

Proposal to Amalgamate Moss Park Infant and Junior Schools

Informal Consultation Comments and Responses

CONSULTEES STATED THEY DID NOT SUPPORT THE PROPOSAL

Comment 1

As a parent with a child on the SEN register, I must disagree with the point made. In our experience it has been beneficial for my child to have a separate infant and junior school. The SENCO at both schools have been fantastic and have worked with him at an appropriate level. The fact that the site is split into two smaller schools has been the best thing for my child as it has meant a more personal approach to his learning without him being overwhelmed by a large daunting primary school that he had to navigate. I have another son that will hopefully be going there in a couple of years and really hope they are separate infant and junior schools.

Whilst every school is unique, every school must follow the EYFS and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 2

The best thing in this school is the managements and divided management resources, Maybe there is more financial saving but without proper management and allocate the right amount of students and teacher to right Number of Headteacher and the school was work fantastic under the current system and if you want to improve the service by allocating extra fund with no need to cut on the management staff. People management is the key success to any institute and I'm sure it was the main and the key reason for Moss Park school to success. I Object on this transformation and I don't believe it would be any add value to the school as the people management is the key to education institute to successes.

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the

proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Approaches to staff development are operational decisions which the governing body is responsible for monitoring and challenging as they hold the school leadership to account.

At present, the schools believe there is much duplication of work, which has an impact on workload and work life balance. Clear examples of this are the need for subject leaders in both schools for each of the 12 subjects in the curriculum; policy writing; communication and applications for grants or bids for funding.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 3

This feels like a money saving exercise that is actually costing money to run. I imagine teachers already share best practice as they are next to each other whilst also remembering that best practice for an 8 year old is not best practice for a 4 year old! The proposal rather than being two options is clearly biased to the 'one school, one family, one vision' option and should be a clear and concise round up of both options. Families actually have very different visions, values and residencies - probably for good reason. Please stop 'throwing the baby out with the bath water' and support the strong networks and schools that already exist.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passed out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |

| | | | |
|-----------------|--------------------------|----------|----------|
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Proposal

Trafford Council has a Presumption to Amalgamate Policy which was adopted in January 2018.

The policy prescribes that the local authority will commence consultation on the amalgamation of separate Community Infant and Junior schools wherever there is a vacancy in the headship of one, or both, of the schools. The policy supports proposing to amalgamate separate infant and junior schools providing the following criteria are met:

- That the site(s) can be effectively managed as one school; and
- That the buildings can be adapted to meet the needs of an amalgamated school at an acceptable cost.

In the case of the proposal to amalgamate Moss Park Infant and Junior Schools, the local authority considers these criteria are met. It therefore proposes to amalgamate the two schools and describes the reasons/benefits for proposing to do so.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 4

As a prospective parent of Moss Park Infant School, I would like to voice my concern in the amalgamation of the Infant and Junior schools. Raising a child who is aware of their rights, in a world full of uncertainty is an essential part of today's education. The children we are raising today and the children who will change the course of the future, are the children who know they have a right to be heard, celebrate diversity and feel empowered. The loss of an Infant, Gold Rights respecting school, already in the minorities, would be detrimental to the community. The UNCRC, backed by our government, states that children should be made aware of their rights. In the agreement of an amalgamation this unique quality of Moss Park Infants would be lost. Children have a voice in the infants and this is evident throughout the school. The amalgamation and loss of a Rights based education is detrimental to the children of our community, unnerving for parents and I'm sure, demoralising for staff. Moss Park Infants is proactive in its approach to teaching, using up to date research to guide children's education. In the amalgamation, I have great concerns this will be lost. I urge the amalgamation of Moss Park Infants and Moss Park Juniors to desist for the future well-being of our children.

