Primary (Avonreach MAT) Orchard Primary (Avonreach MAT) St Barnabas CE First & Middle (DOWMAT) St Nicholas' CE Middle (DOWMAT)

Middle Schools	Abbey Park Middle	St Barnabas CE First & Middle	St Nicholas' CE Middle
Named Feeder Schools	Abbey Park First and Nursery (Community) Orchard Primary (DOWMAT)	Defford cum Besford CE First (Voluntary) Eckington CE First * (Voluntary) Norton Juxta Kempsey CE Primary (Avonreach MAT)	Crowle CE First (DOWMAT) Fladbury CE First (Voluntary) Flyford Flavell Primary (Community) Himbleton CE Primary (Voluntary) Inkberrow Primary (Avonreach MAT) Pinvin CE First (DOWMAT) Upton Snodsbury CE First (Voluntary)

The following schools do not have any feeder school links to middle or high schools in Pershore

Holy Redeemer Catholic Primary*

*Children resident in Birlingham are part of a shared catchment area with Eckington C.E. First in the Evesham area and Defford-cum-Besford C.E. First in the Pershore area. This shared catchment area also applies to the Middle and High schools of Bredon Hill Academy and Prince Henry's High in the Evesham area and St Barnabas C.E. First and Middle, Drakes Broughton and Pershore High School.

**Children resident in Birlingham attending Eckington C.E. First School as the catchment area school should consider transfer, on attaining nine years of age, to Drakes Broughton, St Barnabas C.E. First and Middle School (Pershore Area) as this is the catchment area school at that age. Parents should also be aware there is no catchment area priority to Middle Schools in the Evesham area.

What is being proposed?

Schools and education partners are collectively seeking a singular approach to education provision in this area in the form of an **area wide-transition to a two-tier (Primary and Secondary) system of education**. This will involve all First and/or Middle schools changing to Primary schools and the High School becoming a Secondary school for all the Year 7 pupils in the area.

An area-wide transition requires a number of changes to schools to be coordinated to ensure changes are made in line with other schools so that pupil journeys would not be detrimentally impacted.

These proposals include:

- a. Change of age range of the following first schools to primary schools, resulting in permanent expansion of the physical capacity at:
 - i. Crowle CE First School (RSC approval of change already sought)
 - ii. Fladbury CE First School (Governing Body decision) with PAN reduction and lowering age range to incorporate pre-school age children
 - iii. Upton Snodsbury CE First (Governing Body decision)
 - iv. Defford-cum-Besford CE First (Governing Body decision)
- b. Change of age range of St Barnabas CE First & Middle School to primary age range (RSC decision) and lowering to incorporate pre-school age children
- c. Change of age range and amalgamation of Abbey Park Middle and Abbey Park First school to provide a single primary school on this site, and incorporating 2 year old pre-school provision into the school age range (LA decision)
- d. Change of age range and amalgamation of St Nicholas C.E. Middle School and Pinvin CE First School to provide a single Primary school on this site (RSC decision), including a PAN increase from 25 to 30 pupils per year and opening of pre-school provision by lowering age range of the school
- e. Permanent expansion of physical capacity, increase in the schools PAN, and change of feeder school links for all Pershore Primary schools at Pershore High School for additional year 7 pupils (RSC decision)

The schools mentioned above have prepared individual consultation documents to detail their Governing Body or Academy Trust proposals and the reasons for the proposals. These can be accessed from the schools' individual webpages about the consultation, links to these can be found on the [Pershore consultation webpage](#).

In line with age range changes already approved, these changes would collectively result in all schools in a two-tier education system for all schools in the Pershore Education Planning Area.

Figure 3 details the proposed school structure in the Pershore area.

Figure 3: Pyramid Structure in Pershore Education Planning Area by school type if proposals are agreed

High Schools	Pershore High (Avonreach MAT)
	Abbey Park Primary (Community) Crowle CE Primary (DOWMAT) Defford cum Besford CE Primary (Voluntary) Fladbury CE Primary (Voluntary) Flyford Flavell Primary School (Community) Himbleton CE Primary (Voluntary) Inkberrow Primary (Avonreach MAT) Norton Juxta Kempsey Primary (Avonreach MAT) Orchard Primary (Avonreach MAT) Pinvin & St Nicholas' CE Primary (DOWMAT) St Barnabas CE Primary (DOWMAT) Upton Snodsbury CE Primary (Voluntary)
Named Feeder Primary Schools	

Why is it being proposed?

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area. At present, one school exists outside of the Pershore tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; and two further schools have already consulted on change of age range proposals.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty to provide key stage 3 (Year 7, ages 10 to 11) curriculum in particular.

Over the last two years when a choice has been available, we have seen parents in the area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools during key stage 1 and 2.

This creates a risk to ensuring clear and high quality education journeys for pupils.

Please see individual school proposals for specific reasons why schools are proposing changes.

Who can propose and decide the changes?

All schools in the Pershore pyramid have agreed to consult on the proposal for an area-wide transition to a two-tier system of education, however, there is no single decision-making body that can legally agree such a change for all schools. The Local Authority in their capacity as Education Authority have agreed to coordinate this consultation but are not able to solely determine these changes. For details on the types of changes and the decision-making powers for each school, please see below:

For Local Authority Maintained (Community, Voluntary, Foundation) schools:

Expansion & Change of Age Range

The Governing Body of the school can propose and decide for all types of mainstream schools to permanently enlarge premises and increase capacity of a school if the increase will result in a change of less than 30 pupils **and** 25%). The Governing Body of voluntary and foundation schools only can propose an alteration of change of age range by up to 2 years (excluding adding or removing a sixth form).

Worcestershire County Council is the sole proposer and decision maker for prescribed alterations for community, voluntary or foundation schools to permanently enlarge premises and increase the capacity of a school (if the capacity of the school will increase by more than 30 pupils **and** 25%). Worcestershire County Council can propose and decide for prescribed alterations relating to change of age range of a community, voluntary or foundation school. For changes that are expected to be in place for more than 2 years, Local Authorities can propose a change of age range by following the statutory process, which requires the publication of Public Notices and an adequate representation period.

Amalgamations

The Local Authority and/or Governing Body (depending on school category) can publish a proposal to amalgamate two or more schools following the statutory process. This may include the closure one school (or more) and enlargement/change the age range/transfer of site of an existing school, to accommodate the displaced pupils. Alternatively, LAs may propose to amalgamate schools by closure of all schools involved and replace them with a new school.

When proposing changes, LA's and GBs should act reasonably, and in line with the principles of public law, to ensure that the changes do not have a negative impact on the education of pupils in the area.

For Academy Schools:

Expansion & Change of Age Range

Academy schools that are rated 'good' or 'outstanding' at their last inspection, are in good financial health, and are proposing a change that is not contentious or subject to objections from the LA, may propose to expand their physical capacity and / or change the age range of their school by up to two years (including adding nursery provision but excluding adding or removing a sixth form) by following a fast-track process. Academy Trusts proposing to change the age range of their schools by three years or more, those which want to add or

remove a sixth form, make any age range change which is contentious, or which will set a precedent for schools in their local area, must submit a full business case.

The Regional Schools Commissioner (RSC) is the sole decision maker for proposals for Academy schools. The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

For the Amalgamation of schools:

In ALL cases, proposed changes to amalgamate an academy with (an)other academy/academies will require a full business case. There are two ways to do this:

I. The academy trust may propose to close one (or more) academy and expand the remaining academy. The amalgamated academy will retain its school number, as it is not a new school, even if its age range has changed.

II. Alternatively, the academy trust may propose to close all the academies involved and replace them with a new school.

Changes to Admissions Policies

Published Admissions Number (PAN) where an enlargement of premises has not taken place.

Changes to admissions policies include alterations to the Published Admissions Number (PAN) of schools, as well as changes to feeder school links and other changes affected admission to a school. Admission authorities must set a PAN for each 'relevant age group' when determining their admission arrangements. If an admission authority of a mainstream school wishes to increase or decrease PAN, without increasing the overall capacity of the buildings, this would be classed as an admissions change, not a prescribed alteration. The statutory process described in this guidance would not need to be followed (please see the [School Admissions Code](#) for further details of the processes admission authorities must follow).

Admission Arrangements

An age range change may, in certain circumstances require changes to admission arrangements in order to implement the change. In such cases, schools must follow the admissions variation process.

An amalgamation is also likely to require an in-year variation of the school's admission arrangements. A request for an alteration to admission arrangements, in line with process, can be made at the same time as the school makes an application for a significant change.

[Consultation on school admission arrangements](#)

The Impact of the Proposals

Worcestershire County Council is committed to supporting schools, these proposals are expected to provide the following benefits to Pershore schools and local families:

- every child will have a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School Accommodation

These proposals would have an impact on accommodation at some schools. Some schools would require additional facilities, while for others these changes would create surplus accommodation. There may be opportunities to consider additional specialist and or multi-agency provision in those schools that identify surplus accommodation.

School staff

Implications for school staff would include reductions in some schools and the need for more staff in other schools. For the two academy Middle schools, this could result in a small number of redundancies for existing staff and the costs associated with this. The Education and Skills Funding Agency (ESFA) have been notified of this concern and are working with the Multi Academy Trust. Individual schools and Trusts will work as far as possible to support staff as part of the proposed changes.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support in particular pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Abbey Park Middle and Pershore High School have Mainstream Autism Resources Base provision on site for children and young people with an identified Autism diagnosis and an EHCP naming resourced provision. There is no indication that this provision would need to alter significantly apart from the age range for both bases in line with the school age ranges.

Financial

Capital

These proposals will have capital and revenue implications for a number of different education providers in this area. Detailed feasibilities have begun at required schools to understand full capital and revenue costs and accommodation implications.

Capital costs to deliver accommodation changes as required to all schools are estimated to be in the region of £4million across all changes and across funding bodies based on a cost per pupil place model, though costs are expected to be higher in part due to the impact of Covid-19 on materials.

It is anticipated based on this method that the proposed changes to the four LA maintained schools, will cost circa £2m which will require LA funding. If the proposals proceed WCF will seek commitment from Cabinet to fund the changes to the LA Maintained schools (subject to feasibility and viability).

The expectation will be that the DfE will support funding for Academy Trusts in either revenue or capital funding requirements.

Changes to Pershore High (Academy) is estimated to cost approximately £2.8m. Pershore High has been named in the first 50 schools of the DfE rebuilding programme¹ which provides an opportunity to incorporate the changes required at the school into a wider scheme. The ESFA are working with the complex capital team on this matter.

Funding considerations for decision makers

When determining these proposals, the decision-maker in each case should be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g. trustees of the school, diocese or relevant diocesan board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Revenue

Revenue implications for schools are yet to be fully determined – whilst middle schools may be at increased risk from financial deficits during the change period as pupil numbers decrease, Primary and Secondary schools will have an increase in numbers and pupil-led funding, however it is likely to take time before revenue costs for primary schools are directly aligned with pupils in the classroom. The revenue implications will need to be reviewed and carefully managed on a school-by-school basis.

Other education areas

Some schools in Pershore education planning area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because of the proposed feeder school changes and the proposed changes of age range will alter the intake points.

¹ [School Rebuilding Programme - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Evesham operates mostly a three-tier education system (First, Middle and High schools) with intake points that differ to those of Pershore and are at Year 6 (Middle) and Year 9 (High). There are three Primary schools in the Evesham area. The 5-year average shows 4 to 5 pupils moving from the Evesham planning area to Pershore planning area for Year 8 intake at Pershore High. 2021 is the only year with data for Year 7 which showed 2 children moving from Evesham to Pershore. Pupils' resident of Birlingham, Eckington can currently transfer to a Middle School in Pershore or stay in Evesham schools. If Middle Schools in Pershore close, there would no longer be a normal phase transfer point for Eckington pupils. Families could apply for places into an existing year group. In September 2021 no children leaving Year 5 in Eckington transferred to a Pershore Middle school.

Droitwich operates mostly a three-tier education system which is in line with the Pershore transition points (First, Middle and High schools) with intake points at Year 5 (Middle) and Year 8 (High). There are four Primary schools in the Droitwich area. At High school level the 5 year average shows an average of 12 Year 8 pupils from Droitwich choosing schools in the Pershore education planning area each year. For Year 5, the 5-year average shows 10 pupils moving from Droitwich to Pershore. In September 2021 there were no Year 7 pupils moving from Droitwich to Pershore. The proposed change of age ranges in Pershore would remove the same year group transition / intake points as Droitwich. Therefore, families in Droitwich wanting to move to Pershore High for Secondary school provision would need to apply at Year 7 or request to transfer for year 8 if places are available.

Worcester operates a two-tier education system (Primary and Secondary schools) with intake points in Year 7 (Secondary). This would align with the proposed changes in the Pershore area. In September 2021, there were 5 pupils living in Worcester, attending a Pershore Middle or Primary school that were successful in obtaining a place in the Year 7 intake at Pershore High. Additional Year 7 places at Pershore Secondary School may encourage more families living in Worcester to consider Pershore as an alternative to a Worcester Secondary school. In September 2021, 23 pupils residing in the Pershore area chose Blessed Edward Oldcorne Catholic College in Worcester, transitioning from Holy Redeemer Catholic Primary School in Pershore which is a natural feeder. The 5-year average shows that just over 80% of pupils at Holy Redeemer transfer to Blessed Edward Oldcorne Catholic College each year.

How and when, if approved, would the proposals be implemented?

As part of this consultation stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created a [Persnore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Persnore education planning area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Change of age range at First schools in 2022 and 2023. All First schools to convert to Primary by September 2023
- Removal of Year 5 intake and change of age to remove year 7 for Middle schools from September 2023
- Increase of PAN and change of feeder links at Persnore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Final year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in Middle schools in 2023/2024 (year 6)
- Students applying for Middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at point of application that Middle schools will not be delivering year 7 places

Option 2: Year groups 5 & 6 closed in Middle schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Most First schools to convert in '22. All schools to convert to Primary by September 2023
- Closure of Abbey Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from R-Y4 to R-Y6 on roll in single year.

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- All First schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023.
- Change of age range and removal of year 5 intake for St Barnabas for September 2023.
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- This will require emergency variation to admissions changes but will mean clearer pathway for pupils in year 5 in 2022
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made.

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the schools
- Staff, Governors, Board Members of school and other local schools
- Multi-Academy Trusts
- Local Parish, District and County Councillors
- Immediate neighbours of individual schools
- Local Member of Parliament
- Cabinet Member Responsible for Children and Families
- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder

How to respond to the consultation

Consultation Phase – Monday 11th October to Friday 26th November 2021

During the consultation phase anyone with an interest can express their views on the proposals and options expressed in this document and the individual school consultations.

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible via the [Worcestershire County Council Pershore Review webpage](#) or the individual school websites. An online survey is accessible from these websites. If you require a paper copy, please email PershoreReview@worcschildrenfirst.org.uk or one of the schools.

The seven week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

Worcestershire Children First and schools are holding a number of consultation events to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of the events can be found on the [Pershore EPA Review consultation webpage](#).

What happens next?

How the decision will be made?

At the conclusion of this consultation period individual Governing Body / Academy Trusts / Local Authority will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Proposers (Governing Body / Local Authority / Academy Trust) will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- Existing guidance, regulation and policy
- the response to the public consultation;
- the quality of education provision at the schools;
- the ability of the school to manage the proposed change;
- demand for places at the school and in the local area; and
- funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received.

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Governing Body Decisions

If the Governing Bodies decide to support the proposals, they will need to be satisfied that the appropriate fair and open local consultation period has been carried out and they have given full consideration to all the responses received. Before making any changes GBs should ensure that:

- they have consulted with the LA to ensure the proposal is aligned with local place planning arrangements;
- they have secured any necessary funding;
- they have identified suitable accommodation and sites;
- they have secured planning permission and/or agreement on the transfer of land where necessary. The proposal can be approved subject to planning permission being granted;
- they have the consent of the site trustees or other land owner where the land is not owned by the GB;
- where a school is designated as having a religious character, they have the consent of the trustees of the school, the diocese or relevant diocesan board, or any other relevant faith body, where appropriate; and
- the admissions authority is content for the published admissions number (PAN) to be changed where this forms part of expansion plans, in accordance with the School Admissions Code.

Cabinet Decisions

Where the statutory process for maintained schools is required and the Local Authority are the decision maker, Officers at the County Council will prepare a report for Cabinet detailing the arguments for and against the change. The anonymised responses of the public consultation will be shared with Cabinet along with the Governors' comments on the issues raised.

If Cabinet decides to support the proposal, the County Council will publish formal Public Notice. The public will then have a final opportunity to comment or object within a four-week timescale laid down in law. Notices are published in the local press and displayed outside the Schools. At the end of the four weeks any feedback or objections will be reported to the Cabinet for a final decision.

Regional Schools Commissioner Decisions

For Academy schools, the Academy Trust Board will then submit a significant change request to the Regional Schools Commissioner (RSC) alongside any requests to vary school admission arrangements.

The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation (or non-implementation) would prevent or undermine the effective implementation of another proposal.

The Local Authority will, as far as possible, seek to coordinate all proposals.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school websites and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations form other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

School Sufficiency and Organisation for the Pershore Area September 2021: [School Sufficiency and Organisation for the Pershore Area](#)

HeadTeacher Board record of decision Avonreach Multi-Academy Trust Change of Age ranges for The Orchard, Inkberrow, Norton-Juxta-Kempsey and Pershore High Dec 2018 [\[ARCHIVED CONTENT\] \(nationalarchives.gov.uk\)](#)

Public Consultation – 11th October to 26th
November 2021

Proposed Change of Age Range and Amalgamation of Abbey Park First & Nursery School and Abbey Park Middle School

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals if agreed would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worcschildrenfirst.org.uk or the school:

Address	Abbey Park First and Nursery School, Abbey Road, Pershore, Worcestershire, WR10 1DF	Abbey Park Middle School Abbey Road Pershore Worcestershire WR10 1DF
Emails	office@abbeyparkfirst.worcs.sch.uk	office@abbeyparkmiddle.worcs.sch.uk
Phone number	01386 552722	01386 552667

Have your say...

It is very important that all those involved or have an interest have a say, we welcome your views.

An online survey can be accessed from the school website or [Worcestershire County Council Pershore Review webpage](#). If you are unable to access the online response form, please email the school office.

Paper responses must be submitted to the school office.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding a consultation event to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in the table below:

Date & Time	Location & address	Delivery
19 th October 9AM	Abbey Park Middle School hall	Face-to-face
19 th October 6PM	Abbey Park Middle School hall	Face-to-face

Yours sincerely,

Rebecca Scully & Rachel Clements

Headteacher / Chair of Governors



Responses required by noon on Friday 26th November 2021

School Details

Name and Address:	Abbey Park First School, Abbey Road, Pershore, Worcestershire, WR10 1DF		
Status:	Community		
Ofsted Rating / Date:	Good 17 th October 2017		
Current age range:	3 to 9	Proposed age range:	2 to 11
Total pupil capacity as of 1 st September 2021:	150 plus 26 Nursery	Proposed total pupil capacity:	210 plus 30 Nursery 30 Pre-School
Published admission number (PAN) as of 1 st September 2021:	30	Proposed PAN:	30
Currently pupils transition to:	Middle School at Year 5	Proposed for pupils to transition to:	High School at Year 7

Name and Address:	Abbey Park Middle School, Abbey Road, Pershore, Worcestershire, WR10 1DF		
Status:	Community		
Ofsted Rating / Date:	Requires Improvement, 23 rd October 2018		
Current age range:	9 to 12 (Years 5-7)		
Total pupil capacity as of 1 st September 2021:	252		
Published admission number (PAN) as at 1 st September 2021:	84		
Proposal:	The Middle School is proposed to close, amalgamating Years 5 & 6 into Abbey Park Primary School.		

Background information

The Pershore Education Planning Area is made up of 16 Schools serving the town of Pershore and surrounding rural area. From September 2019 several schools had proposals agreed to change age ranges to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of 6 schools in the Pershore area currently operate as Primary and Secondary schools.

At no point did our Federation of schools request or want a change of age. In all previous consultations our community and stake holders did not support change of age. However, running two systems alongside each other is not viable.

What is proposed

Federation of schools to become one Primary

It is proposed to alter the age range of Abbey Park Schools Federation from 3-9 (First) and 9 - 12 (Middle) to become one primary school from ages 3 -11.

Children in year 4 at the school would remain at the school for years 5 and 6. Children in Year 6 would then transition to a Secondary School for Year 7 onwards.

Historic and Forecast number on roll at Abbey Park First / Primary School:

	Pre-School	Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Total
Oct 2020	20	26	27	39	28	30	28	38	51	74	361
Oct 2021	13	25	31	28	38	29	30	36	34	47	311
Oct 2022	26	26	30	30	30	38	35	36#	42	34	327
Oct 2023	30	30	30	30	30	30	38	38	39*		295
Oct 2024	30	30	30	30	30	30	30	38	40		288

Based on 5-year average transfer rates and anticipated stay on rates to year 5 based on similar school conversions. Includes children from expected new housing developments and half from the catchment of Orchard Primary over the school's PAN of 30. *In option 1 this class is in Abbey Park Middle but in options 2 & 3 it is in Abbey Park Primary. #In option 3 this class is in Abbey Park Primary but in options 2 & 3 it is in Abbey Park Middle School.

The first school is currently built to support 150 school aged pupils and 26 nursery pupils, with 154 school aged pupils currently on roll in reception to Year 4. This is the result of having a 'bulge' birth year which resulted in us increasing the PAN for one year group only. This is a temporary increase and from Sep 2024, numbers will reduce again.

The Pupil Admission Number (PAN) will remain at 30. This PAN restricts intakes to 30 and the current year 2 bulge year to 38.

The middle school is currently built to support 252 pupils, with 117 pupils currently on roll. Year 7 numbers are currently 47 but this will reduce to 34 next year.

Incorporate 2 year old Pre-School children

It is proposed to lower the age range of Abbey Park Schools Federation from 3 years to 2 years to incorporate provision for two-year-olds into the maintained offer of the school alongside provision for three and four-year olds. In order to do so the age range of the school must be lowered.

Changing the age range of the school and operating two-year-old provision as part of the maintained school will have a number of benefits:

Children attending the two-year old provision can be integrated fully into the school community. Parents and carers will benefit from the opportunity to pay for services using online methods. Registration of all children will be consistent, as will tracking of attendance and attainment.

The school offer a fully inclusive environment, linking with Health and Social care professionals, which allows the school to identify early concerns and address barriers which are preventing swift progress whilst developing excellent relationships with families. The introduction of children into this journey from two will further this programme and support the school to continue to improve outcomes for children and support vulnerable families.

In addition, being able to ensuring the staff: pupil ratios reflect children's needs rather than the provision's legal requirements will enable all children to transfer to their Reception Class with a greater understanding of needs, interest, strengths and difficulties which will allow them to flourish.

Why is it being proposed?

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area. At present, one school exists outside of the Pershore tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; and two further schools have already consulted on change of age range proposals.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty to provide key stage 3 (Year 7, ages 10 to 11) curriculum in particular.

Over the last two years when a choice has been available, we have seen parents in the area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools during key stage 1 and 2.

This creates a risk to ensuring clear and high-quality education journeys for pupils.

We have seen a sharp decrease in numbers at middle school.

Abbey Park Pre-School & Nursery has growing numbers of children over the last several years. The following table details the number of pre-school children over the last 4 years:

Academic Year	Funded 2 year olds on role	Funded 3 & 4 year olds on roll
2019/20	27	30
2020/21	19 will increase each term expected to be 28 by Summer Term	29

Parents and staff would support two-year-old children to be included on the school roll as with three- and four-year olds and have acknowledged that this would make processes easier including the ability to pay for services using an online cashless alternative.

Parents and Carers also appreciated the approach to create developmentally appropriate provision which reflects the strengths and needs of all children in the nursery school without division according to age.

Some parents have requested extending the provision to provide full day sessions for two-year olds. The school responded to this and are now offering full day provision including lunch for children. The school also offer lunch sessions to 2-year-old children eligible for funding and / or Early Years Pupil Premium funding. Developmental needs are always considered when extending session outside the normal 3 hours for such young children. Their needs remain the priority focus throughout.

