



## Consultation on a proposal to amalgamate Harleston CE Primary Academy and Archbishop Sancroft High School into one All Through School

### What is the proposal?

The Federated Governing Body at Archbishop Sancroft High School (ASHS) and Harleston CE Primary Academy (HPA) has been very keen to encourage and develop further close working between the two academies. This was first raised publicly during the consultation on becoming academies back in June 2017, when the then-separate governing bodies outlined their vision for the future:

*“The governors of the primary and secondary schools have been actively considering the long-term sustainable future of education in the town. Our ultimate joint aim is to create an All Through School, which will still operate across the two sites within the town. Ensuring successful, sustainable education in market towns within rural areas is challenging. We therefore believe that by closer working together, we can secure an exciting and successful future for all children from 3 to 16 years of age and strive to provide excellent working conditions and career opportunities for all staff.”*

In January 2019, the governing bodies of ASHS and HPA took a significant step towards this vision by coming together to form a single governing body called The Harleston Federation that oversees the work of both academies today.

In July 2021 the Trust restructured the leadership team across the academies to reflect the Federation structure, including the appointment of one Executive Headteacher. This was a key step in our journey towards an All Through School and the school improvement impact it brings.

The St Benet's Trust Board, with full support from the Diocese of Norwich, have asked that the two academies now start actively planning to become one All Through School, taking children from the age of 3 to 16 years and opening the new All Through School at the latest by September 2023. It is our intention to achieve this by September 2022.

### Why do we think an All Through School would be better?

#### Benefits for children:

- Eliminates the transition between two schools
- Provides consistently high quality of education for children aged 3-16 throughout their time at school
- Ensures continuity and consistency of high-quality teaching and learning together, with an increased ability to track long term achievement
- Increases stability, security and confidence more easily as the children are all in the same school
- Provides continuous high-quality care for the most vulnerable children and those with special education needs (including more able pupils)
- Opens opportunities for a richer social development and interaction with a wider range of age groups for children, including older pupils having some appropriate pastoral responsibility for younger children
- Provides the potential for higher levels of attainment at the end of KS4
- Gives scope for greater flexibility in use of money and economies of scale advantages – a larger school would provide more options in premises, finances and staffing which can provide greater flexibility to ensure the best provision possible for children



### **Benefits for parents and carers:**

- Gives the ability to foster longer term family relationships within one school
- Simplifies communication between school and parents, especially for parents with children in both schools, removes duplication and ensures a joined-up approach for events, training and other matters
- Avoids parents having to apply for their children to secure a place for Year 7

### **Benefits for leadership and governance:**

- Promotes continuity and progression of learning between ages 3-16 years, via a single leadership and vision
- Ensures continuity and consistency of policy and planning across key stages
- Supports the recruitment and retention of a strong governing body
- Further enhances consistency of approaches to inclusion and well-being
- Improves co-ordination and flexibility in the management of SEN

### **Benefits for staff and the school:**

- Gives opportunities for career development through the sharing of a wider range of expertise and possibilities for working from EYFS-KS4
- Utilises staff knowledge, skills and specific expertise more fully across the amalgamated school
- Allows continuous assessment, tracking and target-setting procedures for the entire primary and secondary phases of education

### **What difference would there be?**

The town of Harleston will be served by a single educational institution, led by one leadership team, ensuring a sustainable, high-quality education for the children and young people of the town.

Initially this will be on two sites, but we would be keen to engage the local community in exploring opportunities to move to a single site, depending on the developmental needs of the town.

The section above clarifies the specific benefits as a result of these differences.

### **If this proposal goes ahead, what will be the implication for children in schools other than Harleston Primary Academy? Will admissions to the new school change?**

After our discussions with Norfolk County Council Admissions Team, we are confident that there will be no impact on parents whose children attend other local primary schools and who are applying for a place in Year 7 for their child. To ensure that this is the case, the Year 7 PAN (Planned Admission Number) will be set at 40, which reflects the current situation where 40 of the existing 100 children who join Year 7 each year come from schools other than HPA.