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 5

There is not one single advantage of this proposal that couldn't be achieved merely by creating a more collaborative, joined up relationship between the schools. Ultimately, this is not a proposal with the best interests of the children at heart, it is a cost cutting exercise which will result in a massive reduction in the net investment in our children's education and personal development. My daughter has developed brilliantly during her three years at Moss Park Infants, in part because of the very personal and direct relationship the whole staff have with all of the children and the proactive approach of Mrs Butler to developing the school and its facilities. I am not convinced that same level of development or personal relationships would continue with both schools under the stewardship of one headteacher. I am strongly against this idea and will be encouraging other parents to communicate the same concerns.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Approaches

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 6

I'd be concerned about the reduced funding to the school impacting what is provided to the children, both resource and experience.

In addition, the focus of both schools is currently subtly, but importantly, different based on the age of the children and I believe these focuses leads to both schools achieving such

high standards. Generalising the focus and values risks affecting both sets of children's learning and the schools ability to achieve.

Equally, expanding a head teachers role to include double the pupils has the potential to stretch them more thinly and therefore affect results for both schools.

Whilst cost savings will always be a consideration, I believe the pupils learning and schools results would not benefit from this change.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100%

lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Approaches

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 7

I don't like the redundancies element of the proposal. I don't have a problem with how the school is run now.

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 8

I do not think it is in the best interest of the children to merge the schools. Currently junior school pupils are looked after in an early years centric approach, there is an atmosphere of nurturing and support for their individual needs. This would be lost if the schools are merged. One headteacher would have to balance the needs of the younger children with the older children and the younger ones would be the ones to miss out.

Currently the junior school is a rights respecting gold school and this is pivotal and central to all the policies, behaviour management and approach of all staff. The junior school does not have this as an approach and assurances to maintain the gold will be superficial as it is not their ethos. With the best of intentions, eventually it will trickle away and will not remain a priority as there are many issues the headteacher of a merged school will need to prioritise. The same can be said for the forest school, Emilio Reggio approach, art lessons. What guarantee is there that not only will they stay in place but encouraged and with full conviction of their purpose? There may be assurances now but once the schools are merged, will they stay for the long term or will the inevitable budget cuts force them out?

As a parent of 2 children, I cannot afford to invest in new sets of uniform again, especially not in the current cost of living crisis. There are many parents while will not be able to afford new sets of uniform.

My concerns are that moss infant school will lose what makes it special and become an extension of junior school. This is very worrying for me as I have heard on many occasions, loud shouting & demeaning behaviour from staff members to pupils. This would NEVER happen in moss park infant school as they have a child centred ethos with NO raised voices. In conclusion there are more disadvantages to the pupils of infant school than advantages and the culture of the school will be slowly eroded despite assurances that gold rights respecting, forest school, Emilio Reggio will remain.

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Uniforms would not be changed until September 2023 and due consideration of the cost of uniforms will be made.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 9

I have huge concerns around the decrease in funding if an amalgamation were to take place. With it being a 2 form entry school what the impact will be for my Son and his learning

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |

| | | | |
|-----------------|--------------------------|----------|----------|
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 10

Whilst this is a proposal, the information appears to be all for the amalgamation to happen. There are certainly some positives that would come from this, but many things that have been highlighted seem somewhat trivial. I've commented on these below.

One point of contact via the school office and one method of communication.
- this makes little difference as surely the relevant numbers are saved in phones these days.

One uniform all the way through to pass between sibling and friends.
- in terms of an amalgamation of schools, I don't consider this to be of importance. Curriculum, teaching and learning and other opportunities for pupils are what are important here. In the current economic climate, getting the most out of uniform is of course important to many, although having had a boy and a girl and them wearing out their uniform very quickly most of the time, I've not been able to pass any on, but it's more important that each school has systems for passing on uniform to others anyway, irrelevant of whether the

schools merge or not.

One set of policies for our families – attendance, behaviour, inclusion etc.

- I doubt the policies differ very much at present anyway.