Who can propose and decide the changes?

All schools in the Pershore pyramid have agreed to consult on the proposal for an area-wide transition to a two-tier system of education, however, there is no single decision-making body that can legally agree such a change for all schools. The Local Authority in their capacity as Education Authority have agreed to coordinate this consultation but are not able to solely determine these changes. For details on the types of changes and the decision-making powers for each school, please see below:

For Local Authority Maintained (Community, Voluntary, Foundation) schools:

Expansion & Change of Age Range

Worcestershire County Council is the sole proposer and decision maker for prescribed alterations for community, voluntary or foundation schools to permanently enlarge premises and increase the capacity of a school (if the capacity of the school will increase by more than 30 pupils **and** 25%). Worcestershire County Council can propose and decide for prescribed alterations relating to change of age range of a community, voluntary or foundation school. For changes that are expected to be in place for more than 2 years, Local Authorities can propose a change of age range by following the statutory process, which requires the publication of Public Notices and an adequate representation period.

Amalgamations

The Local Authority and/or Governing Body (depending on school category) can publish a proposal to amalgamate two or more schools following the statutory process. This may include the closure one school (or more) and enlargement/change the age range/transfer of site of an existing school, to accommodate the displaced pupils. Alternatively, LAs may propose to amalgamate schools by closure of all schools involved and replace them with a new school.

When proposing changes, LA's and GBs should act reasonably, and in line with the principles of public law, to ensure that the changes do not have a negative impact on the education of pupils in the area.

Changes to Admissions Policies

Published Admissions Number (PAN) where an enlargement of premises has not taken place.

Changes to admissions policies include alterations to the Published Admissions Number (PAN) of schools, as well as changes to feeder school links and other changes affected

admission to a school. Admission authorities must set a PAN for each 'relevant age group' when determining their admission arrangements. If an admission authority of a mainstream school wishes to increase or decrease PAN, without increasing the overall capacity of the buildings, this would be classed as an admissions change, not a prescribed alteration. The statutory process described in this guidance would not need to be followed (please see the [School Admissions Code](#) for further details of the processes admission authorities must follow).

Admission Arrangements

An age range change may, in certain circumstances require changes to admission arrangements in order to implement the change. In such cases, schools must follow the admissions variation process.

An amalgamation is also likely to require an in-year variation of the school's admission arrangements. A request for an alteration to admission arrangements, in line with process, can be made at the same time as the school makes an application for a significant change.

[Consultation on school admission arrangements](#)

The Impact of the Proposal

Worcestershire County Council is committed to supporting schools, these proposals are expected to provide the following benefits to Pershore schools and local families:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

Quality of provision and breadth of curriculum

We have experienced, highly skilled teachers and staff to support all children in EYs, KS1 and KS2.

Accommodation Required

The proposal is to refurbish where possible and remodel where necessary the current accommodation to provide the facilities required to create a 1 Form Entry Primary school in line with current DfE school building guidance, Building Bulletin 103. No additional new school buildings are required as part of this proposal as there is ample capacity across the existing two schools.

These proposals retain the Blossom Vale Children's Centre by the school, as well as looking to incorporate the Pre-School (currently based in temporary mobile accommodation) within the main school buildings. The Feasibility Study completed suggests the mobile building will become surplus to requirements.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School staff

Implications for school staff would include reductions in some schools and the need for more staff in other schools. For Abbey Park Schools Federation, this could result in a small number of potential redundancies for existing staff and the costs associated with this. The Local Authority have been notified of this concern and every effort will be made to minimise the impact on staff and avoid redundancies.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support, in particular, pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Abbey Park Middle School and Pershore High School have Mainstream Autism Resources Base provision on site for children and young people with an identified Autism diagnosis and an EHCP naming resourced provision. There is no indication that this provision would need to alter significantly apart from the age range for both bases in line with the school age ranges.

Financial – Capital

These proposals will have capital and revenue implications for a number of different education providers in this area. Detailed feasibilities have been commissioned at required schools to understand full capital and revenue costs and accommodation implications.

To reconfiguration Abbey Park First and Middle schools into a Primary School will require capital funding.

Financial – Revenue

Revenue implications for schools are yet to be fully determined – whilst middle schools may be at increased risk from financial deficits during the change period as pupil numbers decrease, Primary and Secondary schools will have an increase in numbers and pupil-led funding, however it is likely to take time before revenue costs for primary schools are directly aligned with pupils in the classroom. The revenue implications will need to be reviewed and carefully managed on a school-by-school basis.

Funding considerations for decision makers

When determining these proposals, the decision-maker in each case should be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g. trustees of the school, diocese or relevant diocesan board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Other education areas

Some schools in Pershore education planning area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because of the proposed feeder school changes and the proposed changes of age range will alter the intake points.

Evesham operates mostly a three-tier education system (First, Middle and High schools) with intake points that differ to those of Pershore and are at Year 6 (Middle) and Year 9 (High). There are three Primary schools in the Evesham area. 2021 is the only year with data for Year 7 which showed 2 children moving from Evesham to Pershore. Pupils' resident of Birlingham, Eckington can currently transfer to a Middle School in Pershore or stay in Evesham schools. If Middle Schools in Pershore close, there would no longer be a normal phase transfer point for Eckington pupils. Families could apply for places into an existing year group. In September 2021 no children leaving Year 5 in Eckington transferred to a Pershore Middle school.

Droitwich operates mostly a three-tier education system which is in line with the Pershore transition points (First, Middle and High schools) with intake points at Year 5 (Middle) and Year 8 (High). There are four Primary schools in the Droitwich area. For Year 5, the 5-year average shows 10 pupils moving from Droitwich to Pershore. In September 2021 there were no Year 7 pupils moving from Droitwich to Pershore. The proposed change of age ranges in Pershore would remove the same year group transition/intake points as Droitwich. Therefore, families in Droitwich wanting to move to Pershore High for Secondary school provision would need to apply at Year 7 or request to transfer for year 8 if places are available.

Worcester operates a two-tier education system (Primary and Secondary schools) with intake points in Year 7 (Secondary). This would align with the proposed changes in the Pershore area.

How and when, if approved, would the proposals be implemented?

As part of this consultation stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created an [Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Pershore education planning area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
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Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Change of age range at First schools in 2022 and 2023. All First schools to convert to Primary by September 2023
- Removal of Year 5 intake and change of age to remove year 7 for Middle schools from September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Final year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in Middle schools in 2023/2024 (year 6).
- Students applying for Middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at point of application that Middle schools will not be delivering year 7 places.

Option 2: Year groups 5 & 6 closed in Middle schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Most First schools to convert in '22. All schools to convert to Primary by September 2023
- Closure of Abbey Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from R-Y4 to R-Y6 on roll in single year.

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- All First schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023.
- Change of age range and removal of year 5 intake for St Barnabas for September 2023.
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- This will require emergency variation to admissions changes but will mean clearer pathway for pupils in year 5 in 2022.
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage.
- This gives families the least amount of time before changes are made.

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the school
- Staff, Governors, Board Members of school and other local schools
- Local Parish, District and County Councillors
- Immediate neighbours of individual schools
- Local Member of Parliament
- Cabinet Member Responsible for Children and Families
- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder

How to respond to the consultation

Consultation Phase – Monday 11th October to Friday 26th November 2021

During the consultation phase anyone with an interest can express their views on the options expressed in this document and the individual school consultations.

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible from the [Worcestershire County Council Pershore Review webpage](#) or the school website.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding consultation event(s) to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in on page 2 of this document.

What happens next?

How the decision will be made?

At the conclusion of this consultation period the Governing Body and Local Authority will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Governing Body and Local Authority will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- the response to the public consultation;
- the quality of education provision at the schools;
- the ability of the school to manage the proposed change
- demand for places at the school and in the local area; and
- funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the case of

expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received.

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Cabinet Decisions

Where the statutory process for maintained schools is required and the Local Authority are the decision maker, Officers at the County Council will prepare a report for Cabinet detailing the arguments for and against the change. The anonymised responses of the public consultation will be shared with Cabinet along with the Governors' comments on the issues raised.

If Cabinet decides to support the proposal, the County Council will publish formal Public Notice. The public will then have a final opportunity to comment or object within a four-week timescale laid down in law. Notices are published in the local press and displayed outside the Schools. At the end of the four weeks any feedback or objections will be reported to the Cabinet for a final decision.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation (or non-implementation) would prevent or undermine the effective implementation of another proposal.

The Local Authority will, as far as possible, seek to coordinate all proposals.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations form other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

School Sufficiency and Organisation for the Pershore Area September 2021: [School Sufficiency and Organisation for the Pershore Area](#)

HeadTeacher Board record of decision Avonreach Multi-Academy Trust Change of Age ranges for The Orchard, Inkberrow, Norton-Juxta-Kempsey and Pershore High Dec 2018 [\[ARCHIVED CONTENT\] \(nationalarchives.gov.uk\)](#)



Public Consultation – 11th October to 26th
November 2021

Proposed change of age range and enlargement of premises of Defford-cum- Besford First School

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals, if agreed, would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worcschildrenfirst.org.uk, or the school:

Address	Hill View, Defford, WR8 9BH
Email	office@defford-cum-besford.worcs.sch.uk
Phone number	01386 750 321

Have your say...

It is very important that all those involved or who have an interest have a say; we welcome your views.

An online survey can be accessed from the school website or [Worcestershire County Council Pershore Review webpage](#). If you are unable to access the online response form, please email the school office.

Paper responses must be submitted to the school office.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding a consultation event to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in the table below:

Date & Time	Audience	Location & address	Delivery
14.10.21 6:30pm	School parents	Defford-cum-Besford CE First School hall	Face-to-face
2.11.21 6:30pm	Local residents	Defford-cum-Besford CE First School hall	Face-to-face
10.11.21 6:30pm	Local residents	NA	Virtual (via Zoom)

Yours sincerely,

Mr James Riley
Chair of Governors
Defford-cum-Besford Church of England First School

Responses required by noon on Friday 26th November 2021

School Details

Name and Address:	Defford-cum-Besford CE First School Hill View Defford		
Status:	Voluntary Controlled		
Ofsted Rating / Date:	Good, March 2020		
Current age range:	4 to 9	Proposed age range:	4 to 11
Total pupil capacity as at 1 st September 2021:	60	Proposed total pupil capacity:	84
Published admission number (PAN) as at 1 st September 2021:	12	Proposed PAN:	12
Currently pupils transition to:	Middle Schools Year 5	Proposed for pupils to transition to schools:	Pershore High Year 7

Background information

The Pershore Education Planning Area is made up of 16 Schools serving the town of Pershore and the surrounding rural area. From September 2019 several schools had proposals agreed to change age ranges to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of 6 schools in the Pershore area currently operate as Primary and Secondary schools.

What is being proposed?

First school transitioning to a Primary school

It is proposed to alter the age range of Defford-cum-Besford First School from 4-9 to 4-11. This would change the school from a first school to a primary school.

Children in year 4 at the school would remain at the school for years 5 and 6. Children in Year 6 would then transition to a Secondary School for Year 7 onwards.

Historic and forecast number on roll at Defford-cum-Besford School:

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Oct 2019	8	12	12	9	10			51
Oct 2020	12	8	13	10	9			52
Oct 2021	11	12	8	13	10			54
Oct 2022	7	12	12	9	14	8		62
Oct 2023	12	7	11	13	13	14	8	78
Oct 2024	7	11	11	12	9	8	9	67

Based on 5-year average transfer rates and anticipated stay-on rates to year 5. Includes expected additional children from housing developments. Also based on similar school conversions.

The school is currently built to support 60 pupils, with 54 pupils currently on roll. The Pupil Admission Number would remain at 12 pupils; therefore the total capacity would increase to 84 pupils.

Why is it being proposed?

Defford-Cum-Besford CE First School is a Church school, with a distinctive Christian character. It aims to provide a strong educational, moral and spiritual framework in which all children can grow, develop and achieve their full potential. Defford-cum-Besford CE First School includes a vibrant preschool that works alongside their Reception children. This provides a strong foundation for the children's future learning throughout Key Stage 1 and 2. The school has 3 classes with children leaving at the end of Year 4.

The children leave the school at the end of Year 4, halfway through their Key Stage 2 education. This proposal would allow the school to support children and families right until their end of Year 6, the end of Key Stage 2.

The proposed change would allow us to provide a consistent setting for local children from the age of 4 through to 11. It would allow us to build a strong link with Pershore High to ensure a smooth transition to Secondary school.

Over the past 3 years our number on roll has been gradually growing. This is a testament to the quality of education offered by the school and the strong nurturing culture we provide.

Defford-cum-Besford CE First School is financially sustainable. This proposal will allow us to improve our offer to our pupils and families, increasing the positive impact we are able to have on young people's lives in the community.

Changes to schools in the Pershore education planning area over several years have led to uncertainty and sustainability concerns across the education planning area. One school exists outside of the tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; two further schools have already consulted on change of age range.

Over the last two years, we have seen parents in the Pershore area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools.

This creates a risk to ensuring clear and good quality education journeys for pupils.

Related proposals

Pershore High School are consulting on increasing their physical capacity to take more Year 7 pupils. Pershore High School are also consulting on including a feeder link to Defford-cum-Besford for Year 7 pupils.

Who can propose and decide the changes?

For Local Authority Maintained (Community, Voluntary, Foundation) schools:

Expansion & Change of Age Range

The Governing Body of the school can propose and decide for all types of mainstream schools to permanently enlarge premises and increase capacity of a school if the increase will result in a change of less than 30 pupils **and** 25%). The Governing Body of voluntary and foundation schools only can propose an alteration of change of age range by up to 2 years (excluding adding or removing a sixth form).

The Impact of the Proposal

Worcestershire County Council is committed to supporting schools. These proposals are expected to provide the following benefits to Pershore schools and local families:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

Quality of provision and breadth of curriculum

Our curriculum is currently being revised, updated and improved. This work will support us in keeping children in Years 5 and 6, ensuring they have the knowledge and skills they need to complete Key Stage 2 and that they are ready for Key Stage 3 at Secondary School.

Mr Holdstock's previous headship was of a primary school and he has experience teaching Years 5 and 6. His experience would help us in recruiting a suitable new teacher and expanding our curriculum to include the additional challenges of upper Key Stage 2.

Accommodation Required

Additional accommodation is required to change the school from a First School to a Primary School. This accommodation proposal would provide the school the additional classroom space to allow the school to keep another two year groups whilst also maintaining the additional room that is used to support learners with Special Educational Needs and to offer before and after school care to those families who rely upon it.

The proposal is to extend the current accommodation at the rear of the property in the location of the existing SEN area to provide an additional classroom, replacement SEN room and a cloaks/toilet area. Access to the new and existing accommodation will be provided by utilising the existing corridor and a new corridor. This will deal with one of the current issues of the school access to Willow's classroom, whereas currently this is through the SEN area or the hall, which is currently disruptive to any activities carried out in these areas. The new corridor will provide individual access to all areas eliminating any disruptiveness to these rooms.

The new accommodation will still allow access into the boiler room and rear of the school, essential for fire egress and servicing purposes. It will be necessary to upgrade the boiler plant as the current capacity will be exceeded by the new accommodation.

The new accommodation will meet school standard, BB103 and be delivered by experienced property surveyors under a school led project. Consideration will be given to mitigate any environmental impacts both during construction and during operation of the building.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School staff

An additional member of the teaching staff would be required to deliver the Year 5 and 6 curriculum. Staffing requirements would remain under review to ensure the needs of pupils are met.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support in particular pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Provision for children with SEND and our Vulnerable Learners will not change.

Financial

These proposals will have capital and revenue implications for Defford-cum-Besford school. A detailed feasibility study has been completed for Defford-cum-Besford to understand full capital and revenue costs and accommodation implications.

The new building will capital allocation from WCF to the school. An initial detailed feasibility report is complete and the project is expected to cost around £375,000. Should proposals proceed, WCF will be asking Cabinet to support the capital funding required.

Revenue implications are yet to be fully determined. As a Primary school we would have an increase in numbers and pupil-led funding, however it is likely to take time before revenue costs for primary schools are directly aligned with pupils in the classroom. The revenue implications will need to be reviewed and carefully managed on a school-by-school basis.

Funding considerations for decision makers

When determining these proposals, the Governing Body will need to be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g., trustees of the school, diocese or relevant diocesan board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Other education areas

Some schools in the Pershore education planning area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because of the proposed feeder school changes and the proposed changes of age range will alter the intake points.

How and when, if approved, would the proposals be implemented?

As part of this consultation stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created a [Pershore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Pershore education planning area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Change of age range at First schools in 2022 and 2023. All First schools to convert to Primary by September 2023
- Removal of Year 5 intake and change of age to remove year 7 for Middle schools from September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- Final year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in Middle schools in 2023/2024 (year 6)
- Students applying for Middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at point of application that Middle schools will not be delivering year 7 places

Option 2: Year groups 5 & 6 closed in Middle schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Most First schools to convert in '22. All schools to convert to Primary by September 2023
- Closure of Abbey Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from R-Y4 to R-Y6 on roll in single year

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- All First schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023
- Change of age range and removal of year 5 intake for St Barnabas for September 2023..
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- This will require emergency variation to admissions changes but will mean clearer pathway for pupils in year 5 in 2022
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the school
- Staff, Governors, Board Members of school and other local schools
- Local Parish, District and County Councillors
- Immediate neighbours of individual schools
- Local Member of Parliament
- Cabinet Member Responsible for Children and Families
- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder

How to respond to the consultation

Consultation Phase – Monday 11th October to Friday 26th November 2021

During the consultation phase anyone with an interest can express their views on the options expressed in this document and the individual school consultations.

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible from the [Worcestershire County Council Pershore Review webpage](#) the school website.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding consultation event(s) to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in on page 2 of this document.

What happens next?

How the decision will be made

At the conclusion of this consultation period the Governing Body will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Governing Body will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- the response to the public consultation;
- the quality of education provision at the school;
- the ability of the school to manage the proposed change to support the continued improvements at the school;
- demand for places at the school and in the local area; and
- funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received.

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Governing Body Decisions

If the Governing Bodies decide to support the proposals, they will need to be satisfied that the appropriate fair and open local consultation period has been carried out and they have given full consideration to all the responses received. Before making any changes GBs should ensure that:

- they have consulted with the LA to ensure the proposal is aligned with local place planning arrangements;
- they have secured any necessary funding;
- they have identified suitable accommodation and sites;
- they have secured planning permission and/or agreement on the transfer of land where necessary. The proposal can be approved subject to planning permission being granted;
- they have the consent of the site trustees or other land owner where the land is not owned by the GB;
- where a school is designated as having a religious character, they have the consent of the trustees of the school, the diocese or relevant diocesan board, or any other relevant faith body, where appropriate; and
- the admissions authority is content for the published admissions number (PAN) to be changed where this forms part of expansion plans, in accordance with the School Admissions Code.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation

(or non-implementation) would prevent or undermine the effective implementation of another proposal.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school website and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations form other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

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Public Consultation – 11th October to 26th
November 2021

Proposed change of Age Range and Enlargement of Premises of Fladbury CofE First School

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals if agreed would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worcschildrenfirst.org.uk or the school:

Address	Church Street Fladbury Pershore Worcestershire WR10 2QB
Email	office@fladbury.worcs.sch.uk
Phone number	01386 860301

Have your say...

It is very important that all those involved or have an interest have a say, we welcome your views.

An online survey can be accessed from the school website or Worcestershire County Council [Persnore Review webpage](#). If you are unable to access the online response form, please email the school office.

Paper responses must be submitted to the school office.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding a consultation event to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in the table below:

Date & Time	Location & address	Delivery
10/11/2021 7-8pm	At Fladbury School Hall	Face-to-face

Yours sincerely,



Julie Wilson
Headteacher



Sue Johnston
Chair of Governors

Responses required by noon on Friday 26th November 2021

School Details

Name and Address:	Fladbury CE First School		
Status:	Voluntary		
Ofsted Rating / Date:	Good 31/01/2018		
Current age range:	4 to 9	Proposed age range:	3 to 11
Total pupil capacity as at 1 st September 2021:	100	Proposed total pupil capacity:	105 plus 15 nursery
Published admission number (PAN) as at 1 st September 2021:	20	Proposed PAN:	15
Currently pupils transition to:	Middle School at Year 5	Proposed for pupils to transition to:	High School at Year 7

Background information

The Pershore Education Planning Area is made up of 16 Schools serving the town of Pershore and surrounding rural area. From September 2019 several schools had proposals agreed to change age ranges to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of 6 schools in the Pershore area currently operate as Primary and Secondary schools.

Fladbury First School is a Voluntary Aided First School serving the villages of Fladbury, Wyre Piddle and Upper and Lower Moor. Fladbury School is, with the church St John the Baptist, at the very heart of an active village. The school draws from 3 villages serving those communities well with Christian worship and Christian values embedded in school life. The school is an important and highly respected integral part of the churches presence and teaching in these villages. We need our school to thrive to continue in these villages and with consideration to parents' responses, the Governing Bodies view is that this can be best achieved by increasing our age range to become a primary school and amending our pupil admission number (PAN).

What is proposed

First to Primary

It is proposed to alter the age range of Fladbury First School from 4 to 9 to a 3 to 11 Primary School. This would change the school from a first school to a primary school and incorporate the pre-school age children into the maintained offer of the school.

Children in year 4 at the school would remain at the school for year 5 and 6. Children in Year 6 would then transition to a Secondary School for Year 7 onwards.

Lowering the age range of the school and operating three-year-old provision as part of the maintained school will have a number of benefits. Children attending the three-year old provision can be integrated fully into the school community. Parents and carers will benefit from the opportunity to pay for services using online methods. Registration of all children will be consistent, as will tracking of attendance and attainment.

Historic and Forecast number on roll at Fladbury First School:

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Oct 2020	15	22	14	12	14			77
Oct 2021	17	15	22	14	14			82
Oct 2022	11	17	15	22	14	14		93
Oct 2023	15	11	17	15	22	14	14	106
Oct 2024	15	15	11	17	15	22	14	109

Based on 5-year average transfer rates and anticipated stay on rates to year 5 based on similar school conversions. Includes expected additional children from housing developments. After 2021 the intake is restricted to 15 and any higher years over PAN are capped allowing no further additions.

The school is currently built to support 100 pupils, with 82 pupils currently on roll. It is proposed to decrease the Pupil Admission Number (PAN) from 20 to 15 to enable to additional year groups on the school site. We will maintain mixed years groups of 15 children per year to ensure consistent classes and key stage of circa 30 children. An historic PAN of 20 creates difficulty with grouping especially across the Key Stage and a PAN of 15 would enable a consistent and appropriate groupings.

Fladbury Pre-School class has had growing numbers over the last few years. The following table details the number of pre-school children over the last 4 years:

Academic Year	Funded 3 & 4 year olds on roll
2018/19	22
2019/20	24
2020/21	20

The pre-school age children would share the space with Reception class.

Why is it being proposed?

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area. At present, one school exists outside of the Pershore tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; and two further schools have already consulted on change of age range proposals.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty to provide key stage 3 (Year 7, ages 10 to 11) curriculum in particular.

Over the last two years when a choice has been available, we have seen parents in the area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools during key stage 1 and 2.

This creates a risk to ensuring clear and high quality education journeys for pupils.

Fladbury CE First School is a rural school with a Good Ofsted judgement and Outstanding SIAMs report. For the last 7 years the school has had an increasing number on roll (49 to 82), a trend which demonstrates the success and popularity of our school. This proposal for conversion would enable Fladbury to continue to remain financially stable and provide more school places for local children. Conversion would ensure a clear and high quality educational journey, for our pupils.

Who can propose and decide the changes?

All schools in the Pershore pyramid have agreed to consult on the proposal for an area-wide transition to a two-tier system of education, however, there is no single decision-making body that can legally agree such a change for all schools. The Local Authority in their capacity as Education Authority have agreed to coordinate this consultation but are not able to solely determine these changes. For details on the types of changes and the decision-making powers for each school, please see below:

For Local Authority Maintained (Community, Voluntary, Foundation) schools:

Expansion & Change of Age Range

The Governing Body of the school can propose and decide for all types of mainstream schools to permanently enlarge premises and increase capacity of a school if the increase will result in a change of less than 30 pupils **and** 25%). The Governing Body of voluntary and foundation schools only can propose an alteration of change of age range by up to 2 years (excluding adding or removing a sixth form).