Should there be more applications for places than are available, as is the case now, the current published oversubscription criteria will be followed. This can be found in the Pupil Admissions Policy at [www.ashs.org.uk/admissions-](http://www.ashs.org.uk/admissions-)

The PAN for Reception remains unchanged at 60. Once the All Through School is established, we would be keen to work with Norfolk County Council to increase our admissions should the demand arise.



### What would it mean for staff?

As a Federation, we have already created a single leadership team to drive improvement across the primary and secondary phases.

Teachers will enhance their appreciation and knowledge of teaching EYFS-KS4.

As all staff are currently employed by the Trust, there will be no TUPE implications. Due to the Federation, the current structure reflects how we would want the All Through School to run. We believe the ATS model presents opportunities for staff to develop and utilise their specialist skills across all Key Stages.

### What about the Trust's obligations under the Equality Act 2010?

In considering this proposal, the Trust is mindful of its duty to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The relevant protected characteristics are:

- a) age
- b) disability
- c) gender re-assignment
- d) pregnancy and maternity
- e) race
- f) religion or belief
- g) sex
- h) sexual orientation

The Trust will be carrying out its own assessment of any such impact on the protected characteristics of a decision to move forward with the development of the All Through School, but if there is anything related to this which you would like to draw to the Trust's attention, please do let us know via the online survey referred to on the final page.

### Who will be consulted?

Under section 16 (1) of the Education and Inspections Act 2006, the Trust Board as the proposer of the planned change must consult:

- Parents/carers of students at ASHS and HPA
- South Norfolk District Council and Harleston Town Council
- Norfolk County Council and Suffolk County Council
- Archbishop Sancroft Cluster, Diss Cluster, Long Stratton Cluster
- St Benet's MAT Trustees and the Diocese of Norwich



In addition, this document will be provided to people and organisations that may have an interest in this proposal including:

- Harleston Federation Governing Body
- All staff at both schools
- Students at both schools
- Headteacher and Chair of Governors at schools within the ASHS, Diss and Long Stratton clusters.  
**ASHS Cluster:** Alburgh-with-Denton CE Primary School, Pulham CE Primary School); **Diss Cluster:** Diss Infant & Nursery Academy, Diss High School, All Saints CE Primary School, Bressingham Primary School, Burston Community Primary School, Dickleburgh CE Primary Academy, Roydon Primary School, Scole CE VC Primary School, St Andrew's CE Primary School, Tivetshall Primary School; **Long Stratton Cluster:** Manor Field Infant & Nursery School, Long Stratton High School, Aslacton Primary School, Forncett CE VA Primary School, Hempnall Primary School, Newton Flotman CE Primary School, Preston CE Primary School, Saxlingham Nethergate CE Primary School, St Mary's CE Junior Academy
- Trade unions who represent staff at both schools
- The Diocesan Board of Education
- Benefice of Redenhall with Scole, inc the church of St John the Baptist, Harleston
- Local County Councillors and MP
- Local Early Years providers
- Harleston District Business Forum

### Who will make the final decision and when could the change happen?

The consultation will start on Monday 13 September 2021 and end on Friday 22 October 2021. St Benet's Trust Board will review the results of the consultation and an application will be made to the Regional Schools Commissioner's office via the Headteacher Board.

If they decide to go ahead, by law we have to hold a 'listening period' before we close the schools and re-open a new school. People would then have 4 weeks to write to us either supporting or opposing the proposal. The final decision is made by the Secretary of State for Education.

If at the end of the consultation process, the proposal does not go forward, then the schools would remain as they are, working together as a Federation.

### How can I learn more about this proposal and have my say?

There will be meetings for parents/carers and other interested members of the community on the following date – please register your attendance in advance by emailing [info@stbenets.org](mailto:info@stbenets.org):

- Tuesday 19 October 2021 at 2.15-3.15pm at Harleston Primary Academy
- Tuesday 19 October 2021 at 5.00-6.00pm at Archbishop Sancroft High School

Share your views by:

- Completing the online survey via this link: <https://forms.office.com/r/cNpRZzMr56>

**Responses should be sent to us by 4.00pm on Friday 22<sup>nd</sup> October 2021.**

**Thank you for your participation in this process.**