One calendar of special days for charity/own clothes days/cultural events and celebrations

- I currently have one child in Year 2 and one in reception. Whilst some days are the same for both, there are many events that one takes part in and not the other, so it makes little difference if things are on different days. Cultural and charity events will often be on the same day anyway, such as Comic Relief which is a common day to everyone.

One educational journey from 3 -11 with no bumps or big transitions from KS1 to KS2.

- With the schools being in such close proximity, my son is not considering the move to the juniors as a 'big transition'. I know that might be different for different pupils, but again, I don't see this as a particular advantage. In fact, I prefer that the pupils are mainly separate up to and including Year 2 as they don't have as many opportunities to mix with the other children who are a few years older and they can spend their play times not thinking about this.

One extensive site with fantastic outdoor spaces and specialist classrooms creating more opportunities for the children in areas such as sport, the arts and environmental science.

- Whilst I agree with this argument to some extent, I think the facilities that already exist in the infant school are outstanding. The fact that pupils have been able to participate in Forest School is excellent and the art facilities in the atelier are also very impressive.

It is a valid point that teachers can gain experience from across the age ranges if an amalgamation happens, but equally those working within their current age ranges become experts in those specific areas. Surely if there is merit in gaining experience from other year groups, the two schools can work together as other separate schools do, in order to enhance their professional development in certain areas.

One set of shared goals with everyone working together in one 'super team'

- I am assuming that with there only being one head overseeing the eight year groups rather than four, there would also be less staff holding leadership positions in total. I'm not sure how having less people in charge of a wider range of year groups constitutes a 'super team'.

One professional to support children with SEND throughout their primary years

- I like this idea for consistency and getting to know the needs of individual pupils, but if the schools / council feel so strongly about this being a benefit, they could employ a SENDCO across the two schools anyway. The same applies to reading buddies, where if this is of benefit, why aren't the two schools doing it anyway?

A dynamic whole school approach to digital learning to ensure all pupils leave school with the skills and knowledge to navigate and succeed in a technology-driven world

- 'exposure' to levels of technology should be age specific anyway and I would have thought that the skills would build cumulatively across the years to Year 6 to ensure that they are digitally literate and aware of internet safety in preparation for secondary school already. I don't see how an amalgamation would change this.

I think the vision of the Infant School and the focus on Right Respecting is to be commended. It is difficult to comment on how an amalgamation would improve this or not, as I'm not aware of the vision of the Junior School and how this differs from the Infants. Would Mrs Nunswick plan to change the vision of the Infants to be the same as the Juniors and is this radically different?

I'm not sure that one governing body across both Key Stages (and the nursery?) would be of

benefit. Governors already have a lot of information to take in and process and having that amount of information across two key stages may mean less detailed information can be shared with them and they might therefore have less valuable input.

The primary school will provide a nurturing environment where children from a wider age range can work and play together over a longer period of time developing a greater understanding and appreciation of one another's diverse strengths, skills and personalities.

- I think the two schools provide a nurturing environment anyway and as I have mentioned, if there are learning benefits to shared learning (such as paired reading across the two key stages) then this should be happening anyway. I don't see the benefit of a wider age range playing together. I would not want my Year 2 son playing football with a Year 6 student or being exposed to some of the language or interests that they might have at that age. I think pupils being able to play safely within the Infant School is ideal.

A single primary school will offer increased opportunities for existing staff to develop their professional interests and skills. It will also assist in the recruitment and retention of staff by providing greater professional opportunities.

- I am surprised that opportunities for widening skills doesn't happen across the two schools already. If retention and recruitment are issues and particular members of staff wish to widen their expertise, can there not be secondment opportunities in place across the two schools anyway?

A further concern is the overall reduction in funding if the schools amalgamate. For 2023-24 the reduction of £36,589 is significant, in addition to the £16,000 loss from the PE and Sport premium and the DFC £4000 allocation. Whilst the saving in leadership staffing costs would go some way to addressing this, I don't see this as a solution, as the one school would have lost the benefit of having the expertise of two leaders.