Changes to Admissions Policies

Published Admissions Number (PAN) where an enlargement of premises has not taken place.

Changes to admissions policies include alterations to the Published Admissions Number (PAN) of schools, as well as changes to feeder school links and other changes affected admission to a school. Admission authorities must set a PAN for each 'relevant age group' when determining their admission arrangements. If an admission authority of a mainstream school wishes to increase or decrease PAN, without increasing the overall capacity of the buildings, this would be classed as an admissions change, not a prescribed alteration. The statutory process described in this guidance would not need to be followed (please see the [School Admissions Code](#) for further details of the processes admission authorities must follow).

Admission Arrangements

An age range change may, in certain circumstances require changes to admission arrangements in order to implement the change. In such cases, schools must follow the admissions variation process.

An amalgamation is also likely to require an in-year variation of the school's admission arrangements. A request for an alteration to admission arrangements, in line with process, can be made at the same time as the school makes an application for a significant change.

[Link to Consultation on school admission arrangements](#)

The Impact of the Proposal

Worcestershire County Council is committed to supporting schools, these proposals are expected to provide the following benefits to Pershore schools and local families:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

Quality of provision and breadth of curriculum

After consultation with parents and stakeholders the perceived impact on the quality of education for children is that it would be positive on a number of counts.

- The continuity of education through the primary years would be enhanced if children were to continue their primary education in one setting.
- Staff are fully trained and have experience in teaching children through key stage two.
- An understanding of the requirements of upper key stage 2 curriculum along with consultation with other primary schools have resulted in an appreciation of the facilities required to teach this age group and provide suitable resources.
- The educational outcomes for all pupils would be improved as staff would know and understand the needs of each individual child for an additional 2 years
- Provide more opportunity for siblings to attend the same school
- Provide contact with parents' and carers over a longer period of time providing a continuous relationship which would work to the benefit of all children particularly those with special educational needs.
- Align the school with other schools within the area
Enable the school to grow its staff team resulting in a broader skill set and the capacity to deliver an excellent bespoke curriculum which sustains school improvements.

Accommodation Required

Additional accommodation is required to convert to a Primary School. The school in Fladbury is situated at the centre of the village on a site adjacent to the village hall and Parish Church. The site can be extended with additional accommodation provided and a proposed PAN reduction to 15. Thereby serving 105 pupils with an additional 15 in the Pre School and four correctly sized classrooms.

After completing due diligence and consulting with architects and the Diocese, the Governing Body have identified how suitable accommodation could be achieved. The construction work could be phased. Phase 1 would be to initially enlarge two undersized classrooms and construct one new classroom. Phase 2 would be to complete the provision of appropriate classrooms and remodel the two remaining undersized classrooms to form one correctly sized room and a smaller teaching space for Design and Technology.

The school will move towards managing classes by making use of space within the school building during construction work.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School staff

The impact of conversion would require an additional teacher.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support in particular pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Financial – Capital

These proposals will have capital and revenue implications for Fladbury CofE First School. A detailed feasibility study has been completed for the school to understand full capital and revenue costs and accommodation implications.

The new building will require capital allocation from WCF to the school. An initial detailed feasibility report is complete and the project is expected to cost circa £539,000. If proposals proceed, WCF will request Cabinet support the capital required.

Financial – Revenue

Revenue implications for schools are yet to be fully determined – whilst middle schools may be at increased risk from financial deficits during the change period as pupil numbers decrease, Primary and Secondary schools will have an increase in numbers and pupil-led funding, however it is likely to take time before revenue costs for primary schools are directly aligned with pupils in the classroom. The revenue implications will need to be reviewed and carefully managed on a school-by-school basis.

Funding considerations for decision makers

When determining these proposals, the decision-maker in each case should be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g. trustees of the school, diocese or relevant diocesan board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Other education areas

Some schools in Pershore education planning area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because of the proposed feeder school changes and the proposed changes of age range will alter the intake points.

How and when if approved would the proposals be implemented?

As part of this consultation stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created a [Pershore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Pershore education planning area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Change of age range at First schools in 2022 and 2023. All First schools to convert to Primary by September 2023
- Removal of Year 5 intake and change of age to remove year 7 for Middle schools from September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Final year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in Middle schools in 2023/2024 (year 6).

- Students applying for Middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at point of application that Middle schools will not be delivering year 7 places.

Option 2: Year groups 5 & 6 closed in Middle schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Most First schools to convert in '22. All schools to convert to Primary by September 2023
- Closure of Abbey Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from R-Y4 to R-Y6 on roll in single year.

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- All First schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023.
- Change of age range and removal of year 5 intake for St Barnabas for September 2023..

- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- This will require emergency variation to admissions changes but will mean clearer pathway for pupils in year 5 in 2022
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made.

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the school
- Staff, Governors, Board Members of school and other local schools
- Local Parish, District and County Councillors
- Immediate neighbours of individual schools
- Local Member of Parliament
- Cabinet Member Responsible for Children and Families
- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder

How to respond to the consultation?

Consultation Phase – Monday 11th October to Friday 26th November 2021

During the consultation phase anyone with an interest can express their views on the options expressed in this document and the individual school consultations.

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible from the [Worcestershire County Council Pershore Review webpage](#) or the school website.

The seven week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding consultation event(s) to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in on page 2 of this document.

What happens next?

How the decision will be made

At the conclusion of this consultation period individual the Governing Body will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Governing Body will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- the response to the public consultation;
- the quality of education provision at the schools;
- demand for places at the school and in the local area;
- funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received.

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Governing Body Decisions

If the Governing Bodies decide to support the proposals, they will need to be satisfied that the appropriate fair and open local consultation period has been carried out and they have given full consideration to all the responses received. Before making any changes GBs should ensure that:

- they have consulted with the LA to ensure the proposal is aligned with local place planning arrangements;
- they have secured any necessary funding;
- they have identified suitable accommodation and sites;
- they have secured planning permission and/or agreement on the transfer of land where necessary. The proposal can be approved subject to planning permission being granted;
- they have the consent of the site trustees or other land owner where the land is not owned by the GB;
- where a school is designated as having a religious character, they have the consent of the trustees of the school, the diocese or relevant diocesan board, or any other relevant faith body, where appropriate; and
- the admissions authority is content for the published admissions number (PAN) to be changed where this forms part of expansion plans, in accordance with the School Admissions Code.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation

(or non-implementation) would prevent or undermine the effective implementation of another proposal.

The Local Authority will, as far as possible, seek to coordinate all proposals.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school website and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations form other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

School Sufficiency and Organisation for the Pershore Area September 2021: [School Sufficiency and Organisation for the Pershore Area](#)

HeadTeacher Board record of decision Avonreach Multi-Academy Trust Change of Age ranges for The Orchard, Inkberrow, Norton-Juxta-Kempsey and Pershore High Dec 2018 [\[ARCHIVED CONTENT\] \(nationalarchives.gov.uk\)](#)



Public Consultation – 11th October to 26th
November 2021

Proposed Change of Age Range and Enlargement of Premises of Upton Snodsbury CofE First School

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals if agreed would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worcschildrenfirst.org.uk or the school:

Address	Upton Snodsbury CofE First School School Lane Upton Snodsbury Worcester, WR7 4NH
Email	Primary@upsnodsfirsr.worcs.sch.uk
Phone number	01905 381288

Have your say...

It is very important that all those involved or have an interest have a say, we welcome your views.

An online survey can be accessed from the school website or [Worcestershire County Council Pershore Review webpage](#). If you are unable to access the online response form, please email the school office.

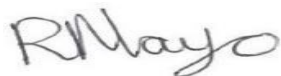
Paper responses must be submitted to the school office.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding a consultation event to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in the table below:

Date & Time	Location & address	Delivery
Wednesday 3rd November at 7pm	Upton Snodsbury C of E First School School Lane Upton Snodsbury WR7 4NH	Face to Face
Friday 19 th November at 6pm	Join Zoom Meeting Meeting ID: 244 881 7665 Passcode: School	Virtual (via Zoom)

Yours sincerely,



Mrs Rachel Mayo



Mr Matt Croft

Responses required by noon on Friday 26th November 2021

School Details

Name and Address:	Upton Snodsbury CofE First School School Lane Upton Snodsbury Worcester, WR7 4NH		
Status:	Voluntary Controlled		
Ofsted Rating / Date:	Outstanding. January 2016		
Current age range:	4 to 9	Proposed age range:	4 to 11
Total pupil capacity as of 1 st September 2021:	70	Proposed total pupil capacity:	98
Published admission number (PAN) as of 1 st September 2021:	14	Proposed PAN:	14
Currently pupils transition to:	Middle School at Year 5	Proposed for pupils to transition to:	High School at Year 7

Background information

The Pershore Education Planning Area is made up of 16 Schools serving the town of Pershore and surrounding rural area. From September 2019 several schools had proposals agreed to change age ranges to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of 6 schools in the Pershore area currently operate as Primary and Secondary schools.

Upton Snodsbury C of E First School is a small, rural school which was deemed by Ofsted as 'outstanding' in January 2016. The school serves a community which experiences a range of protocols, year groups and procedures for transition to subsequent schools. If we reached our pupil capacity level, we could ease school population overcrowding experienced by urban schools. Our on-entry data evidences that Upton Snodsbury C of E First School attracts a significant number of out of catchment area pupils with a range of transition protocols should they continue their education within their particular catchment area. A number of our pupils attend from Worcester which offers a two-tier system. As a result, the school loses children before the end of Year 4 and this has greatly impacted our Number on Roll (NOR). In addition, September 2021 saw around a third of children in Year 4 decide not to continue their education at the local middle school. Informal feedback from parents has suggested that this number will increase for September 2022 and therefore the middle schools would be impacted.

What is being proposed?

First school transitioning to a Primary School

It is proposed to alter the age range of Upton Snodsbury C of E First School from 4-9 to 4-11. This would change the school from a first school to a primary school.

Children in year 4 at the school would remain at the school for year 5 and 6. Children in Year 6 would then transition to a Secondary School for Year 7 onwards.

Historic and Forecast number on roll at Upton Snodsbury C of E School:

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
Oct 2020	11	14	7	15	11			58
Oct 2021	6	11	14	7	14			52
Oct 2022	14	6	11	14	6	11		62
Oct 2023	13	14	6	11	13	6	11	74
Oct 2024	22	13	14	6	11	13	6	85

Based on 5-year average transfer rates and anticipated stay on rates to year 5 based on similar school conversions. Includes expected additional children from housing developments.

The school is currently built to support 70 pupils, with 49 pupils currently on roll.

The Pupil Admission Number (PAN) will remain at 14 pupils. A total of 98 pupils could be on roll.

Why is it being proposed?

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area. At present, one school exists outside of the Pershore tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; and two further schools have already consulted on change of age range proposals.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty to provide key stage 3 (Year 7, ages 10 to 11) curriculum in particular.

Over the last two years when a choice has been available, we have seen parents in the area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools during key stage 1 and 2.

This creates a risk to ensuring clear and high-quality education journeys for pupils.

Upton Snodsbury C of E First School is a rural school at risk of continuing in the category of a small school as per the Worcestershire Policy on Small Schools. This proposal will allow Upton Snodsbury C of E First School to make better use of existing accommodation and staffing to remain financially sustainable and continue to provide school places for local children.

Who can propose and decide the changes?

All schools in the Pershore pyramid have agreed to consult on the proposal for an area-wide transition to a two-tier system of education, however, there is no single decision-making body that can legally agree such a change for all schools. The Local Authority in their capacity as Education Authority have agreed to coordinate this consultation but are not able to solely determine these changes. For details on the types of changes and the decision-making powers for each school, please see below:

For Local Authority Maintained (Community, Voluntary, Foundation) schools:

Expansion & Change of Age Range

The Governing Body of the school can propose and decide for all types of mainstream schools to permanently enlarge premises and increase capacity of a school if the increase will result in a change of less than 30 pupils **and** 25%). The Governing Body of voluntary and foundation schools only can propose an alteration of change of age range by up to 2 years (excluding adding or removing a sixth form).

Changes to Admissions Policies

Published Admissions Number (PAN) where an enlargement of premises has not taken place

Changes to admissions policies include alterations to the Published Admissions Number (PAN) of schools, as well as changes to feeder school links and other changes affected admission to a school. Admission authorities must set a PAN for each 'relevant age group' when determining their admission arrangements. If an admission authority of a mainstream school wishes to increase or decrease PAN, without increasing the overall capacity of the buildings, this would be classed as an admissions change, not a prescribed alteration. The statutory process described in this guidance would not need to be followed (please see the [School Admissions Code](#) for further details of the processes admission authorities must follow).

Admission Arrangements

An age range change may in certain circumstances require changes to admission arrangements in order to implement the change. In such cases, schools must follow the admissions variation process.

An amalgamation is also likely to require an in-year variation of the school's admission arrangements. A request for an alteration to admission arrangements, in line with process, can be made at the same time as the school makes an application for a significant change.

[Consultation on school admission arrangements](#)

The Impact of the Proposal

Worcestershire County Council is committed to supporting schools, these proposals are expected to provide the following benefits to Pershore schools and local families:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

Quality of provision and breadth of curriculum

By converting to Primary the school would be able to continue to provide a high quality of provision and breadth of the curriculum. Additionally, we will be working with the other local schools, some of whom are already converted, within our area to collaborate on such activities and to ensure resources are available to enrich the curriculum. This would lead to improved outcomes at Key Stage 2 by continuing upward trajectory of progress as children transition at logical times through the key stages. All staff currently employed at Upton Snodsbury are qualified to teach across the whole primary age range and have previous experience of working in schools offering full primary provision.

Accommodation Required

Additional accommodation is required including at least two further teaching spaces to cater for the additional year groups. A feasibility report has been completed presenting options to be considered. Year groups would continue to be mixed with a PAN of 14.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School staff

There would be no reduction for any option, but in the long term an additional teacher would need to be employed. The existing leadership structure of one Headteacher will be retained. Class teachers will lead on specific subject areas and key aspects of provision.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support in particular pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Financial – Capital

These proposals will have capital and revenue implications for Upton Snodsbury CofE First school. A detailed feasibility study has been completed for the school to understand full capital and revenue costs and accommodation implications.

Funding considerations for decision makers

Financial – Revenue

Revenue implications for schools are yet to be fully determined. However, the uncertainty in the pyramid is causing falling numbers of children to currently choose the school, increasing risk from a financial deficit in the short term. However, long term due to the increase in numbers and pupil-led funding this will mean we would be financially sustainable. It is likely to take time before revenue costs for the primary school are directly aligned with pupils in the classroom.

Funding considerations for decision makers

When determining these proposals, the decision-maker in each case should be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g., trustees of the school, diocese or relevant diocesan board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Other education areas

Some schools in Pershore education planning area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because of the proposed feeder school changes and the proposed changes of age range will alter the intake points.

How and when if approved would the proposals be implemented?

As part of this consultation stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created a [Pershore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Pershore education planning area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
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Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Change of age range at First schools in 2022 and 2023. All First schools to convert to Primary by September 2023
- Removal of Year 5 intake and change of age to remove Year 7 for Middle schools from September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- Final year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in Middle schools in 2023/2024 (year 6)
- Students applying for Middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at point of application that Middle schools will not be delivering year 7 places

Option 2: Year groups 5 & 6 closed in Middle schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

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- Most First schools to convert in 2022. All schools to convert to Primary by September 2023
- Closure of Abbey Park Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)

- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from R-Y4 to R-Y6 on roll in single year

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- All First schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023
- Change of age range and removal of year 5 intake for St Barnabas for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- This would require emergency variation to admissions changes but will mean clearer pathway for pupils in year 5 in 2022
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the school
- Staff, Governors, Board Members of school and other local schools
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- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder
- The Diocese

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It is very important that all those involved or have an interest have a say, we welcome your views.

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The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding consultation events to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in on page 2 of this document.

What happens next?

How the decision will be made

At the conclusion of this consultation period the Governing Body will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Governing Body will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- the response to the public consultation;
- the quality of education provision at the schools;
- the ability of the school to manage the proposed change to support the continued improvements at the school;
- demand for places at the school and in the local area; and
- funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received.

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Governing Body Decisions

If the Governing Bodies (GBs) decide to support the proposals, they will need to be satisfied that the appropriate fair and open local consultation period has been carried out and they have given full consideration to all the responses received. Before making any changes, GBs should ensure that:

- they have consulted with the LA to ensure the proposal is aligned with local place planning arrangements;
- they have secured any necessary funding;
- they have identified suitable accommodation and sites;
- they have secured planning permission and/or agreement on the transfer of land where necessary. The proposal can be approved subject to planning permission being granted;
- they have the consent of the site trustees or other landowner where the land is not owned by the GB;
- where a school is designated as having a religious character, they have the consent of the trustees of the school, the diocese or relevant diocesan board, or any other relevant faith body, where appropriate; and
- the admissions authority is content for the published admissions number (PAN) to be changed where this forms part of expansion plans, in accordance with the School Admissions Code.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation (or non-implementation) would prevent or undermine the effective implementation of another proposal.

The Local Authority will, as far as possible, seek to coordinate all proposals.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school website and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations from other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

School Sufficiency and Organisation for the Pershore Area September 2021: [School Sufficiency and Organisation for the Pershore Area](#)

HeadTeacher Board record of decision Avonreach Multi-Academy Trust Change of Age ranges for The Orchard, Inkberrow, Norton-Juxta-Kempsey and Pershore High Dec 2018 [\[ARCHIVED CONTENT\] \(nationalarchives.gov.uk\)](#)



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Public Consultation – 11th October to 26th
November 2021

Proposed Change of Age Range of St Barnabas CofE First and Middle School

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals if agreed would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worcschildrenfirst.org.uk or the school:

Address	St. Barnabas CE First and Middle School, Stonebow Road, Drakes Broughton, Pershore, Worcestershire WR10 2AW
Email	office@st-barnabasfirstmiddle.worcs.sch.uk
Phone number	01905 840366

Have your say...

It is very important that all those involved or have an interest have a say, we welcome your views.

An online survey can be accessed from the school website or [Worcestershire County Council Pershore Review webpage](#). If you are unable to access the online response form, please email the school office.

Paper responses must be submitted to the school office.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding a consultation event to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in the table below:

Date & Time	Location & address	Delivery
Thursday 21 st October 3.30pm	St. Barnabas CE First and Middle School, Stonebow Road, Drakes Broughton, Persnore, Worcestershire WR10 2AW	Face-to-face
Thursday 21 st October 1pm	Topic: Persnore Area Age Range Consultation Time: Oct 21, 2021 13:00 London Join Zoom Meeting Meeting ID: 831 6368 5420 Passcode: 648005	Virtual (via Zoom)

Yours sincerely,



Stephen Booth
Headteacher



Quintin Spears
Chair of Local Academy Board



Claire Davies
DoWMAT CEO

Responses required by noon on Friday 26th November 2021

School Details

Name and Address:	St. Barnabas CE First and Middle School, Stonebow Road, Drakes Broughton, Pershore, Worcestershire WR10 2AW		
Status:	Academy		
Ofsted Rating / Date:	Requires Improvement January 2020		
Current age range:	4 to 12	Proposed age range:	3 to 11
Point(s) of Entry:	Reception & Year 5	Proposed point(s) of entry:	Reception
Total pupil capacity as of 1 st September 2021:	390	Proposed total pupil capacity:	315 plus Nursery
Published admission number (PAN) as of 1 st September 2021:	30 (Yrs R,1,2,3,4) 80 (Yrs 5,6,7)	Proposed PAN:	45 (Yrs R-6)
Currently pupils' transition to:	Middle School at Year 5	Proposed for pupils to transition to:	High School at Year 7

Background information

The Pershore Education Planning Area is made up of 16 Schools serving the town of Pershore and surrounding rural area. From September 2019 several schools had proposals agreed to change age ranges to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of 6 schools in the Pershore area currently operate as Primary and Secondary schools.

St Barnabas CE First & Middle School currently enjoys the unique status of being the only combined First & Middle School in the UK. The school provides education for children aged from four in our Reception class, to twelve-year old students in Year 7.

We value our Voluntary Controlled status and our close links with the local church as well as being part of the Diocese of Worcester Multi Academy Trust (DOWMAT). We also work closely with the Worcestershire Diocesan Board of Education Team.

Members of the Local Academy Board, teachers, support staff, parents and friends work together to ensure that the wellbeing of the children is at the heart of all that we do. We ensure that the lively, stimulating and caring environment within the school enables the children to

progress to achieve their academic potential and to develop as balanced, well-adjusted, thoughtful and polite young people.

We see education as a partnership between children and adults and look to work closely with our families to empower our pupils to develop a lifelong interest in learning.

St. Barnabas CE First and Middle School joined the Diocese of Worcester Multi Academy Trust in March 2017 and, as a result, benefits from a dynamic collaborative network of 15 academies and the extensive school improvement support the Trust offers.

What is proposed

It is proposed to alter the age range of St Barnabas CofE First and Middle School from 4-12 to 3-11. This would change the school from a first & middle school to a primary school.

Children would remain at the school for Years 5 and 6. Children in Year 6 would then transition to a Secondary School for Year 7 onwards.

Historic and Forecast number on roll at St Barnabas First and Middle School:

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Total
Oct 2020	18	23	24	26	21	34	49	50	245
Oct 2021	24	23	28	29	31	33	39	53	260
Oct 2022	36	26	25	30	31	35	35	40	258
Oct 2023	40	38	28	27	32	33	37		235
Oct 2024	33	40	38	28	27	32	33		231

Based on 5-year average transfer rates and anticipated stay on rates to year 5 based on similar school conversions. Includes children from expected new housing developments.

The school is currently built to support 390 pupils, with 211 pupils currently on roll. The primary school could accommodate a total of 315 pupils.

Incorporate 3 year old nursery children

It is proposed to lower the age range of St Barnabas CE First & Middle School from 4 years to 3 years to incorporate provision for three-year-olds into the offer of the school. In order to do so the age range of the school must be lowered.

Changing the age range of the school and operating three-year-old provision as part of the maintained school will have a number of benefits:

Children attending the three-year old provision can be integrated fully into the school community. Parents and carers will benefit from the opportunity to pay for services using online methods. Registration of all children will be consistent, as will tracking of attendance and attainment.

The school offer a fully inclusive environment, linking with Health and Social care professionals, which allows the school to identify early concerns and address barriers which

are preventing swift progress whilst developing excellent relationships with families. The introduction of children into this journey from two will further this programme and support the school to continue to improve outcomes for children and support vulnerable families.

In addition, being able to ensure the staff: pupil ratios reflect children's needs rather than the provision's legal requirements will enable all children to transfer to their Reception Class with a greater understanding of needs, interest, strengths and difficulties which will allow them to flourish.

Why is it being proposed?

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area. At present, one school exists outside of the Pershore tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; and two further schools have already consulted on change of age range proposals.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty to provide key stage 3 (Year 7, ages 11 to 12) curriculum in particular.

Over the last two years when a choice has been available, we have seen parents in the area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools during Key Stage 1 and 2.

This creates a risk to ensuring clear and high-quality education journeys for pupils.

St. Barnabas has seen the impact of this over recent years, especially since the conversion of one of its main feeder first school to a primary in 2020. Previously the school catered for three classes in each of its year groups 5, 6, and 7. Moving forward the school is looking to take in one class of up to 30 pupils in Years 5 and 6, moving to a 45 intake as housing developments in the area result in more children needing a school place.

St Barnabas CE First and Middle School Pre-School has growing numbers of children over the last several years. The following table details the number of pre-school children over the last 4 years:

Academic Year	Funded 3 & 4 year olds on roll
2018/19	31
2019/20	24
2020/21	22

Parents and Carers also appreciated the approach to create developmentally appropriate provision which reflects the strengths and needs of all children in the nursery school without division according to age.

Who can propose and decide the changes?