So, overall I am not convinced that an amalgamation would be of benefit to the pupils of either school. The majority of 'advantages' and 'benefits' quoted in the proposal are of little consequence and many could be put in place now between the different schools, particularly as they are on a shared site. Expertise within the two key stages risks being lost and watered down and I think it would be a huge loss to not have the nurturing environment of the Infant School that my two children are experiencing, by merging the two. The money saved on leadership salaries would come at the cost of losing professional expertise and experience.

Trafford Council has a [Presumption to Amalgamate Policy](#) which was adopted in January 2018.

The policy prescribes that the local authority will commence consultation on the amalgamation of separate Community Infant and Junior schools wherever there is a vacancy in the headship of one, or both, of the schools. The policy supports proposing to amalgamate separate infant and junior schools providing the following criteria are met:

- That the site(s) can be effectively managed as one school; and
- That the buildings can be adapted to meet the needs of an amalgamated school at an acceptable cost.

In the case of the proposal to amalgamate Moss Park Infant and Junior Schools, the local authority considers these criteria are met. It therefore proposes to amalgamate the two schools and describes the reasons/benefits for proposing to do so.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Staff

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Vision

The draft initial vision for the amalgamated primary school was developed by the Junior School Headteacher, with input from the Infant School Headteacher. It was intended as an initial insight into what the vision would be for an amalgamated primary school and was created solely for the purpose of the informal consultation. 75 consultation responses were received at this stage. Should the decision be made for the proposal to progress, the schools pledge to use all their best efforts to maximise the number of people who are involved in developing the future vision. They are committed to gaining a fully rounded view of all staff, parents and pupils to develop a shared vision for one primary school that serves the needs of the community now and for future generations.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 11

I am a parent of two children who attend Moss Park infant school. I have several concerns and questions about the proposed merger of Moss Park infant and junior schools, which I have outlined below.

The consultation process to date has not been transparent. From the outset, the proposal contained no details of any meetings with staff or parents and carers, or any other invitation to have the proposal explained or to ask questions or for clarification on any of the points. Now a meeting has been held with staff and another meeting arranged for parents and carers on 18th July, this will be a month into a six week consultation process. Also, the proposal does not present a balanced consideration of issues. The document refers to 'benefits' and 'advantages' of merging the schools, but at no point directly addresses any potential disbenefits or disadvantages. This does not allow proper or full consideration of the advantages, disadvantages and overall impact of the proposed merger. The proposal states that it is a 'vision developed by the schools'. However, I understand that the infant school staff are not in favour of the merger, whilst the junior school appears to be promoting the proposal directly to parents – a poster was displayed in the school showing a list only of the potential benefits.

Regarding changes to funding set out if the proposal went ahead, the figures provided in the proposal represent a 50% reduction in budget within three years of the merger. What would the impact be of this, on children, staff and premises/facilities? Has an impact assessment been undertaken? If money is saved that could be of benefit to some stakeholders. Will this save money for the local authority? What will happen to the money that is saved?

I would like to know how the strengths of the infant school will be carried forward into any merger. There is very little detail about any of the key initiatives at the infant school in the proposal and some are not mentioned at all. I am concerned about this as the infant school has many strengths, but in the proposed merger the school would be closed down – how can its important initiatives be protected and continued?

The infant school has a strong identity as 'rights based community' underpinned by its values and ethos. The school is a Rights Respecting School and holds a Gold level award,

focussed on the UN Convention for the rights of the child, from UNICEF. Over the last three years I have observed these values and rights embedded into everyday practice at the school - children learn about them right from the start in the nursery. The proposal states that the infant and junior schools have 'strikingly similar core values' which will be merged and that a consultant will work on a 'rights respecting school ethos'. However, once the infant school is closed and the Rights Respecting award lost, how will the standard be maintained? Would the award be reapplied for? The award took four years to attain – what about protecting the legacy of this work? How would the consultant achieve spread of the values and their embedding across the entire new school?