All schools in the Pershore pyramid have agreed to consult on the proposal for an area-wide transition to a two-tier system of education, however, there is no single decision-making body that can legally agree such a change for all schools. The Local Authority in their capacity as Education Authority have agreed to coordinate this consultation but are not able to solely determine these changes. For details on the types of changes and the decision-making powers for each school, please see below:

For Academy Schools:

Expansion & Change of Age Range

Academy schools that are rated 'good' or 'outstanding' at their last inspection, are in good financial health, and are proposing a change that is not contentious or subject to objections from the LA, may propose to expand their physical capacity and / or change the age range of their school by up to two years (including adding nursery provision but excluding adding or removing a sixth form) by following a fast-track process. Academy Trusts proposing to change the age range of their schools by three years or more, those which want to add or remove a sixth form, make any age range change which is contentious, or which will set a precedent for schools in their local area, must submit a full business case.

The Regional Schools Commissioner (RSC) is the sole decision maker for proposals for Academy schools. The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

Changes to Admissions Policies

Published Admissions Number (PAN) where an enlargement of premises has not taken place.

Changes to admissions policies include alterations to the Published Admissions Number (PAN) of schools, as well as changes to feeder school links and other changes affected admission to a school. Admission authorities must set a PAN for each 'relevant age group' when determining their admission arrangements. If an admission authority of a mainstream school wishes to increase or decrease PAN, without increasing the overall capacity of the buildings, this would be classed as an admissions change, not a prescribed alteration. The statutory process described in this guidance would not need to be followed (please see the [School Admissions Code](#) for further details of the processes admission authorities must follow).

Admission Arrangements

An age range change may, in certain circumstances require changes to admission arrangements in order to implement the change. In such cases, schools must follow the admissions variation process.

An amalgamation is also likely to require an in-year variation of the school's admission arrangements. A request for an alteration to admission arrangements, in line with process, can be made at the same time as the school makes an application for a significant change.

[Consultation on school admission arrangements](#)

The Impact of the Proposal

Worcestershire County Council is committed to supporting schools, these proposals are expected to provide the following benefits to Pershore schools and local families:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

Quality of provision and breadth of curriculum

All teachers at St. Barnabas CE Middle School are qualified to teach across the whole primary age range and have previous experience of working in schools offering full primary provision.

The staff have a range of expertise which covers the full primary curriculum. In addition, the school works closely within the DoWMAT to share best practice and ensure teaching provision and the quality of education is up to date and of high quality.

The proposed changes will have no detrimental impact on the quality of education for any of its pupils.

In addition, despite the changes, the new St. Barnabas CE Primary School will benefit from all the specialist facilities currently on offer to Year 7 pupils; especially with regard to PE, Science, and IT.

Accommodation Required

No additional accommodation is required to support this change.

Over the past four years, St. Barnabas has benefitted from over £500,000 from the Conditions Improvement Fund (CIF), designed to support improvements to academy buildings, plus Section 106 funding. This has enabled the Trust to make substantial renovations to the building and to provide a new modern classroom base to replace old mobiles. The buildings are bright and spacious and there is ample capacity to support the school's intention to become a one and a half intake primary school, with a PAN of 45.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the

transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School staff

Implications for school staff would include reductions in some schools and the need for more staff in other schools. For the two academy Middle schools, this has already resulted in a number of redundancies for existing staff and the costs associated with this. Further redundancies will be expected as part of the re-organisation. The Education and Skills Funding Agency (ESFA) have been notified of this concern and are working with the Multi Academy Trust. Individual schools and Trusts will work as far as possible to support staff as part of the proposed changes.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support, in particular, pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Financial – Capital

These proposals will have capital and revenue implications for a number of different education providers in this area. Detailed feasibilities have begun at required schools to understand full capital and revenue costs and accommodation implications.

The expectation will be that the DfE will support funding for Academy Trusts in either revenue or capital funding requirements.

Financial – Revenue

Revenue implications for schools are yet to be fully determined – whilst middle schools may be at increased risk from financial deficits during the change period as pupil numbers decrease, Primary and Secondary schools will have an increase in numbers and pupil-led funding, however it is likely to take time before revenue costs for primary schools are directly aligned with pupils in the classroom. The revenue implications will need to be reviewed and carefully managed on a school-by-school basis.

Funding considerations for decision makers

When determining these proposals, the decision-maker in each case should be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g., trustees of the school, diocese or relevant diocesan board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Other education areas

Some schools in Pershore education planning area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because of the proposed feeder school changes and the proposed changes of age range will alter the intake points.

Evesham operates mostly a three-tier education system (First, Middle and High schools) with intake points that differ to those of Pershore and are at Year 6 (Middle) and Year 9 (High). There are three Primary schools in the Evesham area. 2021 is the only year with data for Year 7 which showed 2 children moving from Evesham to Pershore. Pupils' resident of Birlingham, Eckington can currently transfer to a Middle School in Pershore or stay in Evesham schools. If Middle Schools in Pershore close, there would no longer be a normal phase transfer point for Eckington pupils. Families could apply for places into an existing year group. In September 2021 no children leaving Year 5 in Eckington transferred to a Pershore Middle school.

Droitwich operates mostly a three-tier education system which is in line with the Pershore transition points (First, Middle and High schools) with intake points at Year 5 (Middle) and Year 8 (High). There are four Primary schools in the Droitwich area. For Year 5, the 5-year average shows 10 pupils moving from Droitwich to Pershore. In September 2021 there were no Year 7 pupils moving from Droitwich to Pershore. The proposed change of age ranges in Pershore would remove the same year group transition / intake points as Droitwich. Therefore, families in Droitwich wanting to move to Pershore High for Secondary school provision would need to apply at Year 7 or request to transfer for year 8 if places are available.

Worcester operates a two-tier education system (Primary and Secondary schools) with intake points in Year 7 (Secondary). This would align with the proposed changes in the Pershore area.

How and when if approved would the proposals be implemented?

As part of this consultation, stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created a [Pershore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Pershore education planning area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.



School changes

- Change of age range at First schools in 2022 and 2023. All First schools to convert to Primary by September 2023
- Removal of Year 5 intake and change of age to remove year 7 for Middle schools from September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Final year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in Middle schools in 2023/2024 (year 6).
- Students applying for Middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at point of application that Middle schools will not be delivering year 7 places.

Option 2: Year groups 5 & 6 closed in Middle schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Most First schools to convert in '22. All schools to convert to Primary by September 2023
- Closure of Abbey Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid.

Impact

- Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from R-Y4 to R-Y6 on roll in single year.

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- All First schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023.
- Change of age range and removal of year 5 intake for St Barnabas for September 2023.
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- This will require emergency variation to admissions changes but will mean clearer pathway for pupils in year 5 in 2022
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made.

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the school
- Staff, Governors, Board Members of school and other local schools
- Multi-Academy Trust
- Local Parish, District and County Councillors
- Immediate neighbours of individual schools
- Local Member of Parliament
- Cabinet Member Responsible for Children and Families
- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder

How to respond to the consultation

Consultation Phase – Monday 11th October to Friday 26th November 2021

During the consultation phase anyone with an interest can express their views on the options expressed in this document and the individual school consultations.

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible from this Worcestershire County Council [Pershore Review webpage](#) or the school website.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding consultation event(s) to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in on page 2 of this document.

What happens next?

How the decision will be made

At the end of the consultation period the Academy Trust will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Academy Trust will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- the response to the public consultation;
- the quality of education provision at the schools;
- the ability of the school to manage the proposed change to support the continued improvements at the school;
- demand for places at the school and in the local area; and
- funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received.

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Regional Schools Commissioner Decisions

For Academy schools, the Academy Trust Board will then submit a significant change request to the Regional Schools Commissioner (RSC) alongside any requests to vary school admission arrangements.

The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation (or non-implementation) would prevent or undermine the effective implementation of another proposal.

The Local Authority will, as far as possible, seek to coordinate all proposals.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations form other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

School Sufficiency and Organisation for the Pershore Area September 2021: [School Sufficiency and Organisation for the Pershore Area](#)

HeadTeacher Board record of decision Avonreach Multi-Academy Trust Change of Age ranges for The Orchard, Inkberrow, Norton-Juxta-Kempsey and Pershore High Dec 2018 [\[ARCHIVED CONTENT\] \(nationalarchives.gov.uk\)](#)



The Pinvin Federation

Public Consultation – 11th October to 26th November 2021

Proposed Change of Age Range and Amalgamation of Pinvin CofE First School and St Nicholas' CofE Middle School

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals if agreed would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worschildrenfirst.org.uk or the school:

Address	Pinvin CE First School Main Street, Pinvin, Pershore, Worcestershire WR10 2ER	St. Nicholas CE Middle School Main Street, Pinvin, Pershore, Worcestershire WR10 2ER
Emails	office@pinvinfed.co.uk	office@pinvinfed.co.uk
Phone numbers	01386 554196	01386 554196

Have your say...

It is very important that all those involved or have an interest have a say, we welcome your views.

An online survey can be accessed from the school website or Worcestershire County Council [Persore Review webpage](#). If you are unable to access the online response form, please email the school office.

Paper responses must be submitted to the school office.

The seven week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding a consultation event to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in the table below:

Date & Time	Location & address	Delivery
Monday 18 th October 3.30pm	St. Nicholas CE Middle School Main Street, Pinvin, Persore, Worcestershire WR10 2ER	Face-to-face
Monday 18 th October 1pm	Topic: Virtual Meeting - Proposed amalgamation of Pinvin Federation Time: Oct 18, 2021 01:00 PM Greenwich Mean Time Join Zoom Meeting Meeting ID: 968 6670 3539 Passcode: 8bwfj9	Virtual (via Zoom)

Yours sincerely,



Sandra Jennings
Headteacher



Trevor Knight
Chair of Governors



Claire Davies
DoWMAT CEO

Responses required by noon on Friday 26th November 2021

School Details

Name and Address:	Pinvin CofE First School, Main Street, Pinvin, Pershore, Worcestershire WR10 2ER		
Status:	Academy		
Ofsted Rating / Date:	Good		
Current age range:	4 to 9	Proposed age range:	3 to 11
Total pupil capacity as of 1 st September 2021:	125	Proposed total pupil capacity:	315 plus Nursery
Published admission number (PAN) as of 1 st September 2021:	25	Proposed PAN:	45
Currently pupils transition to:	Middle School at Year 5	Proposed for pupils to transition to:	High School at Year 7

Name and Address:	St Nicholas' CofE Middle School, Main Street, Pinvin, Pershore, Worcestershire WR10 2ER
Status:	Academy
Ofsted Rating / Date:	Requires Improvement June 2021
Current age range:	9 to 12 (Years 5 – 7)
Total pupil capacity as at 1 st September 2021:	336
Published admission number (PAN) as at 1 st September 2021:	112
Proposal:	The Middle School will close their Year 7 provision and amalgamate Years 5 & 6 into Pinvin Primary School.

Background information

The Pershore Education Planning Area is made up of 16 Schools serving the town of Pershore and surrounding rural area. From September 2019 several schools had proposals agreed to change age ranges to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of 6 schools in the Pershore area currently operate as Primary and Secondary schools.

Pinvin CE First School is a one form entry first school in the rural village of Pinvin. It is situated immediately next to St Nicholas CE Middle School, which is a larger than the average-sized middle (deemed primary) school with additional facilities.

The two schools are federated; they share one Head teacher and operate under the same Local Academy Board. On 1st April 2017, both schools converted to academy status as part of the Diocese of Worcester Multi Academy Trust (DoWMAT) and now benefit from a dynamic collaborative network of 15 academies and the extensive school improvement support offered by the Trust.

Both schools are very proud of the Federation which offers a secure, inclusive and caring environment where everyone is valued and respected as part of the learning community. The Federation's Christian Values are an integral part of the ethos and their motto; 'Together, We Inspire, Discover and Achieve' lies at the heart of both schools.

The Federation is committed to ensuring all pupils have the opportunity to excel, attain their very best and have the opportunity to fulfil their ambitions. The learning experience offered is both stimulating and motivating; one of high expectations, that equips and prepares pupils for the 21st Century, including a better understanding of British Values in a global context.

We believe that everyone in school should enjoy learning and feel proud of their achievements. To fulfil this, we provide a curriculum which aims to be engaging and purposeful and one which is underpinned by high expectations. Our goal is to prepare every child so that they can make a positive contribution to the society in which they live and develop character for life. We also have excellent additional resources including a well - stocked Music Room, a Science laboratory and a well-equipped Art and DT room where children learn cook 3 course meals and use band saws.

The Federation strongly values the relationship with our parents, stakeholders and members of the community; recognising that effective partnerships are essential in ensuring the very best for all pupils.

What is proposed

First to Primary

It is proposed to alter the age range of Pinvin CofE First School from 4-9 to 3-11. This would change the school from a first school to a primary school.

Children in Year 4 at the school would remain at the school for Year 5 and 6. Children in Year 6 would then transition to a Secondary School for Year 7 onwards.

Historic and Forecast number on roll at Pinvin CofE First and St Nicholas' CofE Middle School:

	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Total
Oct 2020	19	17	19	23	30	98	100	90	396
Oct 2021	23	21	21	24	23	80	94	102	388
Oct 2022	28	36	29	38	31	49#	86		297
Oct 2023	36	34	43	38	47	33	42*		273
Oct 2024	33	40	39	45	41	49	36		283

Based on 5-year average transfer rates and anticipated stay on rates to year 5 based on similar school conversions. Includes children from expected new housing developments, plus any newly arrived children from Abbey Park, Orchard and Fladbury catchments over respective PANs from 2022. #In option 3 this class is in Pinvin CofE Primary School but in options 1 & 2 it is in St Nicholas' CofE Middle School. *In option 3 this class is in Pinvin CofE Primary School but in options 2 & 3 it is in St Nicholas' Middle CofE School.

The First school is currently built to support 125 pupils, with 97 pupils currently on roll.

It is proposed to increase the Pupil Admission Number (PAN) from 25 to 45.

Middle

It is proposed to close St Nicholas' CofE Middle School and amalgamate with Pinvin CofE First School, if the proposal to change the age range of Pinvin CofE First School from to 3-11 is approved.

Children would remain at the primary school for Years 5 and 6. Children in Year 6 would then transition to a Secondary School for Year 7 onwards.

The school is currently built to support 336 pupils, with 221 pupils currently on roll. Year 7 numbers are 64.

Opening Pre-School provision

The school is also consulting on establishing a pre-school to run alongside its successful Reception class. The Nursery will benefit from quality teaching and an excellent, well-equipped classroom base, with an exciting outdoor area. The nursery will work closely with the Reception class to form a smooth, seamless transition into the first year of primary school for each pupil. The school is intending to set the nursery up to run from April 2022.

It is proposed to lower the age range of the school from 4 years to 3 years to incorporate provision for three and four-year-olds into the offer of the. Changing the age range of the school and operating three and four-year-old provision as part of the school will have a number of benefits:

Children attending the provision can be integrated fully into the school community. Parents and carers will benefit from the opportunity to pay for services using online methods. Registration of all children will be consistent, as will tracking of attendance and attainment.

The school offer a fully inclusive environment, linking with Health and Social care professionals, which allows the school to identify early concerns and address barriers which are preventing swift progress whilst developing excellent relationships with families. The introduction of children into this journey from two will further this programme and support the school to continue to improve outcomes for children and support vulnerable families.

In addition, being able to ensuring the staff: pupil ratios reflect children's needs rather than the provision's legal requirements will enable all children to transfer to their Reception Class with a greater understanding of needs, interest, strengths and difficulties which will allow them to flourish.

Why is it being proposed?

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area. At present, one school exists outside of the Pershore tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; and two further schools have already consulted on change of age range proposals.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty to provide key stage 3 (Year 7, ages 10 to 11) curriculum in particular.

Over the last two years when a choice has been available, we have seen parents in the area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools during key stage 1 and 2.

This creates a risk to ensuring clear and high quality education journeys for pupils.

The impact of these changes within the Pershore Pyramid has resulted in a substantial drop in the numbers of pupils taking a middle school place at St. Nicholas CE Middle School and more children transferring to Pershore High School at the end of Year 6. As a result, the school is now operating three classes in each of its Year groups, 5.6 and 7, instead of 4 classes, as previously. This is likely to reduce again during the next academic year to two classes in each year group.

Verbally parents have expressed support for pre-school provision to be included on the school roll. Parents and Carers also appreciated the approach to create developmentally appropriate provision which reflects the strengths and needs of all children without division according to age.

Who can propose and decide the changes?

All schools in the Pershore pyramid have agreed to consult on the proposal for an area-wide transition to a two-tier system of education, however, there is no single decision-making body that can legally agree such a change for all schools. The Local Authority in their capacity as Education Authority have agreed to coordinate this consultation but are not able to solely determine these changes. For details on the types of changes and the decision-making powers for each school, please see below:

For Academy Schools:

Expansion & Change of Age Range

Academy schools that are rated 'good' or 'outstanding' at their last inspection, are in good financial health, and are proposing a change that is not contentious or subject to objections from the LA, may propose to expand their physical capacity and/or change the age range of their school by up to two years (including adding nursery provision but excluding adding or removing a sixth form) by following a fast-track process. Academy Trusts proposing to change the age range of their schools by three years or more, those which want to add or remove a sixth form, make any age range change which is contentious, or which will set a precedent for schools in their local area, must submit a full business case.

The Regional Schools Commissioner (RSC) is the sole decision maker for proposals for Academy schools. The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

For the Amalgamation of schools:

In ALL cases, proposed changes to amalgamate an academy with (an)other academy/academies will require a full business case. There are two ways to do this:

I. The academy trust may propose to close one (or more) academy and expand the remaining academy. The amalgamated academy will retain its school number, as it is not a new school, even if its age range has changed.

II. Alternatively, the academy trust may propose to close all the academies involved and replace them with a new school.

Changes to Admissions Policies

Published Admissions Number (PAN) where an enlargement of premises has not taken place.

Changes to admissions policies include alterations to the Published Admissions Number (PAN) of schools, as well as changes to feeder school links and other changes affecting admission to a school. Admission authorities must set a PAN for each 'relevant age group' when determining their admission arrangements. If an admission authority of a mainstream school wishes to increase or decrease PAN, without increasing the overall capacity of the buildings, this would be classed as an admissions change, not a prescribed alteration. The statutory process

described in this guidance would not need to be followed (please see the [School Admissions Code](#) for further details of the processes admission authorities must follow).

Admission Arrangements

An age range change may, in certain circumstances require changes to admission arrangements in order to implement the change. In such cases, schools must follow the admissions variation process.

An amalgamation is also likely to require an in-year variation of the school's admission arrangements. A request for an alteration to admission arrangements, in line with process, can be made at the same time as the school makes an application for a significant change.

[Consultation on school admission arrangements](#)

The Impact of the Proposal

Worcestershire County Council is committed to supporting schools, these proposals are expected to provide the following benefits to Pershore schools and local families:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

Quality of provision and breadth of curriculum

All teachers across the Pinvin Federation are qualified to teach across the whole primary age range and have previous experience of working in schools offering full primary provision. The Middle school also has specialist teachers who have specialised in KS1, KS2 and KS3 curriculum.

The staff have a range of expertise which covers the full primary curriculum. In addition, the school works closely within the DoWMAT to share best practice and ensure teaching provision and the quality of education is up to date and of high quality.

The proposed changes will have no detrimental impact on the quality of education for any of its pupils.

In addition, despite the changes, the new Pinvin CE Primary School will continue to benefit from all the specialist facilities currently on offer to our pupils; especially with regard to Science, Art and DT, MFL, and Music.

Accommodation Required

No additional school buildings are required as part of this proposal as there is currently existing capacity within the Middle school accommodation. The school will move towards managing classes by designating additional rooms within the first school to accommodate the increased number of children and utilising the current middle school classrooms to house children from Year 3 upwards.

Over the past four years, the Pinvin Federation has benefitted from over £100,000 from the Conditions Improvement Fund (CIF), designed to support improvements to academy buildings. This has enabled the Trust to make substantial renovations to the building and to provide new security fencing. The buildings are bright and spacious and there is ample capacity to support the school's intention to become a one and a half intake primary school, with a PAN of 45.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School staff

Implications for school staff would include reductions in some schools and the need for more staff in other schools. For the two academy Middle schools, this has already resulted in a small number of redundancies for existing staff and the costs associated with this. Further redundancies will be expected as part of the re-organisation. The Education and Skills Funding Agency (ESFA) have been notified of this concern and are working with the Multi Academy Trust. Individual schools and Trusts will work as far as possible to support staff as part of the proposed changes.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support in particular pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Financial – Capital

These proposals will have capital and revenue implications for a number of different education providers in this area. Detailed feasibilities have begun at required schools to understand full capital and revenue costs and accommodation implications.

The expectation will be that the DfE will support funding for Academy Trusts in either revenue or capital funding requirements.

Financial – Revenue

Revenue implications for schools are yet to be fully determined – whilst middle schools may be at increased risk from financial deficits during the change period as pupil numbers decrease, Primary and Secondary schools will have an increase in numbers and pupil-led funding, however it is likely to take time before revenue costs for primary schools are directly aligned

with pupils in the classroom. The revenue implications will need to be reviewed and carefully managed on a school-by-school basis.

Funding considerations for decision makers

When determining these proposals, the decision-maker in each case should be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g. trustees of the school, diocese or relevant diocesan board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Other education areas

Some schools in Pershore education planning area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because of the proposed feeder school changes and the proposed changes of age range will alter the intake points.

Evesham operates mostly a three-tier education system (First, Middle and High schools) with intake points that differ to those of Pershore and are at Year 6 (Middle) and Year 9 (High). There are three Primary schools in the Evesham area. 2021 is the only year with data for Year 7 which showed 2 children moving from Evesham to Pershore. Pupils' resident of Birlingham, Eckington can currently transfer to a Middle School in Pershore or stay in Evesham schools. If Middle Schools in Pershore close, there would no longer be a normal phase transfer point for Eckington pupils. Families could apply for places into an existing year group. In September 2021 no children leaving Year 5 in Eckington transferred to a Pershore Middle school.

Droitwich operates mostly a three-tier education system which is in line with the Pershore transition points (First, Middle and High schools) with intake points at Year 5 (Middle) and Year 8 (High). There are four Primary schools in the Droitwich area. For Year 5, the 5-year average shows 10 pupils moving from Droitwich to Pershore. In September 2021 there were no Year 7 pupils moving from Droitwich to Pershore. The proposed change of age ranges in Pershore would remove the same year group transition / intake points as Droitwich. Therefore, families in Droitwich wanting to move to Pershore High for Secondary school provision would need to apply at Year 7 or request to transfer for year 8 if places are available.

Worcester operates a two-tier education system (Primary and Secondary schools) with intake points in Year 7 (Secondary). This would align with the proposed changes in the Pershore area.

How and when if approved would the proposals be implemented?

As part of this consultation stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created a [Pershore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Pershore education planning area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Change of age range at First schools in 2022 and 2023. All First schools to convert to Primary by September 2023
- Removal of Year 5 intake and change of age to remove Year 7 for Middle schools from September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in Year 7 in pyramid.

Impact

- Final Year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in Middle schools in 2023/2024 (Year 6).
- Students applying for Middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at point of application that Middle schools will not be delivering Year 7 places.

Option 2: Year groups 5 & 6 closed in Middle schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Most First schools to convert in '22. All schools to convert to Primary by September 2023
- Closure of Abbey Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in Year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in Year 7 in pyramid.

Impact

- Middle school September 2022 Year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from R-Y4 to R-Y6 on roll in single year.

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21		2021/22		2022/23		2023/24		2024/25	
Year 5		Year 5		Year 5		Year 5		Year 5	
Year 6		Year 6		Year 6		Year 6		Year 6	
Year 7		Year 7		Year 7		Year 7		Year 7	
Primary	Middle	High							

School changes

- All First schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023.
- Change of age range and removal of Year 5 intake for St Barnabas for September 2023..
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in Year 7 in pyramid

Impact

- This will require emergency variation to admissions changes but will mean clearer pathway for pupils in Year 5 in 2022
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made.

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the school
- Staff, Governors, Board Members of school and other local schools
- Multi-academy Trust
- Local Parish, District and County Councillors
- Immediate neighbours of individual schools
- Local Member of Parliament
- Cabinet Member Responsible for Children and Families
- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder

How to respond to the consultation

Consultation Phase – Monday 11th October to Friday 26th November 2021

During the consultation phase anyone with an interest can express their views on the options expressed in this document and the individual school consultations.

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible from this [Worcestershire County Council Pershore Review webpage](#) or the school website.

The seven week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding consultation event(s) to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. A summary of events can be found in on page 2 of this document.

What happens next?

How the decision will be made

At the conclusion of this consultation period the Academy Trust will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Academy Trust will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- the response to the public consultation;
- the quality of education provision at the schools;
- the ability of the school to manage the proposed change to support the continued improvements at the school;
- demand for places at the school and in the local area; and
- funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received.

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Regional Schools Commissioner Decisions

For Academy schools, the Academy Trust Board will then submit a significant change request to the Regional Schools Commissioner (RSC) alongside any requests to vary school admission arrangements.

The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received

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The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period, a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Regional Schools Commissioner Decisions

For Academy schools, the Academy Trust Board will then submit a significant change request to the Regional Schools Commissioner (RSC) alongside any requests to vary school admission arrangements.

The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation (or non-implementation) would prevent or undermine the effective implementation of another proposal.

The Local Authority will, as far as possible, seek to coordinate all proposals.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school website and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations from other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

School Sufficiency and Organisation for the Pershore Area September 2021: [School Sufficiency and Organisation for the Pershore Area](#)

HeadTeacher Board record of decision Avonreach Multi-Academy Trust Change of Age ranges for The Orchard, Inkberrow, Norton-Juxta-Kempsey and Pershore High Dec 2018 [\[ARCHIVED CONTENT\] \(nationalarchives.gov.uk\)](#)



Public Consultation – 11th October to 26th November 2021

Proposed Enlargement of Premises of Perschore High School

Introduction

This document helps to explain the background to the proposals and the steps of this process, including:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- how and when the proposals if agreed would be implemented;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PerschoreReview@worcschildrenfirst.org.uk or the school:

Address	Perschore High School Station Road Perschore High School Worcestershire WR10 2BX
Email	2021consultation@perschore.worcs.sch.uk
Phone number	01386 552471

Have your say...

It is very important that all those involved or have an interest have a say; we welcome your views.

An online survey can be accessed from the [school website](#) or [Worcestershire County Council Pershore Review webpage](#). If you are unable to access the online response form, please email the school office.

Paper responses should be submitted to the school office.

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding a virtual consultation event to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. Due to the risks of transmission of COVID the school is currently holding all large events remotely as Teams Live events. You do not require special software in order to participate. The presentation will be recorded and there will be an opportunity to ask questions during the live event which will form part of a Frequently Asked Questions document which will be published alongside the recording for those who cannot attend. Details of the event can be found in the table below:

Date & Time	Location & address	Delivery
Wednesday 3 rd November 2021 at 6pm	Join the Teams Live event	Teams Live Event, Recording and FAQs

Yours sincerely,



Phil Hanson
Headteacher



Nick Young
Chair of Governors



Clive Corbett
Executive Officer
Avonreach Multi Academy
Trust

Responses required by noon on Friday 26th November 2021

School Details

Name and Address:	Persnore High School Station Road Persnore High School Worcestershire WR10 2BX		
Status:	Academy		
Ofsted Rating / Date:	Good (September 2017)		
Current age range:	11-18	Proposed age range:	11-18
Point(s) of Entry:	Year 7 and Year 8	Proposed point(s) of entry:	Year 7
Total pupil capacity as of 1 st September 2021:	1468	Proposed total pupil capacity:	1660
Published admission number (PAN) as of 1 st September 2021:	Year 7: 90 Year 8: 282	Proposed PAN:	Year 7: 282
Current Feeder schools (Sept 2021) Year 7 entry:	Norton Juxta Kempsey CE Primary Orchard Primary Inkberrow Primary	Proposed feeder schools (Sept 2023):	Norton Juxta Kempsey CE Primary Orchard Primary Inkberrow Primary Flyford Flavell Primary Himbleton Primary and the following schools named at the time of consultation: Abbey Park First School and Abbey Park Middle Pinvin CE First and St Nicholas CE Middle St Barnabas CE First and Middle Defford cum Besford CE First Crowle CE First Fladbury CE First Upton Snodsbury CE First.
Current Feeder Schools (Sept 2021) Year 8 entry:	Abbey Park Middle St Nicholas Middle St Barnabas First and Middle		

Background information

The Pershore Education Planning Area consists of 16 Schools serving the town of Pershore and surrounding rural area. From September 2019 several schools had proposals agreed to change age ranges to create an option for a two-tier (Primary and Secondary school) system of education for families. A total of 6 schools in the Pershore area currently operate as Primary and Secondary schools.

The Regional Schools Commissioner (RSC) gave permission in December 2018 for Pershore High School to accept Year 7 students from 3 Avonreach Primary Schools which also had permission to change their age range to become primary schools. Since that time Flyford Flavell and Himbleton First Schools have also had permission from the Local Authority to become Primary Schools and Pershore High School's admissions policy for 2022 makes provision for pupils from Flyford Flavell to join Year 7 (from 2022). Himbleton Year 6 students will not join Year 7 until September 2023. Governors of Pershore High School wish to ensure that there is continuity of education for pupils within catchment area schools regardless of their age of transfer according to their approved Admission Policy.

What is being proposed?

The school currently has capacity to provide education for 1468 pupils, with 1207 pupils currently on roll. The Published Admission Number (PAN) for entry in Year 8 is 282 and in Year 7 is 90. We currently have 90 Year 7 students on roll.

If all remaining First and Middle Schools in the Pershore area were to convert to Primary schools (Reception to Year 6), Pershore High School would be the only school in the area with a Year 7. The proposal is for the school to expand the PAN to 282 pupils in Year 7 to accommodate all Year 7 pupils in the Pershore area.

Historic and Forecast number on roll at Pershore High School if proposals are agreed:

	Year 7	Year 8	Year 9	Year 10	Year 11	Sixth Form 1	Sixth Form 2	Total
October 2020	0	220	230	228	241	107	100	1,126
October 2021	90	216	227	237	235	102	98	1,205
October 2022	90	266	225	236	246	100	93	1,256
October 2023	282	251	270	229	240	104	91	1,467
October 2024	275	282	253	272	231	102	95	1,510

Based on 5-year average transfer rates and anticipated stay on rates. Includes children from expected new housing developments.

Why is it being proposed?

Changes to schools in the Pershore Education Planning Area over several years have led to uncertainty and sustainability concerns across the education planning area. At present, one school exists outside of the Pershore tier structure in the two-tier Catholic pyramid; six schools have changed or have approved changes to two-tier; and two further schools have already consulted on change of age range proposals.

The creation of additional places in Years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty in providing a Key Stage 3 (Year 7, ages 11 to 12) curriculum in particular.

Over the last two years when a choice has been available, we have seen parents in the area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools during Key Stages 1 and 2.

This creates a risk to ensuring clear and high quality education journeys for pupils.

From September 2021, Pershore High School took its first intake of Year 7 students for 47 years. A new curriculum has been designed to support the learning of students in this year group, which adds to the successful Year 8 and 9 curricula to ensure a coherent Key Stage 3 provision, designed to prepare students for success at GCSE and beyond. Governors are committed to ensuring that there is continuity of education for all pupils within the Pershore area and proposes this expansion in order to provide a clear pathway for pupils from newly converted primary schools into the secondary phase of their education.

Who can propose and decide the changes?

All schools in the Pershore pyramid have agreed to consult on the proposal for an area-wide transition to a two-tier system of education, however, there is no single decision-making body that can legally agree such a change for all schools. The Local Authority in their capacity as Education Authority have agreed to coordinate this consultation but are not able to solely determine these changes. For details on the types of changes and the decision-making powers for each school, please see below:

For Academy Schools

Expansion & Change of Age Range

Academy schools that are rated 'good' or 'outstanding' at their last inspection, are in good financial health, and are proposing a change that is not contentious or subject to objections from the LA, may propose to expand their physical capacity by following a fast-track process.

Changes to Admissions Policies

Published Admissions Number (PAN) where an enlargement of premises has not taken place

Changes to admissions policies include alterations to the Published Admissions Number (PAN) of schools, as well as changes to feeder school links and other changes affecting admission to a school. Admission authorities must set a PAN for each 'relevant age group' when determining their admission arrangements. If an admission authority of a mainstream school wishes to increase or decrease PAN, without increasing the overall capacity of the buildings, this would be classed as an admissions change, not a prescribed alteration. The statutory process described in this guidance would not need to be followed (please see the [School Admissions Code](#) for further details of the processes admission authorities must follow).

In certain circumstances such as a proposed age range change or an amalgamation of schools, it may require changes to school admission arrangements in order to implement the proposals. To view any linked admission proposals, please see [consultation on school admission arrangements](#).

Pershore High School is conducting a parallel consultation on its 2023 Admissions Policy to allow for the expansion of the Year 7 PAN. The admissions consultation documentation can be found on the [Pershore High School 2021 Consultation webpage](#).

The Impact of the Proposal

Worcestershire County Council is committed to supporting schools; these proposals are expected to provide the following benefits to Pershore schools and local families:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

Quality of provision and breadth of curriculum

Pershore High School is a 'good' school with outstanding features (Ofsted September 2017). Since being given permission for a limited number of Year 7 places in December 2018 curriculum leaders have redesigned the Key Stage 3 curriculum to incorporate this additional year group. The curriculum is expected to be broadened if the proposed change goes ahead and all Year 7 students are taught at Pershore High School, for example all students in Year 7 would be taught two modern foreign languages (currently one). The school has the full range of specialist facilities required to teach all year groups in Key Stages 3, 4 and 5 however, additional accommodation will be required to provide capacity for increased pupil numbers (see below) should this proposed change be agreed.

The Leadership Team is currently reviewing the pastoral structure of the school and will make provision for expanded pupil numbers should agreement for the proposed change be made. The school is currently divided into 3 vertical houses containing students of all ages. Tutoring is undertaken through vertical tutor groups within the House System each of which contains students from all year groups from Year 7 to Year 13. It is the school's intention to divide the school population into 4 houses to accommodate increasing pupil numbers whilst maintaining high quality pastoral care.

Accommodation Required

The school is one of 50 nationally to be chosen for the DfE Schools Rebuilding Programme (SRP). Discussions with the DfE Team have included the potential increase in pupil numbers that would result from this proposal. The feasibility team from the DfE SRP are undertaking a full review of accommodation and initially suggest that the proposed increase in pupil numbers will require the following additional teaching accommodation:

- 6 x General classrooms
- 1 x ICT/Computing Classroom
- 1x Science Laboratory
- 1x 3D Art
- 1x Constructional Textiles

This totals an additional basic teaching area of 655m².

Further analysis will be undertaken to assess the need for additional shared spaces including kitchen and dining, changing rooms, hall, toilets, storage and office space.

School Transport

Changes to schools can have an impact on transport for individual pupils. However, the current Transport policy is designed to support schools and pupils in a settled education planning area, therefore, the policy is currently out of line for all options during transition phase but would be suitable once a single pathway is in place.

To manage this, for those pupils attending a school at the time of the change ordinarily eligible for transport support, special transport arrangements may be put in place to assist during the transition phase. Once the changes have been implemented any new pupils joining the school will be subject to the normal application of the transport policy.

School staff

In order to meet the needs of an increasing school population Pershore High School Leadership Team will recruit suitably qualified teachers to deliver the curriculum across Key Stages 3 to 5. Curriculum and staff planning for the potential increase in pupil numbers is currently being undertaken. Once the outcome of this proposal is known, a recruitment process will be undertaken to ensure staff are in place for September 2023. In addition, there will be the requirement for an increased number of support staff and a review of current provision and future needs is currently underway.

Vulnerable pupils

It is envisaged that the change to a single tier system will make education transitions clearer and more straightforward and support in particular pupils from vulnerable backgrounds.

There is a strong Gypsy, Roma, Traveller community within the wider Pershore area and a specific assessment will be undertaken to ensure pupils from this community are supported during this change.

Pershore High School have Mainstream Autism Resources Base provision on site for children and young people with an identified Autism diagnosis and an EHCP naming resourced provision. There is no indication that this provision would need to alter significantly apart from the age range for both bases in line with the school age ranges.

Financial – Capital

These proposals will have capital and revenue implications for a number of different education providers in this area. Detailed feasibilities have begun at required schools to understand full capital and revenue costs and accommodation implications.

The expectation will be that the DfE will support funding for Academy Trusts in either revenue or capital funding requirements.

Changes to Pershore High (Academy) are estimated to cost approximately £2.8m. Pershore High has been named in the first 50 schools of the DfE rebuilding programme¹, which provides an opportunity to incorporate the changes required at the school into a wider scheme. The ESFA are working with the complex capital team on this matter.

Financial – Revenue

Pupil led funding means that there is a lag between students enrolling in a school and the funding being made available due to the lagged funding model for schools. Governors and Trustees will need to be assured that the school can be supported by a pupil growth fund in order to meet the revenue costs of a significant rise in pupil numbers. This will be undertaken in conjunction with the Local Authority and the Education and Skills Funding Authority (ESFA) who fund academies.

Funding considerations for decision makers

When determining these proposals, the decision-maker in each case should be satisfied that any necessary funding required to implement the proposal will be available and that all relevant local parties (e.g. Trustees of the school, Diocese or relevant Diocesan Board) have given their agreement. A proposal cannot be approved conditionally upon funding being made available.

Other education areas

Some schools in the Pershore Education Planning Area attract pupils from outside of the Pershore area, for example from Evesham, Droitwich and Worcester. These proposals could impact the number of pupils able to transition into the Pershore schools because the proposed feeder school changes and changes of age range will alter the intake points.

In the main, Evesham operates a three-tier education system (First, Middle and High schools) with intake points that differ to those of Pershore; these are at Year 6 (Middle) and Year 9 (High). There are three Primary schools in the Evesham area. The 5-year average shows 4 to 5 pupils moving from the Evesham Education Planning Area to Pershore Education Planning Area for Year 8 intake at Pershore High. 2021 is the only year with data for Year 7, which showed 2 children moving from Evesham to Pershore.

Similarly, Droitwich predominantly operates a three-tier education system, which is in line with the Pershore transition points (first, middle and high schools) with intake points at Year 5 (middle) and Year 8 (high). There are four primary schools in the Droitwich Education Planning Area. At high school level, the 5 year average shows an average of 12 Year 8 pupils from Droitwich choosing schools in the Pershore Education Planning Area each year. In September 2021 there were no Year 7 pupils moving from Droitwich to Pershore. The proposed change of age ranges in Pershore would remove the same year group transition / intake points as Droitwich. Therefore, families in Droitwich wanting to move to Pershore High for secondary school provision would need to apply at Year 7 or request to transfer for Year 8, if places are available.

Worcester operates a two-tier education system (primary and secondary schools) with intake points in Year 7 (secondary). This would align with the proposed changes in the Pershore Education Planning Area. In September 2021, there were 5 pupils living in Worcester, attending a Pershore middle or primary school that were successful in obtaining a place in the Year 7 intake at Pershore High School. Additional Year 7 places at Pershore High School in

¹ [School Rebuilding Programme - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/school-rebuilding-programme)

September 2023 may encourage more families living in Worcester to consider Pershore as an alternative to a Worcester secondary school.

How and when if approved would the proposals be implemented?

As part of this consultation stakeholders are being asked to consider, if approved, when they would like the changes to take effect from. We have created a [Pershore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Pershore Education Planning Area should the proposals be approved, and the year groups available at each school.

There are three options to manage the proposed changes:

Option 1: Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Change of age range at first schools in 2022 and 2023. All first schools to convert to primary by September 2023
- Removal of Year 5 intake and change of age to remove Year 7 from middle schools in September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in Year 7 in pyramid

Impact

- Final Year 5 intake in September 2022 at Abbey Park Middle and St Nicholas Middle to be the only year group on roll in middle schools in 2023/2024 (Year 6)
- Students applying for middle school places (1st September 2021 to 15th January 2022) for September 2022 will not know at the point of application that middle schools will not be delivering Year 7 places

Option 2: Year groups 5 & 6 closed in middle schools early, impacting pupils’ journeys and greater impact for families. Children would need to change school after Year 5 for one year. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- Most first schools to convert to primary in 2022. All first and middle schools to convert to primary by September 2023
- Closure of Abbey Park Middle School and St Nicholas CE Middle from September 2023 and applications made by pupils in Year 5 to transfer back to a primary for Year 6. Change of age range of St Barnabas CE First and Middle for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in Year 7 in pyramid

Impact

- Middle school September 2022 Year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from Reception to Year 4 to Reception to Year 6 on roll in single year

Option 3: Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7
Primary	Middle	High		

School changes

- All first schools to convert for September 2022
- Emergency variation in admission arrangements for Abbey Park Middle School and St Nicholas Middle School so that there is no intake in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023
- Change of age range and removal of Year 5 intake for St Barnabas for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in Year 7 in Pershore Education Planning Area

Impact

- This would require emergency variation to admissions changes but will mean clearer pathway for pupils in Year 5 in 2022
- Rapid change for first schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made

Who is being consulted?

The consultation will be made available to:

- Parents and carers of pupils attending / known to the school
- Staff, Governors, Board Members of school and other local schools
- Multi-Academy Trusts
- Local Parish, District and County Councillors
- Immediate neighbours of individual schools
- Local Member of Parliament
- Cabinet Member Responsible for Children and Families
- Cabinet Member Responsible for Education
- Unions
- Any other local stakeholder

How to respond to this consultation

Consultation Phase – Monday 11th October to Friday 26th November 2021

During the consultation phase, anyone with an interest can express their views on the options expressed in this document and the individual school consultations.

It is very important that all those involved or have an interest have a say; we welcome your views.

All of the information available is accessible from the [Worcestershire County Council Pershore Review webpage](#) or the [school website](#).

The seven-week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021. It is very important that all those wishing to respond to these proposals do so within this timeframe.

We are holding consultation event(s) to allow our stakeholders to learn more about our proposals and give the opportunity to provide feedback. Detail regarding Pershore High School's consultation event can be found on page 2 of this document.

What happens next?

How the decision will be made

At the conclusion of this consultation period, the Academy Trust will consider any issues that have been raised before deciding whether to publish or submit statutory proposals to make changes.

The Academy Trust will consider evidence from various sources in order to reach a considered view on the merits of the proposal. In particular the following factors:

- the response to the public consultation
- the quality of education provision at the school
- the ability of the school to manage the proposed change
- demand for places at the school and in the local area
- whether funding to cover the capital costs of the proposed change has been secured, and that there are no issues with the school's current budget and/or finances. In the

case of expansions, academies must show they have sufficient funding for additional pupils, until lagged funding is received

Submission of formal proposals

The proposers will take note of issues raised during the consultation. At the conclusion of the consultation period, a decision will be made whether to submit a formal proposal to the decision makers, requesting their support.

Regional Schools Commissioner Decisions

For Academy schools, the Academy Trust Board will then submit a significant change request to the Regional Schools Commissioner (RSC) alongside any requests to vary school admission arrangements.

The RSC will consider a range of factors and make a balanced judgement when deciding whether to approve or reject a proposal. The RSC may also defer the approval pending further evidence. Where proposed changes are particularly controversial and could attract adverse public or press attention; the RSC may choose to escalate such proposed changes to the Secretary of State for a decision.

Related proposals

Where proposals appear to be related to other proposals, the decision-makers must consider the related proposals together. A proposal should be regarded as related if its implementation (or non-implementation) would prevent or undermine the effective implementation of another proposal.

The Local Authority will, as far as possible, seek to coordinate all proposals.

It is very important that all those involved have a say. Please submit your comments by noon on Friday 26th November 2021 by completing the online response form available on the school website and [WCC website](#). If you are unable to access the online response form you can obtain a paper copy from the school office.

Relevant documents:

Cabinet Member Decision on Change of Age Ranges & Policy: [Cabinet Member Decision on Change of Age Ranges & Policy](#)

Cabinet Report: Responding to Change of Age Range requests from Maintained Community Schools or Change of Age Range Consultations from other types of Schools Jan 2020: [Cabinet Report: Responding to Change of Age Range requests](#)

School Sufficiency and Organisation for the Pershore Area September 2021: [School Sufficiency and Organisation for the Pershore Area](#)

HeadTeacher Board record of decision Avonreach Multi-Academy Trust Change of Age ranges for The Orchard, Inkberrow, Norton-Juxta-Kempsey and Pershore High Dec 2018 [\[ARCHIVED CONTENT\] \(nationalarchives.gov.uk\)](#)

Pershore Education Planning Area Review

Why do we need to review the Pershore education planning area?

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area.

In September 2019 three first schools in the Pershore area were approved to change to primary schools by the Regional Schools Commissioner along with Pershore High School to create an option for a two-tier system of education for families.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in a forecast level of surplus places in these year groups. By 2023 we anticipate that two of the middle schools in the area will be operating at around 50% capacity, which creates significant difficulty to provide key stage 3 (Year 7, ages 10 to 11) curriculum in particular.

Over the last two years, we have seen parents in the Pershore area choosing a Primary and Secondary (two-tier system) education in their school admissions applications, with an increasing percentage choosing to remain at already converted primary schools and a number choosing to transfer from first to primary schools.

This creates a risk to ensuring clear and quality education journeys for pupils.

Ultimately, this transition is being undertaken because we want to ensure:

- every child has a clear and transparent education journey;
- schools are supported to deliver good education outcomes in a stable and known education system; and
- schools are able to deliver a full curriculum and remain sustainable and financially viable.

During 2020/21 Worcestershire Children First (WCF) has facilitated engagement with education stakeholders including all schools in the pyramid; Multi-Academy Trust (MAT) CEOs; the Regional Schools Commissioner (RSC); and the Diocese to find agreed solutions to manage this risk within the education planning area.

In July 2021 all of the schools' governing bodies and Multi-Academy Trusts (MATs) confirmed their agreement / intentions to consult on the proposed change to a two-tier Education Planning area, seek changes of age range (where necessary) and in the instance of the Middle Schools amalgamate with the First Schools.

The transition to a fully two-tier education system in the Pershore education planning area was considered by Cabinet in September 2021. For more information see [agenda and minutes](#).

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https://www.worcestershire.gov.uk/info/20921/pershore_education_planning_area_review/2490/pershore_education_planning_area_review

Pershore Education Planning Area Review

Have your say! Engagement with stakeholders and residents

It is very important that all those involved or have an interest have a say, we welcome your views.

All of the information available is accessible from this webpage or the individual schools' websites including consultation documents detailing:

- the background to proposals;
- who can propose and decide on changes;
- what is being proposed;
- why it is being proposed;
- the impact of the proposals;
- who is being consulted;
- how to submit a consultation response; and
- what happens at the end of the consultation period.

If you require any additional information not included in this document to enable you to make a response, please contact PershoreReview@worcschildrenfirst.org.uk.

Public Consultation Engagement (11th October to 26th November 2021)

This marks the first opportunity to have a say about what is important in the transition of school age ranges.

Consultation document

To learn more about the proposals, please view the [whole area consultation document](#).

Individual school proposals

To learn more about the individual school proposals, please visit each school's website (linked below) including information of consultation events:

[Abbey Park First & Middle Schools](#)

- Tuesday 19th October, 9am – face-to-face event
- Tuesday 19th October, 6pm – face-to-face event

[Defford-cum-Besford First School](#)

- Thursday 14th October, 6.30pm – face-to-face event for school parents

- Tuesday 2nd November, 6.30pm – face-to-face event for local residents
- Wednesday 10th November, 6.30pm – virtual event (Zoom)

[Fladbury CE First School](#)

- Wednesday 10th November, 7pm-8pm – face-to-face event

[Pershore High School](#)

- Wednesday 3rd November, 6pm – virtual event (Teams Live)

[Pinvin CE First and St Nicholas' CE Middle or Diocese of Worcester Multi-Academy Trust \(DoWMAT\)](#)

- Monday 18th October, 1pm – virtual event (Zoom)
- Monday 18th October, 3.30pm – face-to-face event

[St Barnabas CofE First and Middle School or Diocese of Worcester Multi-Academy Trust \(DoWMAT\)](#)

- Thursday 21st October, 1pm – virtual event (Zoom)
- Thursday 21st October, 3.30pm – face-to-face event

[Upton Snodsbury CofE First School](#)

- Wednesday 3rd November, 7pm – face-to-face event
- Friday 19th November, 6pm – virtual event (Zoom)

We have created a [Pershore education journey tracker](#) for pupils, parents and professionals to see in detail how the three options would change the journey for pupils in the Pershore education planning area should the proposals be approved, and the year groups available at each school.