Other strengths of the infant school include the outdoor learning spaces, the forest school and the Atelier, as well as the Leading Parent Partnership Award, which supports the Parent Focus Group – a forum for communication between school and parents/carers – this has recently be re-established and has already led to increased communication and the restarting of fundraising/social events for children and parents (after the pandemic).

Proposal

Trafford Council has a Presumption to Amalgamate Policy which was adopted in January 2018.

The policy prescribes that the local authority will commence consultation on the amalgamation of separate Community Infant and Junior schools wherever there is a vacancy in the headship of one, or both, of the schools. The policy supports proposing to amalgamate separate infant and junior schools providing the following criteria are met:

- That the site(s) can be effectively managed as one school; and
- That the buildings can be adapted to meet the needs of an amalgamated school at an acceptable cost.

In the case of the proposal to amalgamate Moss Park Infant and Junior Schools, the local authority considers these criteria are met. It therefore proposes to amalgamate the two schools and describes the reasons/benefits for proposing to do so.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts,

sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 12

This merger will cause a considerable loss of income (-£141,962.00) over the next three years which will impact how the merged school is able to deliver, compared to the current two schools. In the current proposals, some key strengths of the infant's school are ignored, what will happen to the outdoor classrooms? what will be the impact of losing the UNICEF rights respecting accreditation and initiative? How will the different teaching ethos and staff motivation be respected in a merger which sees the infants as the controlling partner, there seems to have been no consideration of the strengths of the infant's school in the proposals and the benefits are largely to the council in terms of cost savings. A more measured and honest appraisal is necessary here.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements

which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 13

Want them to be separate as it has worked for years and the children benefit from the difference of juniors and infant's.

Also nice to have two different head teachers as one for the two schools stretches the resources and leadership team. Also do not want an academy approach to the schools as this in my experience downgrades schools. Moss Park as always had great Ofsteds due to good leadership in both schools

Staff

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Academisation

In March 2022, the Department for Education published the Schools White Paper, Opportunity for All. One of the measures to support delivery of the White Paper ambitions is that by 2030 all children will benefit from being taught in a school in, or in the process of joining, a strong multi-academy trust. To be clear, both Moss Park Infant and Junior Schools are community schools maintained by the local authority and this proposal is for creation of an amalgamated community primary school. Future decisions about academisation would be a matter for the governing body and not the local authority. Neither governing body has expressed any intention to the local authority to progress academisation at this time and this is outside the scope of the amalgamation proposal.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 14

Considering all of the hard work and effort the children and staff have put into achieving gold status as a Rights Respecting School, is there any guarantee that this status will be held on to? Nothing of such was mentioned in the initial consultation document, so has led me to believe that the value and importance of this achievement has been disregarded.

The children and staff are extremely proud of being one of the very few infant schools to have achieved such status and it really is something that is embedded throughout our whole school ethos.

The thought of the children losing this sense of self-belief in knowing their rights and truly believing they matter is heartbreaking. It really is and means so much more than a label!

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 15

The consultation document states that consideration has been given to whether "the site can be effectively managed as one school and if the buildings can be adapted to meet the needs of an amalgamated school at an acceptable cost". During the Q&A with staff at the Infants, the Local Authority were asked what consideration was given to these factors and how it was decided that the schools meet these criteria. The LA confirmed that they undertook a desktop exercise and the decision was made based on the fact that the two schools sit on one site. When asked if the proposal includes any funding to adapt the building, it was confirmed that due to the fact the schools sit on one site and are only separated by a door, no funds are required or included in the proposal.

The LA confirmed that it is therefore up to the leadership and governing body of the amalgamated school to decide if they wish to adapt the school following the amalgamation and if so, they would need to apply for capital funding in order to do this. Our experience suggests that it is unlikely an application of this sort would be successful.

It seems that no consideration whatsoever has been given to how this amalgamation will work in reality and the only deciding factor from the Local Authority is that the two schools sit on one site. Consideration has not been given to what is in the best interests of the children.