Overarching consultation, video presentation and consultation sessions

A [video presentation](#) is now available to view, outlining the proposals included in the consultation.

WCF held consultation sessions on Monday 1st November 2021 to provide an opportunity for you to ask any questions you may have and find out further information. If you were unable to attend but would like to ask any further questions, please email PershoreReview@worcschildrenfirst.org.uk.

Survey

We encourage you to share your views via the survey link below. The responses we receive will allow proposers and decision makers at the very earliest stage to ensure the needs of current residents as well as communities for generations to come will be met.

[BUTTON: [Please provide feedback via the survey](#)]

In certain circumstances such as a proposed age range change or an amalgamation of schools, it may require changes to school admission arrangements in order to implement

the proposals. To view any linked admission proposals, please see [Consultation on Proposed Admission Policies 2023/2024 Academic Year](#).

Responses required by noon on Friday 26th November 2021

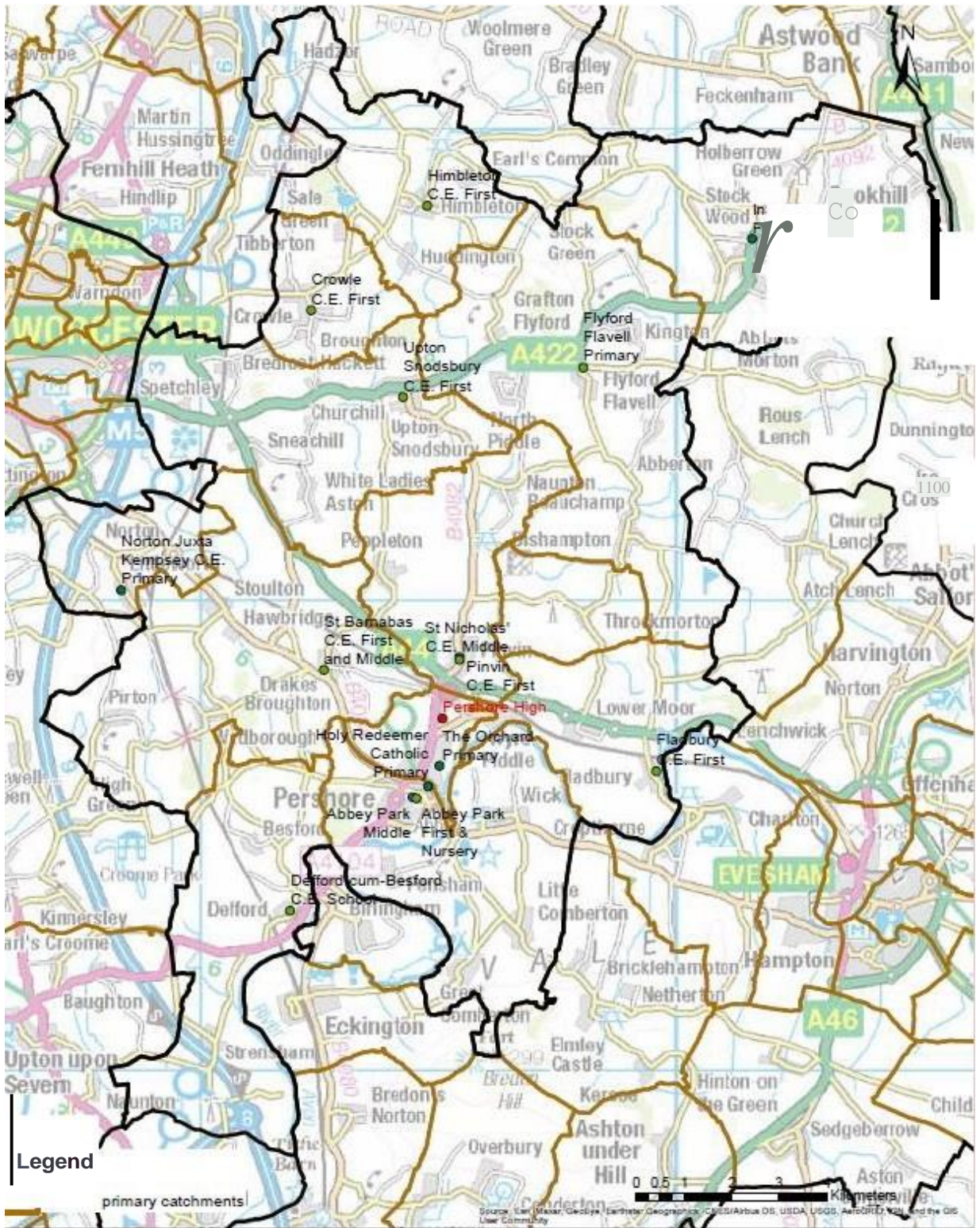
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https://www.worcestershire.gov.uk/info/20921/pershore_education_planning_area_review/2490/pershore_education_planning_area_review/2

Pershore Education Planning Area Review

What happens next?

- stage one: establishing the need for change – completed June 2021
- stage two: agreement from Governing Bodies and Multi-Academy Trusts to consult on proposal – completed September 2021
- stage three: consultation on proposals – October to November 2021
- stage four: submission of formal proposals – December 2021 – February 2022
- stage five: final decisions – February 2022
- stage six: If approved, implementation of proposals



Consultation survey:



<https://online1.snapsurveys.com/interview/3d2ac4ff-9221-42e1-af43-f311996f7755>

Responses required by noon on
Friday 26th November 2021

Please note only written responses via the survey will be considered as part of the consultation analysis

Webpage:



<https://www.worcestershire.gov.uk/pershorereview>

Includes a copy of the whole Pershore area consultation document, details of schools' individual consultation events and the education journey tracker

PersshoreReview@worcschildrenfirst.org.uk

Abbey Park First and Middle Schools (Local Authority decision)

Proposal: Amalgamation of the 2 schools to provide a single primary school and closure of year 7

	Current	Proposed
Age range	<i>Abbey Park First: 3-9 Abbey Park Middle: 9-12</i>	2-11
Point(s) of entry	<i>Abbey Park First: Reception Abbey Park Middle: Year 5</i>	Reception
Transition	Pupils transfer to a middle school at year 5 and a high school at year 7	Pupils transfer to a high school at year 7
Total pupil capacity	<i>Abbey Park First: 150 plus 26 Nursery (3-4) Abbey Park Middle: 252</i>	210 plus 60 Nursery (2-4)
Published Admission Number*	<i>Abbey Park First: 30 Abbey Park Middle: 84</i>	30

Consultation events for this setting: Took place on 19th October 2021

Email: office@abbeyparkfirst.worcs.sch.uk / office@abbeyparkmiddle.worcs.sch.uk

Website (including the schools' consultation document):

<https://abbeypark.worcs.sch.uk/pershore-pyramid-consultation/>

Defford-cum-Besford CE First School (Governor decision)

Proposal: Conversion from first to primary school by alteration of age range

	Current	Proposed
Age range	4-9	4-11
Point(s) of entry	Reception	Reception
Transition	Pupils transfer to a middle school at year 5	Pupils transfer to a high school at year 7
Total pupil capacity	60	84
Published Admission Number	12	12

Upcoming consultation events for this setting:

- Tuesday 2nd November, 6.30pm – face-to-face event for local residents
- Wednesday 10th November, 6.30pm – virtual event (Zoom)

Email: office@defford-cum-besford.worcs.sch.uk

Website (including the school's consultation document):

<https://www.deffordschool.co.uk/consultation-for-primary-conversion/>

Fladbury CE First School (Governor decision)

Proposal: Conversion from first to primary school and incorporation of the pre-school age children into the maintained offer of the school by altering the age range from 4-9 to 3-11

	Current	Proposed
Age range	4-9	3-11
Point(s) of entry	Reception	Reception
Transition	Pupils transfer to a middle school at year 5	Pupils transfer to a high school at year 7
Total pupil capacity	100	105 plus 15 place nursery
Published Admission Number	20	15

Upcoming consultation events for this setting:

- Wednesday 10th November, 7pm-8pm – face-to-face event

Email: office@fladbury.worcs.sch.uk

Website (including the school's consultation document):

<https://www.fladbury.worcs.sch.uk/childrens-area/primary-conversion/>

Pershore High School (Regional Schools Commissioner decision)

Proposal: Increase of places in year 7 and change of feeder school links for all Pershore primary schools

	Current	Proposed
Age range	11-18	11-18
Point(s) of entry	Year 7 and year 8	Year 7 only
Total pupil capacity	1468	1660
Published Admission Number	<i>Year 7: 90</i> <i>Year 8: 282</i>	<i>Year 7: 282</i>
Feeder schools (Sept 2021) year 7 entry	Norton Juxta Kempsey CE Primary Orchard Primary Inkberrow Primary	Norton Juxta Kempsey CE Primary Orchard Primary Inkberrow Primary Flyford Flavell Primary Himbleton Primary and the following schools (named at the time of consultation): Abbey Park First School & Abbey Park Middle

		Pinvin CE First & St Nicholas CE Middle St Barnabas CE First and Middle Defford cum Besford CE First Crowle CE First Fladbury CE First Upton Snodsbury CE First
Feeder schools (Sept 2021) year 8 entry	Abbey Park Middle St Nicholas Middle St Barnabas First and Middle	

Upcoming consultation events for this setting:

- Wednesday 3rd November, 6pm – virtual event (Teams Live)

Email: 2021consultation@pershore.worcs.sch.uk.

Website (including the school's consultation document):

<http://www.pershore.worcs.sch.uk/2021Consultation>

Pinvin CE First and St Nicholas' CE Middle Schools (RSC decision)

Proposal: Amalgamation of the 2 schools to provide a single primary school and closure of year 7

	Current	Proposed
Age range	<i>Pinvin CE First: 4-9</i> <i>St Nicholas' CE Middle: 9-12</i>	3-11
Point(s) of entry	Pinvin CE First: Reception St Nicholas' CE Middle: Year 5	Reception
Transition	<i>Pinvin CE First: Pupils transfer to a middle school at year 5</i> <i>St Nicholas' CE Middle: Pupils transfer to a high school at year 8</i>	Pupils transfer to a high school at year 7
Total pupil capacity	<i>Pinvin CE First: 125</i> <i>St Nicholas' CE Middle: 336</i>	315 plus nursery
Published Admission Number	<i>Pinvin CE First: 25</i> <i>St Nicholas' CE Middle: 112</i>	45

Consultation events for these settings: Took place on 18th October 2021

Email: office@pinvinfed.co.uk

Website (including the schools' consultation document): <https://pinvinfed.co.uk/consultation>

St Barnabas CofE First and Middle School (Regional Schools Commissioner decision)

Proposal: Conversion from first & middle to primary age range and creation of new early years provision

	Current	Proposed
Age range	4-12	3-11
Point(s) of entry	Reception & year 5	Reception
Transition	Pupils transfer to a high school at year 8	Pupils transfer to a high school at year 7
Total pupil capacity	390	315 plus nursery
Published Admission Number	30 (years R, 1, 2, 3 & 4) 80 (years 5, 6 & 7)	45 (years R-6)

Consultation events for this setting: Took place on 21st October 2021

Email: office@st-barnabasfirstmiddle.worcs.sch.uk

Website (& consultation document): <https://st-barnabas.dowmat.education/about/consultation/>

Upton Snodsbury CE First School (Governor decision)

Proposal: Conversion from first to primary school by alteration of age range

	Current	Proposed
Age range	4-9	4-11
Point(s) of entry	Reception	Reception
Transition	Pupils transfer to a middle school at year 5	Pupils transfer to a high school at year 7
Total pupil capacity	70	98
Published Admission Number	14	14

Upcoming consultation events for this setting:

- Wednesday 3rd November, 7pm – face-to-face event
- Friday 19th November, 6pm – virtual event (Zoom)

Email: Primary@upsnodsfirsr.worcs.sch.uk

Website (including the school's consultation document):

<https://www.uptonsnodsburyfirstschool.org.uk/change-of-age-consultation>

Option 1

- Transition in line with natural progression
- All changes made by September 2024
- Students applying for middle school places now (1st September 2021 to 15th January 2022) would transfer to high school for year 7



Option 2

- Year groups in the middle schools close from 2023
- All changes made by September 2023
- Middle school's September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable) to reach high school in 2024



Option 3

- All changes made by September 2023 by emergency variation to admissions
- No intake to middle schools in September 2022
- Rapid changes where accommodation may not be sufficient for pupil numbers



[Persnore Education Planning Area Review - YouTube:](https://www.youtube.com/watch?v=QZdoffnhLkK)
<https://www.youtube.com/watch?v=QZdoffnhLkK>

Pershore Context

The Pershore Education Planning Area is made up of 16 schools serving the town of Pershore and surrounding rural areas. From September 2019, numerous schools within the Pershore Education Planning Area have sought to change their age range towards a two-tier system of education.

	Historical	Current	Proposed
First	11	6	0
Primary	1	6	13
Middle	2	2	0
First and Middle	1	1	0
High	1	1	1
	16	16	14

Proposals

Proposals include all First and/or Middle schools changing to Primary schools and the High School becoming a Secondary school for all the Year 7 pupils in the area.

The proposals being consulted on include:

- a. Conversion of the following first schools to primary, resulting in accommodation changes
 - i. Crowle CE First School (RSC approval of change already sought)
 - ii. Fladbury CE First School (Governor decision)
 - iii. Upton Snodsbury CE First (Governor decision)
 - iv. Defford-cum-Besford CE First (Governor decision)
- b. Conversion of St Barnabas CE First & Middle School to primary age range (RSC decision)
- c. Amalgamation of Abbey Park Middle and Abbey Park First school to provide a single primary school (LA decision)
- d. Amalgamation of St Nicholas C.E. Middle School and Pinvin CE First School to provide a single primary school (RSC decision) including a PAN increase from 25 to 30 pupils per year group
- e. Increase of places at Pershore High in year 7 (RSC decision); and a change of feeder school links for all Pershore Primary schools.

What other proposals are there?

A number of other changes are being proposed including:

- a. St Barnabas CE First & Middle School are proposing to lower the age range of the school to incorporate pre-school age children as pupils (RSC decision)
- b. Abbey Park Middle and Abbey Park First school are proposing to lower the age range of the school to incorporate pre-school age children as pupils (LA decision)
- c. St Nicholas C.E. Middle School and Pinvin CE First School are proposing to lower the age range of the school to open a pre-school (RSC decision)

Three options to manage this process

A [Persnore Education Journey Tracker](#) is available for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Persnore education planning area should the proposals be approved, and the year groups available at each school.

Option 1: Transition in line with natural progression. All changes made by September 2024. Students applying for Middle school places now (1st September 2021 to 15th January 2022) would transfer to High School for Year 7.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7

Option 2: Year groups in the Middle Schools close from September 2023. All changes made by September 2023. Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable) to reach High School in 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7

Option 3: All changes made by September 2023 by emergency variation to admissions. No intake to Middle schools in September 2022. Rapid changes where accommodation may not be sufficient for pupil numbers.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7

What would the school system look like?

High Schools	Pershore High (Avonreach MAT)
Named Feeder Primary Schools	Abbey Park Primary (Community) Crowle CE Primary (DOWMAT) Defford cum Besford CE Primary (Voluntary) Fladbury CE Primary (Voluntary) Flyford Flavell Primary School (Community) Himbleton CE Primary (Voluntary) Inkberrow Primary (Avonreach MAT) Norton Juxta Kempsey Primary (Avonreach MAT) Orchard Primary (Avonreach MAT) Pinvin & St Nicholas' CE Primary (DOWMAT) St Barnabas CE Primary (DOWMAT) Upton Snodsbury CE Primary (Voluntary)

Have your say!

- It is very important that all those involved or have an interest have a say, we welcome your views.
- All of the information available is accessible from the Worcestershire County Council Pershore Review webpage (www.worcestershire.gov.uk/pershorereview) or the individual schools' websites. An online survey is available for you to respond to these proposals.
- The seven week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021.
- Worcestershire Children First and individual schools are holding consultation events to allow stakeholders to learn more about the proposals and give the opportunity to provide feedback. A summary of the events can be found on the Pershore EPA Review consultation webpage.

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**Responses required by noon on
Friday 26th November 2021**



Survey QR Code

Website QR Code



(Please see information board for full weblinks)

What happens next?

12 noon on 26th November 2021
Consultation closes

End of November / December
Schools review consultation responses

February 2022
Decisionmakers take decisions to proceed or not
and if so by which timeline

WORCESTERSHIRE
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Pershore Education Planning Area Review **Consultation**

Welcome and Introductions

Marcus Hart

Cabinet Member with Responsibility for Education

Sarah Wilkins

Director for Education & Early Help

Rachel Kiernan

Group Manager for Education Sufficiency & Place Planning

Pershore Context

The Pershore Education Planning Area is made up of 16 schools serving the town of Pershore and surrounding rural areas. From September 2019, numerous schools within the Pershore Education Planning Area have sought to change their age range towards a two-tier system of education.

	Historical	Current	Proposed
First	11	6	0
Primary	1	6	13
Middle	2	2	0
First and Middle	1	1	0
High	1	1	1
	16	16	14

Proposals

An area-wide transition would require a number of changes to schools to be coordinated to ensure changes are made in line with other schools so that pupil journeys would not be detrimentally impacted. This will involve all First and/or Middle schools changing to Primary schools and the High School becoming a Secondary school for all the Year 7 pupils in the area.

The proposals being consulted on include:

- a. Conversion of the following first schools to primary, resulting in accommodation changes
 - i. Crowle CE First School (RSC approval of change already sought)
 - ii. Fladbury CE First School (Governor decision)
 - iii. Upton Snodsbury CE First (Governor decision)
 - iv. Defford-cum-Besford CE First (Governor decision)
- b. Conversion of St Barnabas CE First & Middle School to primary age range (RSC decision)
- c. Amalgamation of Abbey Park Middle and Abbey Park First school to provide a single primary school (LA decision)
- d. Amalgamation of St Nicholas C.E. Middle School and Pinvin CE First School to provide a single primary school (RSC decision) including a PAN increase from 25 to 30 pupils per year group
- e. Increase of places at Pershore High in year 7 (RSC decision); and a change of feeder school links for all Pershore Primary schools.

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- a. St Barnabas CE First & Middle School are proposing to lower the age range of the school to incorporate pre-school age children as pupils (RSC decision)
- b. Abbey Park Middle and Abbey Park First school are proposing to lower the age range of the school to incorporate pre-school age children as pupils (LA decision)
- c. St Nicholas C.E. Middle School and Pinvin CE First School are proposing to lower the age range of the school to open a pre-school (RSC decision)

Three options to manage this process

A [Persore Education Journey Tracker](#) for pupils, parents and professionals to see in detail how the three options below would change the journey for pupils in the Persore education planning area should the proposals be approved, and the year groups available at each school.

Option 1: Transition in line with natural progression. All changes made by September 2024. Students applying for Middle school places now (1st September 2021 to 15th January 2022) would transfer to High School for Year 7.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7

Option 2: Year groups in the Middle Schools close from 2023. All changes made by September 2023. Middle school September 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable) to reach High School in 2024.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7

Option 3: All changes made by September 2023 by emergency variation to admissions. No intake to Middle schools in September 2022. Rapid changes where accommodation may not be sufficient for pupil numbers.

2020/21	2021/22	2022/23	2023/24	2024/25
Year 5	Year 5	Year 5	Year 5	Year 5
Year 6	Year 6	Year 6	Year 6	Year 6
Year 7	Year 7	Year 7	Year 7	Year 7

What would the school system look like?

High Schools

Named Feeder Primary Schools

Pershore High (Avonreach MAT)

Abbey Park Primary (Community)

Crowle CE Primary (DOWMAT)

Defford cum Besford CE Primary (Voluntary)

Fladbury CE Primary (Voluntary)

Flyford Flavell Primary School (Community)

Himbleton CE Primary (Voluntary)

Inkberrow Primary (Avonreach MAT)

Norton Juxta Kempsey Primary (Avonreach MAT)

Orchard Primary (Avonreach MAT)

Pinvin & St Nicholas' CE Primary (DOWMAT)

St Barnabas CE Primary (DOWMAT)

Upton Snodsbury CE Primary (Voluntary)

Have your say! Engagement with stakeholders and residents

- It is very important that all those involved or have an interest have a say, we welcome your views.
- All of the information available is accessible from this [Worcestershire County Council Pershore Review webpage](#) or the individual schools' websites. An online survey is available for you to respond to these proposals.
- The seven week consultation period commences on Monday 11th October and closes at noon on Friday 26th November 2021.
- Worcestershire Children First and individual schools are holding consultation events to allow stakeholders to learn more about the proposals and give the opportunity to provide feedback. A summary of the events can be found on our [Persnore EPA Review consultation webpage](#).

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**Responses required by noon on
Friday 26th November 2021**



Survey QR Code

Website



What happens next?

- 12 noon 26th November 2021 - Consultation closes
- End of November / December – Schools review consultation responses
- February 2022 – Decision makers take decisions to proceed or not and if so by which timeline

Pershore Education Area Review

We have drafted the below for you to use on your social media channels.

Suggested Tweets

#1

Have your say on proposals to change the age ranges, amalgamate schools and expand pupil numbers at a number of schools in the Pershore area.

www.worcestershire.gov.uk/pershorereview

#PershoreReview

#2

Schools in Pershore have asked for age ranges of the schools to be reviewed and changes to be coordinated for there to be a clear and consistent education pathway for children in this education planning area.

Have your say at: www.worcestershire.gov.uk/pershorereview

#PershoreReview

#3

We really want to hear the views of parents, carers, pupils and residents on the proposed changes to schools in the Pershore area.

Have your say at: www.worcestershire.gov.uk/pershorereview

#PershoreReview

Suggested Facebook posts

#1

Schools in Pershore have asked for age ranges of the schools to be reviewed and changes to be coordinated for there to be a clear and consistent education pathway for children in this education planning area.

We really want to hear the views of parents, carers, pupils and residents on these proposed changes.

Have your say at: www.worcestershire.gov.uk/pershorereview

#PershoreReview

#2

A public consultation on proposals to change age ranges, amalgamate schools and expand pupil numbers at a number of schools in the Pershore area has been launched.

Have your say about what is important about age ranges of schools and transitions.

Give your views at: www.worcestershire.gov.uk/pershorereview

#PershoreReview

#3

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns.

A public consultation has been launched on proposals to change age ranges, amalgamate schools and expand pupil numbers at a number of schools.

Have your say at: www.worcestershire.gov.uk/pershorereview

#PershoreReview

Suggested Instagram posts

#1

Have your say on proposals to change the age ranges, amalgamate schools and expand pupil numbers at a number of schools in the Pershore area.

See link in bio www.worcestershire.gov.uk/pershorereview

#PershoreReview

#2

We really want to hear the views of parents, carers, pupils and residents on the proposed changes to schools in the Pershore area.

See link in bio www.worcestershire.gov.uk/pershorereview

#PershoreReview

Consultation on changes to school system in Pershore launched

A public consultation on proposals to change age ranges, amalgamate schools and expand pupil numbers at a number of schools in the Pershore area has been launched.

Schools in Pershore have asked for age ranges of the schools to be reviewed and changes to be coordinated for there to be a clear and consistent education pathway for children in this education planning area .

The consultation runs from 11 October to 26 November 2021 and marks the first opportunity to have a say about what is important about age ranges of schools and transitions.

The results of the consultation will be discussed at February's Cabinet before a final decision is made for the Local Authority Maintained schools. The Regional Schools Commissioner and some Governing Bodies will also need to make final decisions in February in relation to other schools.

Councillor Marcus Hart, Cabinet Member for Education, said: "We really want to hear the views of parents, carers, pupils, school staff and residents on the proposed changes. The County Council and Worcestershire Children First have been liaising with Pershore schools and Academy Trusts for some time now about the current school system in Pershore and their desire for a coordinated approach to change of age ranges that is clear and consistent for children and families. The responses we receive will allow proposers and decision makers at the very earliest stage to ensure the needs of current residents as well as communities for generations to come will be met."

Following a direct approach from schools in the Pershore area in Autumn 2020, there has been a technical analysis to evaluate the risks and issues relating to the current organisation of the schools in the planning area.

The education provision in Pershore has tended to follow a three-tier journey, where pupils attend first schools from age 4-9, transfer to middle schools at age 9-12 and then transfer to high school at age 12 to complete their education.

Changes to schools in the Pershore education planning area over several years has led to uncertainty and sustainability concerns across the education planning area as there now exists a mixture of two-tier and three-tier with some schools in this area already converted to primary and secondary schools.

The creation of additional places in years 5, 6 and 7 as a result of the approved changes has resulted in an unsustainable level of surplus/excess places in these year groups.

Those schools that have already completed the transition will make no further changes.

For more information and to have your say on the proposals please visit:

<https://www.worcestershire.gov.uk/pershorereview>

QR code link to Pershore Education Area Review webpages



HAVE YOUR SAY

ON PERSHORE EDUCATION PLANNING AREA

Get all the latest updates at:
www.worcestershire.gov.uk/pershorereview

HAVE YOUR SAY



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WORCESTERSHIRE
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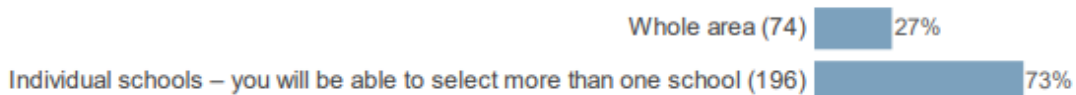
Appendix 9: Pershore EPA Consultation Responses

01 Pershore EPA Review – Public Consultation Responses	2
02 Abbey Park Consultation Responses	6
03 Defford-cum-Besford Consultation Responses	9
04 Fladbury First Consultation Responses	11
05 Upton Snodsbury Consultation Responses	13
06 St Barnabus CofE First and Middle School Consultation Responses	15
07 The Pinvin Federation (Pinvin First & St Nicholas Middle School) Consultation Responses	17
08 Pershore High School Consultation Responses	20

01 Pershore EPA Review – Public Consultation Responses

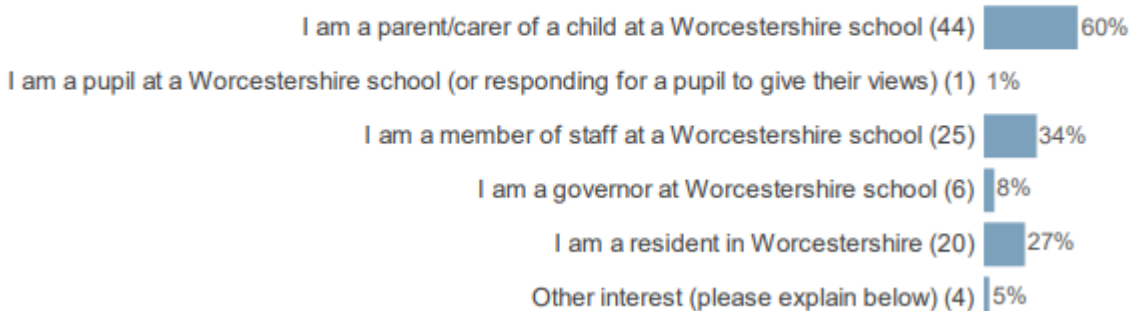
Total Responses: 270

Would you like to respond on the proposals for individual school(s) or for the proposals as a whole?*



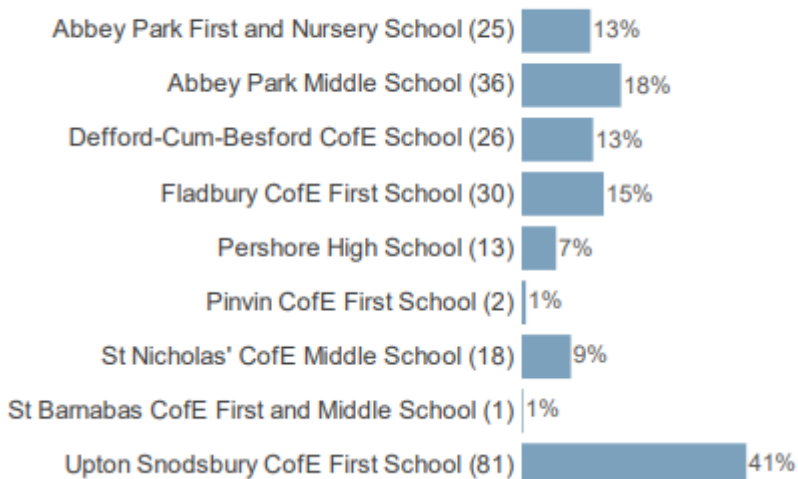
Whole area

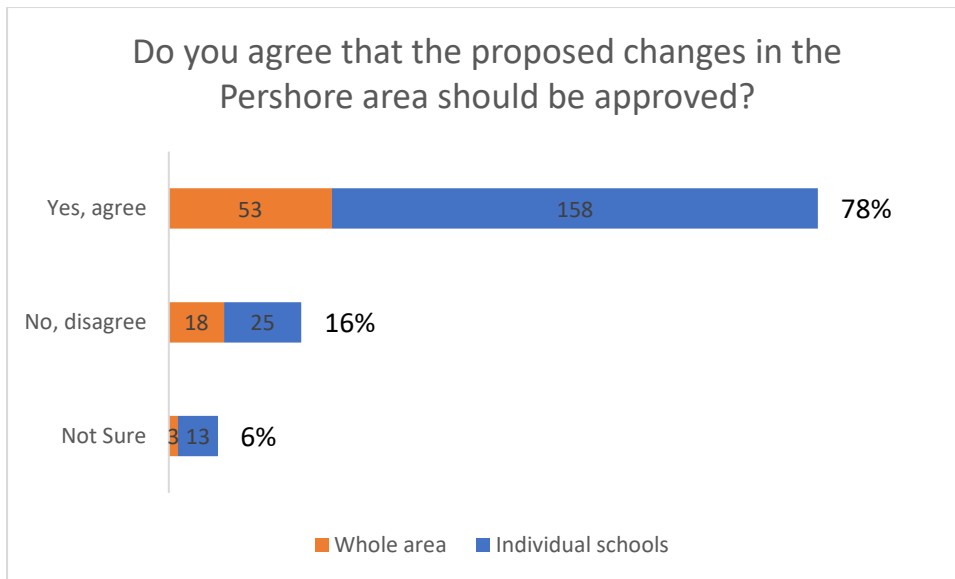
Please tell us how you are involved in this consultation
Please tick ALL that apply



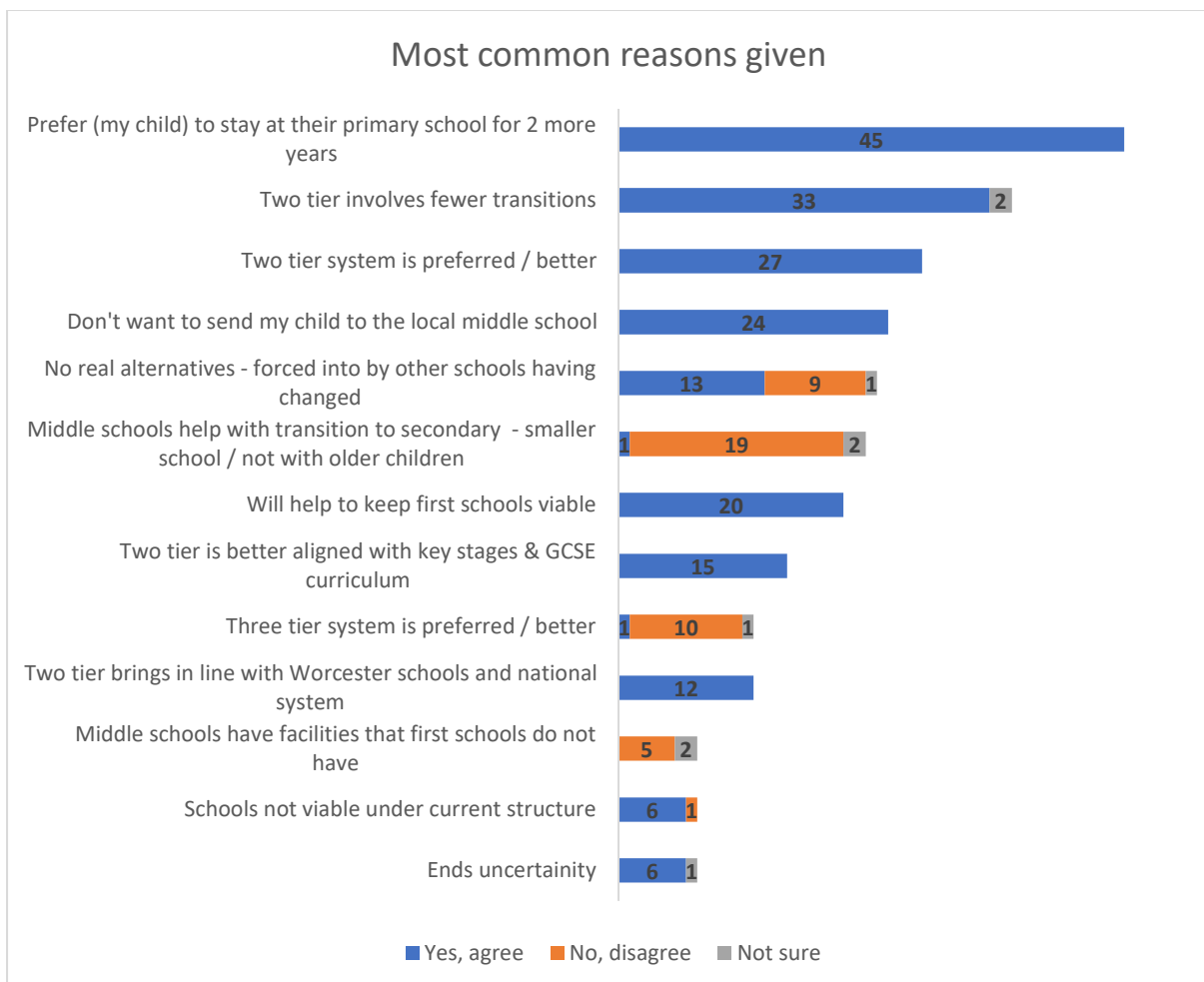
Individual schools

Which school(s) are you responding about?*

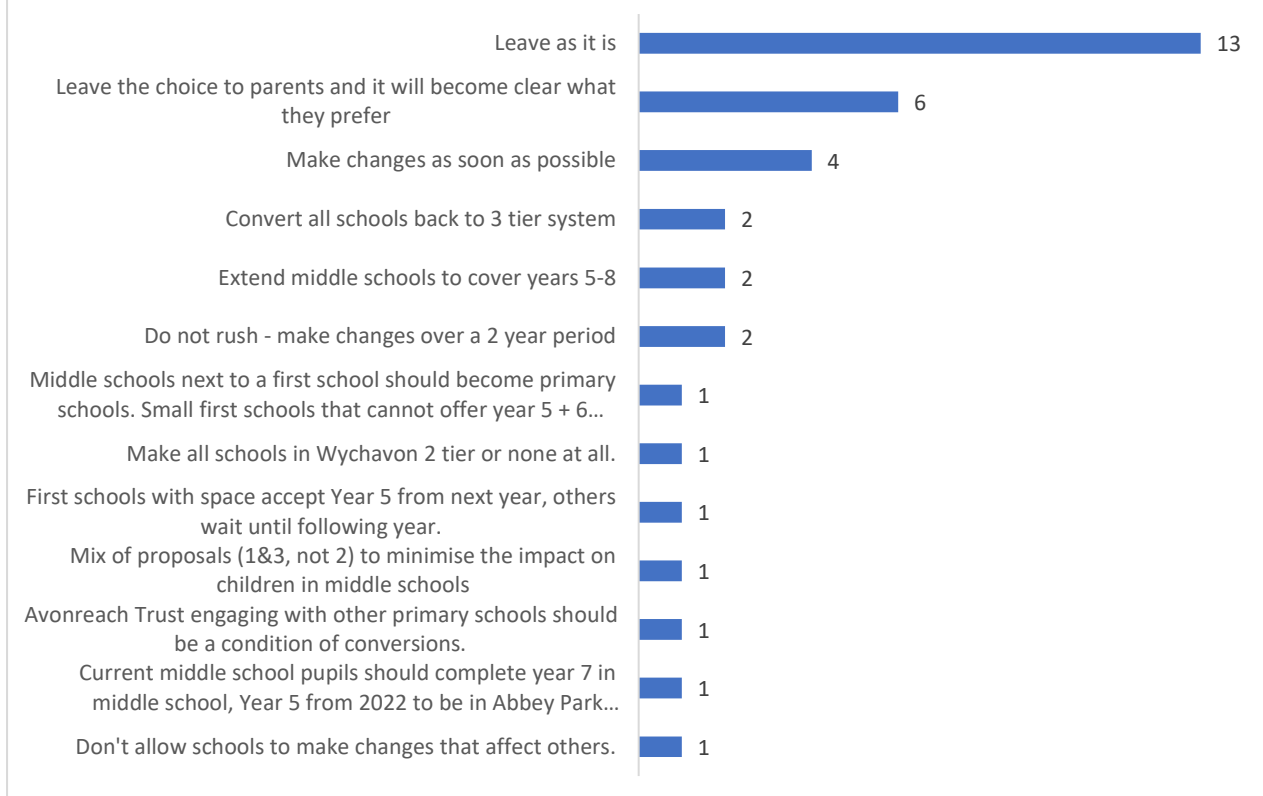




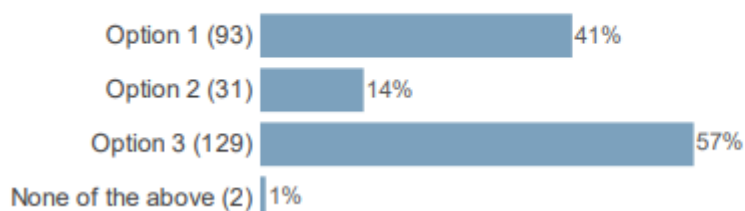
Only one answer has been counted for each response. It is possible to provide a different answer to this question for each school an individual is responding about. For the two responses where different answers were provided in respect of different schools the response has been taken in relation to the school their child currently attends.



Do you have any alternative proposals?



Which option(s) for the timing of changes would you consider it appropriate to take? Please tick ALL that apply



Option 1 - Transition in line with natural progression, coordinated age range changes and coordinated accommodation changes. All changes made by September 2024.

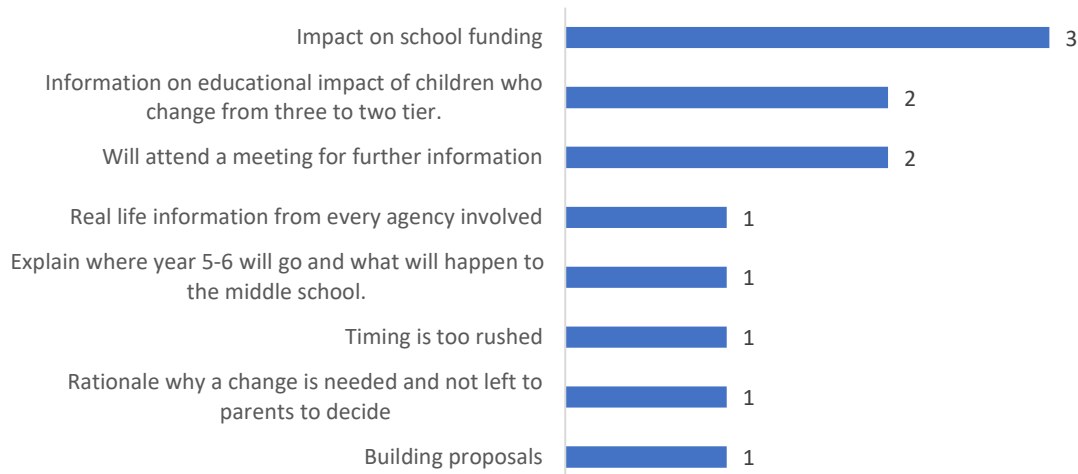
Option 2 - Year groups 5 & 6 closed in Middle Schools early, impacting pupils' journeys and greater impact for families. Children would need to change school after year 5 for one year. All changes made by September 2023.

Option 3 - Emergency variation to admissions changes resulting in limited time for consultation with stakeholders before the change is implemented. No intake into Middle Schools in 2022. All changes and accommodation would need to be made by 2022. All changes made by September 2023.

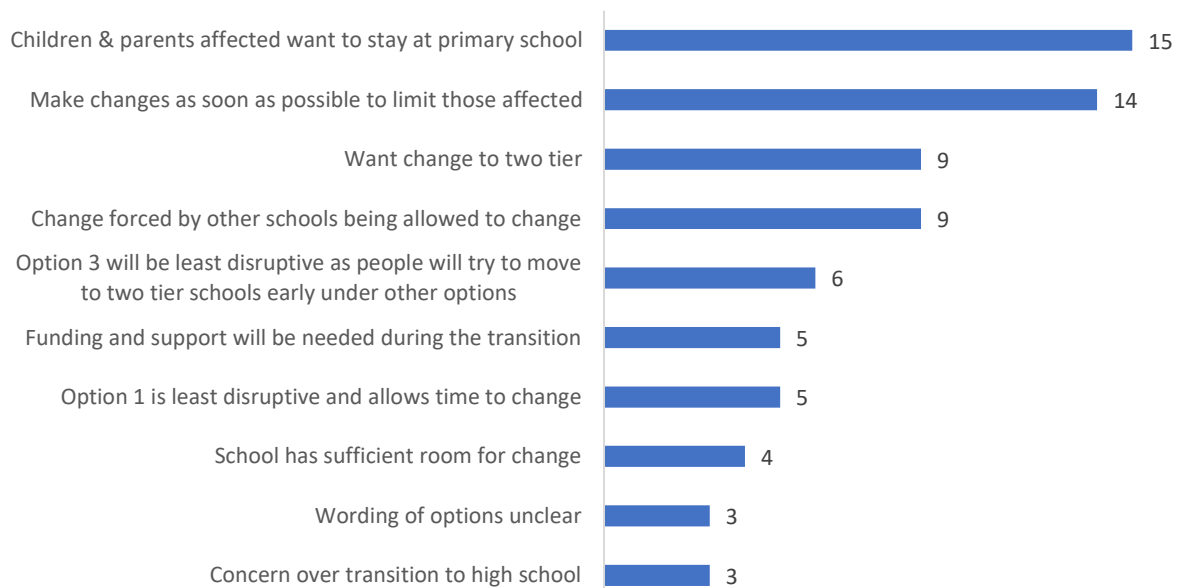
Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?



What additional information would have been useful to allow you to respond to this consultation?



Most common other comments made in response to this proposal





Public consultation responses – 11th October to 26th November 2021

Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Pershore



Abbey Park First and Nursery School and Abbey Park Middle School

Abbey Park First & Nursery School: 25 responses

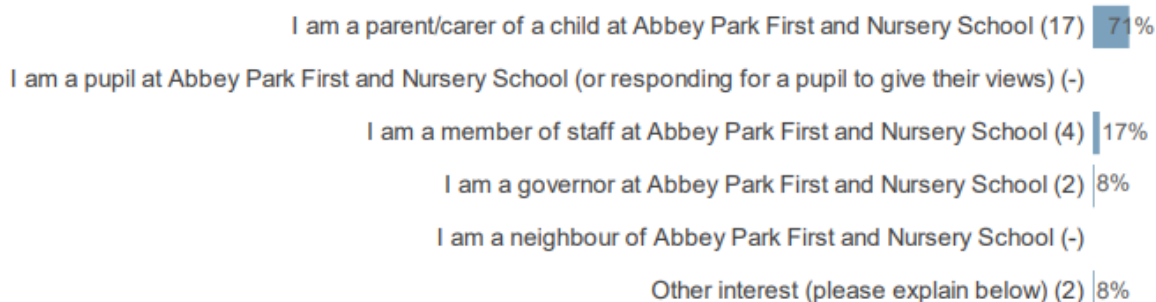
Abbey Park Middle School: 36 responses

Total responses: 61 responses

Abbey Park First and Nursery School

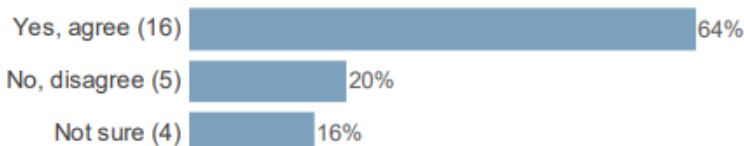
Please tell us how you are involved in this consultation for Abbey Park First and Nursery School.

Please tick ALL that apply

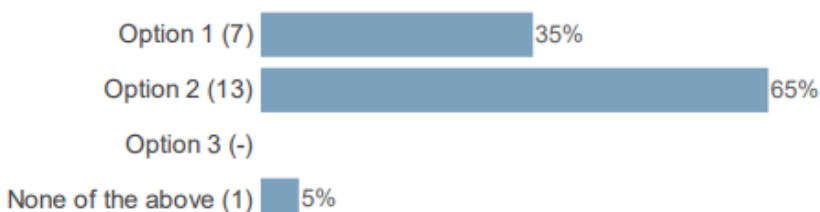


Do you agree that the proposed changes for the schools listed below should be approved?*

If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (Abbey Park First and Nursery School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



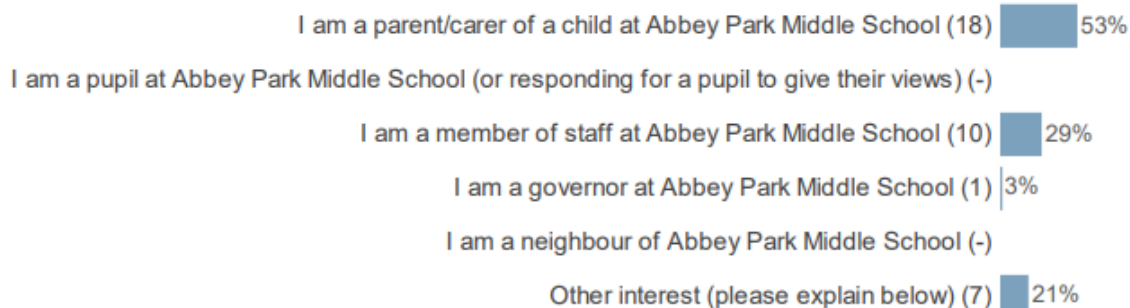
Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?



Abbey Park Middle School

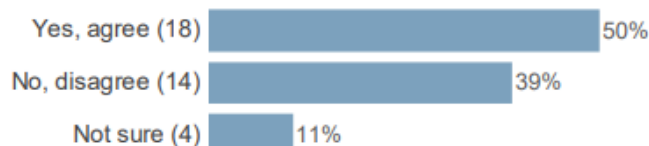
Total responses: 36

**Please tell us how you are involved in this consultation for Abbey Park Middle School.
Please tick ALL that apply**

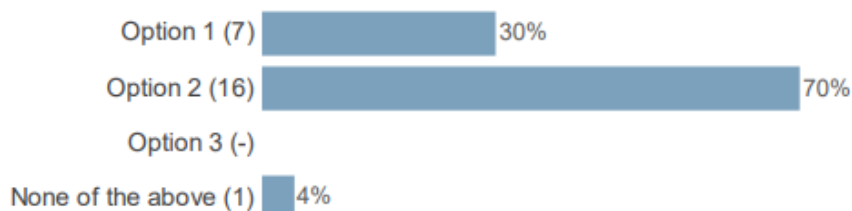


Do you agree that the proposed changes for the schools listed below should be approved?*

If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (Abbey Park Middle School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?





Public consultation responses – 11th
October to 26th November 2021

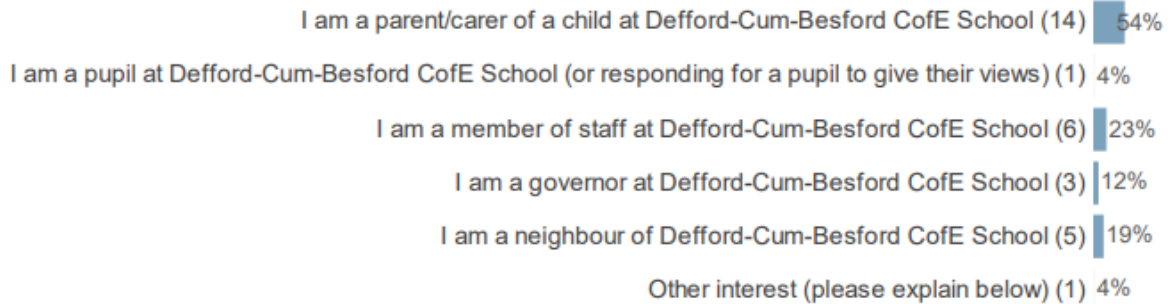
Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Persore



Defford-Cum-Besford CofE School

Total responses: 26

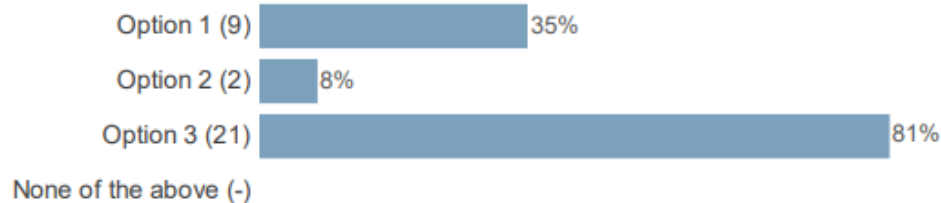
**Please tell us how you are involved in this consultation for Defford-Cum-Besford CofE School.
Please tick ALL that apply**



Do you agree that the proposed changes for the schools listed below should be approved?*
If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (Defford-Cum-Besford CofE School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?





Public consultation responses – 11th
October to 26th November 2021

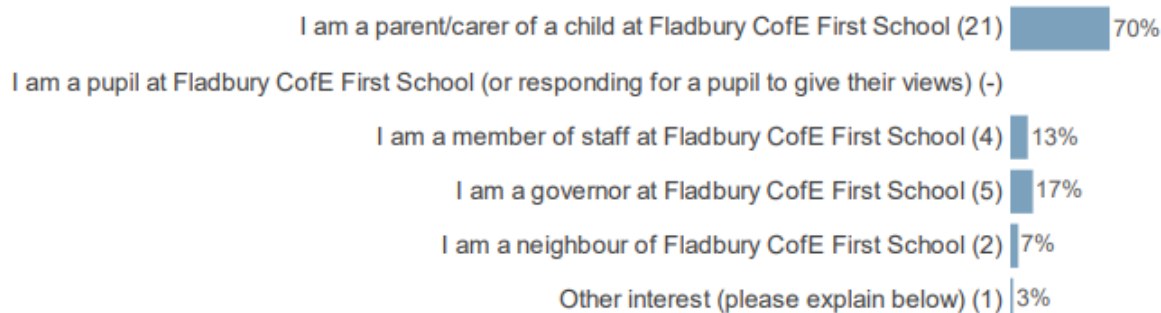
Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Persnore



Fladbury CofE First School

Total responses: 30

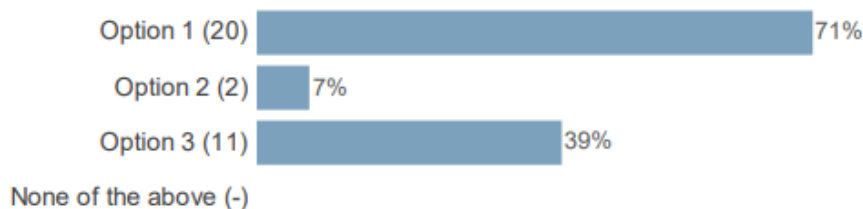
**Please tell us how you are involved in this consultation for Fladbury CofE First School.
Please tick ALL that apply**



Do you agree that the proposed changes for the schools listed below should be approved?*
If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (Fladbury CofE First School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?





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Public consultation responses – 11th
October to 26th November 2021

Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Pershore



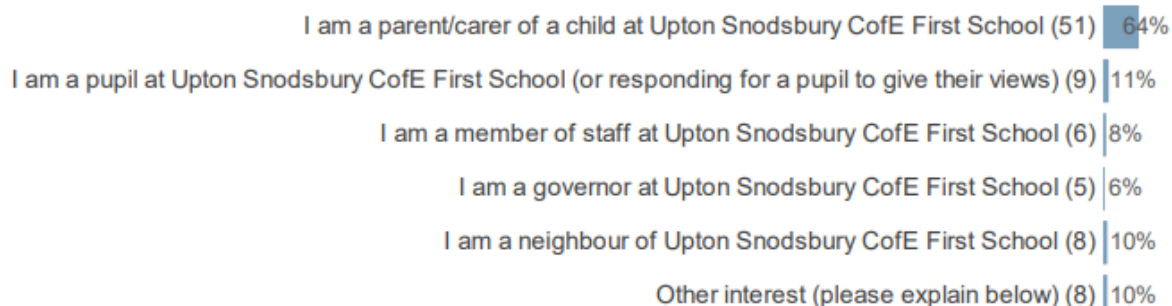
Upton Snodsbury C Of E First School
Where a Love of Learning Grows

Upton Snodsbury CofE First School

Total responses: 81

Please tell us how you are involved in this consultation for Upton Snodsbury CofE First School.

Please tick ALL that apply

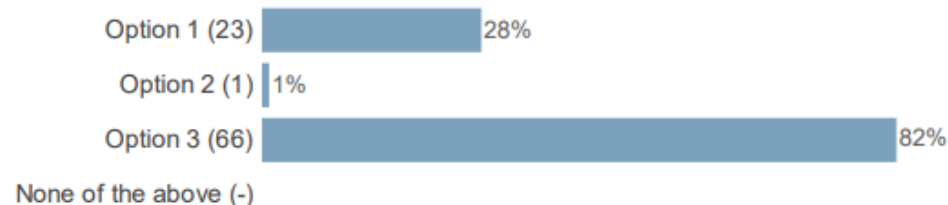


Do you agree that the proposed changes for the schools listed below should be approved?*

If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (Upton Snodsbury CofE First School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?





Public consultation responses – 11th
October to 26th November 2021

Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Persnore



St Barnabas CofE First and Middle School

Total responses: 1

Involvement in the consultation as a parent/carer of a child at St Barnabas CofE First and Middle School.

Do you agree that the proposed changes for the schools listed below should be approved?*

If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (St Barnabas CofE First and Middle School)

Yes, agree (1)  100%

No, disagree (-)

Not sure (-)

Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply

Option 1 (-)

Option 2 (-)

Option 3 (1)  100%

None of the above (-)

Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?

Yes (1)  100%

No (-)



Public consultation responses – 11th
October to 26th November 2021

Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Pershore



The Pinvin Federation (Pinvin CofE First and St Nicholas' CofE Middle School)

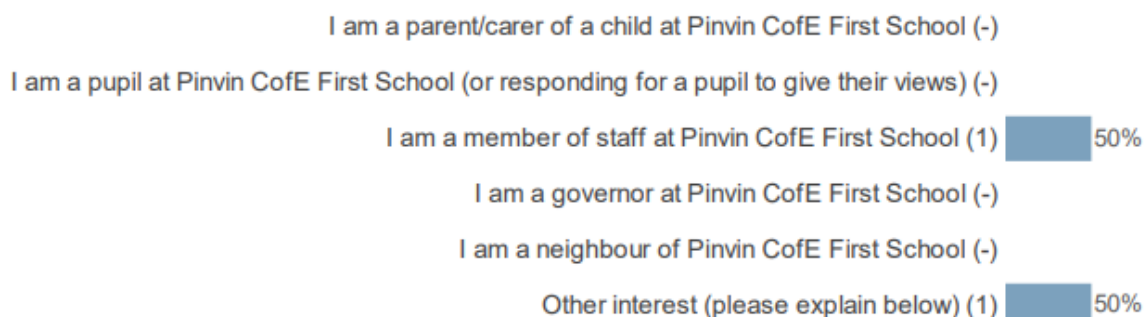
Pinvin: 2

St Nicholas: 18

Total: 20

Pinvin CofE First school

**Please tell us how you are involved in this consultation for Pinvin CofE First School.
Please tick ALL that apply**



Do you agree that the proposed changes for the schools listed below should be approved?*

If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (Pinvin CofE First School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?

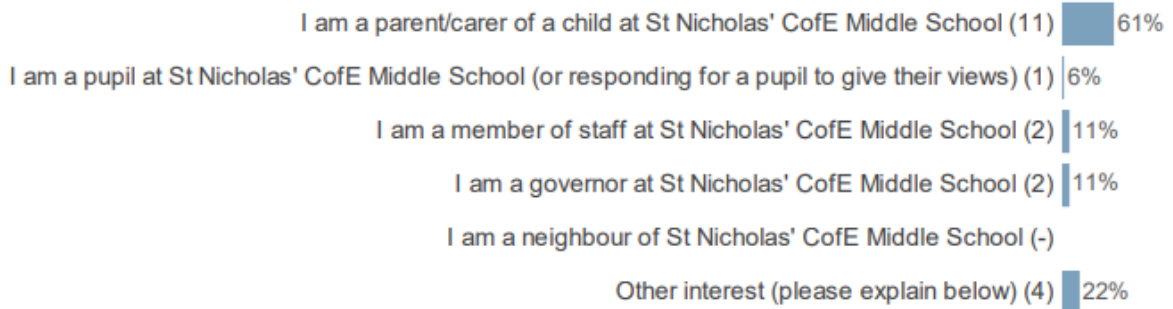


St Nicholas' CofE Middle School

Total responses: 18

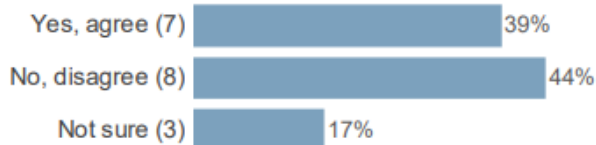
Please tell us how you are involved in this consultation for St Nicholas' CofE Middle School.

Please tick ALL that apply

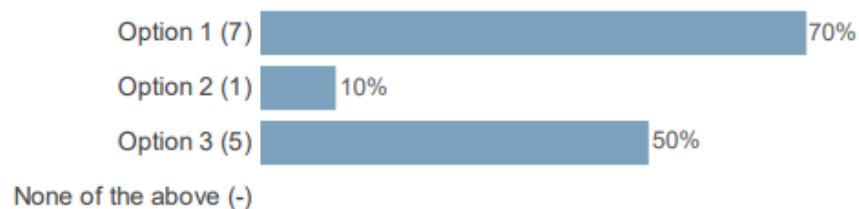


Do you agree that the proposed changes for the schools listed below should be approved?*

If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (St Nicholas' CofE Middle School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?





Public consultation responses – 11th
October to 26th November 2021

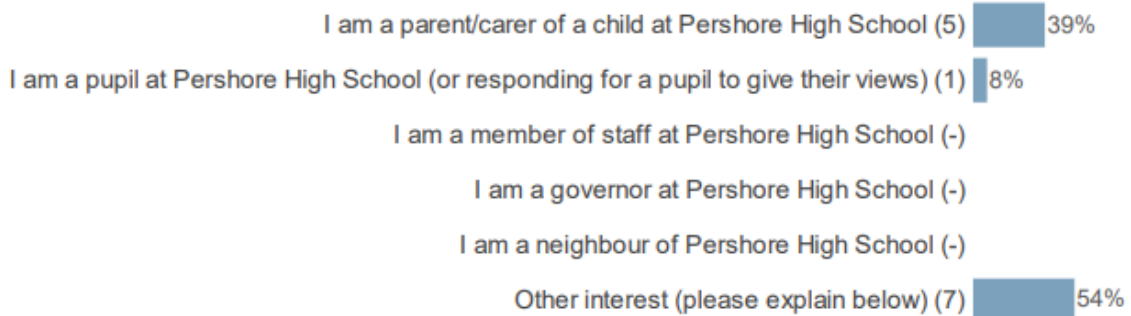
Proposed Change of Age Range, Enlargement of Premises, and Amalgamation of Schools in Pershore



Pershore High School

Total responses: 13

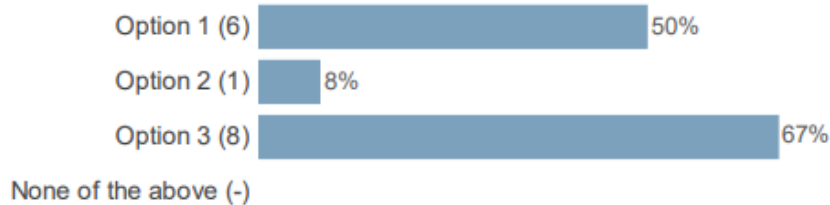
**Please tell us how you are involved in this consultation for Pershore High School.
Please tick ALL that apply**



Do you agree that the proposed changes for the schools listed below should be approved?*
If you agree or are not sure, you will next be asked about the options for the timing of the proposed change (Pershore High School)



Which option(s) for the timing of changes would you consider it appropriate to take?*
Please tick ALL that apply



Do you feel that you have been provided with sufficient information to make a decision on whether to support or challenge the proposed changes?



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Appendix 10: Pershore Education Planning Structure if proposed change to two-tier is agreed

Tier of education	Two-tier journey
First/Primary	The Orchard Primary Inkberrow Primary Norton-Juxta-Kempsey Primary Flyford Flavell Primary Himbleton Primary Crowle CE Primary Fladbury CE Primary Pinvin CE Primary Upton Snodsbury CE Primary St Barnabas Primary Defford-cum Besford Primary Abbey Park Primary <i>Reception – Year 6</i>
High/Secondary	Pershore High <i>Year 7– Year 13</i>

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Appendix 11 – Process Timelines of proposals

Option 1, slowest transition in line with natural progress

School changes

- Change of age range at First schools in 2022 and 2023. All schools to convert to Primary by September 2023
- Removal of Year 5 instake and change of age range to remove year 7 for middle schools for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 pyramid

Impact

- Final year 5 intake at Abbey Park Middle and St Nicholas to be the only year group on roll in 2023/2024 (year 6)
- Students applying for middle school places for September 2022 will not know at point of application that middle schools will not be delivering year 7



Option 2, some disruption and greater impact for families

School changes

- Most First schools to convert in 2022. All schools to convert to Primary by September 2023
- Closure of Abbey Middle School and St Nicholas CE Middle from September 2023 and application made by pupils in year 5 to transfer back to a Primary for Year 6. Change of age range of St Barnabas for September 2023
- Increase of PAN and change of feeder links at Pershore High for 2023 to admit all pupils in year 7 in pyramid

Impact

- Middle School 2022 year 5 intake would be required to make three school applications in three years (and three transport applications where applicable)
- Rapid change for Abbey Park First and Pinvin C.E. First which will jump from Reception – year 4 to reception to year 6 in a single year



Option 3, fastest change with least consultation

School changes

- All First Schools to convert for September 2022 (except for DcB which could remain a first until September 2023)
- Emergency variation in admission arrangement for Abbey Park Middle and St Nicholas Middle School so that there is no intake in September in September 2022. School closure of Abbey Park Middle and St Nicholas Middle from September 2023
- Change of age range and removal of year 5 intake for St Barnabas for September 2023
- Increase of PAN and change of feeder links at Pershore High for 023 to admit all pupils in year 7 in pyramid

Impact

- This will require emergency variation to admission changes, but will mean clearer pathway for pupils in year 5 in 2022
- Rapid change for First schools – several require accommodation changes so it may be difficult to manage
- This gives families the least amount of time before changes are made.



Options comparison

Option 1	Option 2	Option 3
<ul style="list-style-type: none"> • All First schools converted by September 2023 • All admission changes undertaken for September 2023 • Final Middle School year group in year 6 in 2023/24 • All changes made by September 2024 <p>Risks: Middle schools remain open until September 2024 with final year 6 group in 2023/24</p>	<ul style="list-style-type: none"> • All First schools converted by September 2023 • All admissions changed undertaken September 2023 • Final Middle School year groups 5,6, and 7 in 2022/23 • All changes made by September 2023 <p>Risks: September 2022 Middle School intake required to apply to more schools 3 times in 3 years</p>	<ul style="list-style-type: none"> • All First Schools converted by September 2022¹ • Emergency admission variation for Year 5 intake September 2022 • All other admission changes undertaken September 2023 • Final Middle School year groups 6 and 7 in 2022/23 • All changes made by September 2023 • <p>Risks: Least opportunities for families to be consulted Accommodation risks as all First Schools need to convert by September 2022 Decision making bodies for emergency variation are different</p>

¹ With the exception of Defford-cum-Besford First School

Appendix 12 – Breakdown of summary responses

Where respondents chose to respond for individual schools, each school received a summary report of these responses to review with the Governing Body or Academy Trust and / or Diocese. A summary of the responses for each school is detailed in Table 1 below, highlighting the preferences (where possible): Most school proposals received a majority in support of the proposals.

Table 1: A summary of responses for individual schools

	No. of respondents	Yes, agree	No, disagree	Not Sure	Process 1	Process 2	Process 3	None of the options
Whole Area	74	72%	24%	4%	48%	13%	46%	2%
Abbey Park First and Nursery School	25	64%	20%	16%	35%	65%	0%	5%
Abbey Park Middle School	36	50%	39%	11%	30%	70%	0%	4%
Upton Snodsbury First	81	98%	0%	3%	28%	1%	82%	0%
Defford-cum-Besford CofE First	26	100%	0%	0%	35%	8%	81%	0%
Fladbury CofE First	30	83%	7%	10%	71%	7%	39%	0%
Pinvin CofE First	2	50%	50%	0%	0%	0%	100%	0%
St Nicholas' CofE Middle	18	39%	44%	17%	70%	10%	50%	0%
St Barnabas CofE First and Middle	1	100%	0%	0%	0%	0%	100%	0%
Pershore High	13	85%	15%	0%	50%	8%	67%	0%

Note: Percentages are calculated based on the number of respondents answering the question and as it was possible to choose more than one process percentages may not sum to 100%.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

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Project Screening

Impact Assessment Id: #215

1. Your Details

Name of person completing screening assessment

Jenny Haines

Job Title

Project Manager

Directorate

Worcestershire Children First

Service Area

Education and Early Help

Email Address

jhaines1@worcschildrenfirst.org.uk

Connection to project (e.g. project manager)

Project Manager

2. Project Summary

For the purposes of the impact assessment screening, we will refer to the activity or area being assessed as a project.

Project Name

Pershore Education Planning Area - School Tier Change

Name of Project Sponsor

Sarah Wilkins

Name of Project Manager

Lucy Langdon

Name of Project Lead

Lucy Langdon

Project Reference (if known)**Please give a brief description of the project**

Education Planning Area review in order to provide a single clear education route for pupils living in this area

3. Data Protection

We need to establish if the proposal involves processing personal data. Personal data is information that relates to an identified or identifiable individual.

Name of Information Asset Owner

Sarah Wilkins

Senior officer responsible for the project's information assets

Does the project, any project work stream or project outcome involve any personal data? Some examples of personal data are given below. **No**

Appearance:

photograph, physical description

Basic Identifiers:

name, date of birth, age, biometric data, ethnic origin, gender, genetic data, race, sex

Contact Details:

address, email address, home phone number, mobile phone number, postcode

ID Number:

National Insurance Number, driving licence number, NHS number, online identifier, other general identifier

Employment:

work related training/awards

Financial:

income/financial/tax situation

Lifestyle:

health or social care, living habits, marital status, philosophical beliefs, political opinions, religion, sex life, trade union membership

Technology:

login/username, device MAC address (wireless network interface), device IMEI number, IP Address, location data (travel/GDPS/GSM data), website cookies

As you answered 'No' , please explain your reasoning below:

The project requires consideration and planning for school places that will be used by any child requiring a school place. This will not involve the use of any identifiable or personal data

4. Equality

We need to determine whether the project could affect residents and/or Council staff because they share any of the Protected Characteristics defined in the Equality Act 2010 namely Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy, Race, Religion/Belief, Sex and Sexual Orientation.

Does the project relate to an area where data/research indicates that inequalities are already known to exist? Yes

Could this project have any effect on, service delivery or usage, other aspects of daily life or community participation levels for people because they belong to any of the groups below?

Age Yes

e.g. a person belonging to a particular age group (for example 18 – 30-year olds).

Disability Yes

e.g. A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Re-Assignment No

e.g. The process of transitioning from one gender to another.

Marriage/Civil Partnership Status No

e.g. Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy/Maternity No

e.g. Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race Yes

e.g. Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion or Belief Yes

e.g. Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex No

Sexual Orientation No

e.g. Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Health Inequalities No

e.g. Any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies.

5. Public Health

We also want to understand if the project will have any impacts on public health.

The social, economic, cultural and physical environment in which people live their lives has a significant effect on their health and wellbeing. Although genetics and personal behaviour play a strong part in determining an individual's health, good health starts where we live, where we work and learn, and where we play.

Improving public health requires taking a broader view of the conditions that create health and wellbeing, from how we plan and develop our urban spaces and places, to the opportunities for employment, recreation, and social connection available to all who live in them.

Health inequalities are the preventable, unfair and unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental and economic conditions within societies, which determine the risk of people getting ill, their ability to prevent sickness, or opportunities to take action and access treatment when ill health occurs.

Could the project have an impact on any of the following factors?

Social and Economic Yes

e.g. culture, social support (neighbourliness, social networks/isolation), spiritual participation, employment opportunities.

Physical Health No

e.g. physical activity is expected to increase, influenza vaccination uptake increase

Mental Health & Wellbeing No

e.g. benefits to children's mental health, benefits to adult carer wellbeing.

Access to Services No

e.g. access to (location/disabled access/costs) and quality of primary/community/secondary health care, child care, social services, housing/leisure/social security services; public transport, policing, other health relevant public services, non-statutory agencies and services.

5. Environmental Sustainability

We want to understand if the project activity and project outcomes will have an impact on environmental sustainability. Please be mindful that the Council has committed to reduce its emissions to net-zero by 2050 and most projects are likely to have an impact on this target. This should be a key consideration in your project delivery and should be reviewed when completing these screening documents.

Could this project have an impact on the categories listed below?

Greenhouse Gas (GHG) Emissions (including CO2) Yes

e.g. increased GHG emissions as a result of project implementation, which may also be linked with efficient use of resources in WCC buildings; transport; emissions from waste; and procurement.

Efficient Use of Resources No

e.g. consumption of energy resources, water, electricity, gas and heating fuels.

Transport Yes

e.g. number of people travelling, alternative transport modes.

Waste Yes

e.g. increase in waste generated or an increase in waste recycling.

Wildlife and Biodiversity Yes

e.g. impacts on the natural environment or enhancements to the natural environment.

N.B. This refers to any direct or indirect modifications to landholdings, including but not limited to removal of vegetation, alteration or demolition of buildings or modification of watercourses or lighting (not limited to just green space/trees).

Pollution to Land or Water No

e.g. risk of pollution to the local environment.

Pollution to Air Yes

e.g. risk of pollution to air, activity which may adversely affect air quality or increase emissions to air

Resilience to climate change Yes

e.g. risks of extreme weather and climate impacts on the project.

Historic Environment Yes

e.g. impacts on Historic Environment or enhancements of the Historic Environment.

Procurement Yes

e.g. could procurement associated with the project result in an increase of natural resources (such as long-distance shipping of goods); could use be made of local resources or work forces to support delivery of the project.

7. Results of Screening

Data Protection	Does not need a full impact assessment
Equality and Public Health	Will require a full impact assessment
Environmental Sustainability	Will require a full impact assessment

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