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create

one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 16

As the Local Authority confirmed during the Q&A with staff at the infant school that there is no funding included in the proposal to adapt the school in any way other than removing the adjoining door, how can the amalgamated school be expected to be managed effectively without a hall big enough to fit the entire school in all at once?

The proposal created states 'one school, one family, one vision', but splitting the children up into separate halls for assemblies, lunchtimes, end of year performances and other celebrations does not fit in with this vision. Merging the schools in line with the vision created whilst keeping two separate halls defeats the object of an amalgamation and completely contradicts the vision itself.

If the amalgamated school wishes to create a hall space big enough for all children, the LA confirmed this funding would need to be applied for following the amalgamation. What would be the associated costs to do this? Would this be deemed an acceptable cost?

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 17

At the moment, there is a staff room in the infant school and a staff room in the junior school. Neither one would be big enough to accommodate all staff for briefings, breaks, lunchtimes, gatherings etc. As the LA have advised that funding to adapt the building in this way would need to be applied for via a capital funds bid, can you confirm what the cost would be to create a new staff room with a kitchen and seating area large enough to accommodate all staff for these events? No doubt this would involve knocking through walls, the removal of the two current kitchens and installing a whole new kitchen – would the associated costs be prohibitive?

If the plan is to keep the two staff rooms separate, how is this in keeping with the 'one family' vision that has been advertised to parents and staff – surely this will only serve to create a divide between the staff across the school, potentially causing tension and a feeling of segregation. This would not be in the best interests of the children to be surrounded by staff who feel demoralised.

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed

any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to adapt existing rooms create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 18

In the vision shared with parents, it states there will be "one point of contact via the school office". Does this mean that one office will become obsolete? If so, which one? Will this have an impact upon office staff's jobs? Neither school office is large enough to accommodate all admin staff and naturally there are roles that are duplicated across the two schools at the moment which will need to be looked at if the amalgamation goes ahead. The LA confirmed that no other roles were being looked at as part of the amalgamation process but said that the future structure of the school would be down to the newly established leadership team. Surely it stands to reason that management will be looking at streamlining these roles once the amalgamation goes ahead (if it does)?

Buildings

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed

any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Staff

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 19

If there is one point of contact via the school office, will this involve expanding one of the current office spaces to accommodate all office staff, or does this simply mean closing down one office and one entrance? The positioning of both offices would make adapting the building to accommodate all office staff a potentially costly exercise. Neither office is large enough to fit all staff in, and neither entrance is large enough for the amount of traffic that is likely to pass through at the busiest times of day (i.e. first thing in the morning and at the end of the school day). It would make sense to expand one of the entrances and create a more open plan, large reception area which would accommodate the office staff required and also deal with the traffic that passes through. Both offices are extremely busy and both front desks are only big enough to deal with one parent at a time, which is already difficult to

manage. With double the amount of traffic passing through one entrance, how can this be effectively managed without considerable cost?

If it is decided that the costs associated to expand the offices would be prohibitive, and the entrances are to be kept separate after all, what would be the point of amalgamating? It seems as though the whole purpose of the amalgamation is a cost-saving exercise and the best interests of the children have not been considered.

Buildings

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 20

In the event that the schools do amalgamate, what does this mean for lunchtimes? At the moment, there is one kitchen to serve both schools and this is situated in the infant school.

Kitchen staff transport school lunches on hot food trolleys from the infant school to the junior school and then serve the lunches directly from these trolleys.

As the junior school hall is the larger of the two halls, will the plan be to seat all the children in the 'junior' hall for lunchtimes? This would be a logistical nightmare for kitchen staff and not manageable at all.

The cost to adapt the schools to make one large dinner hall (presumably on the infant side as that is where the kitchen currently is) would surely be excessive and not deemed acceptable as the LA are likely to argue that the lunchtimes can be kept as they are. This would be completely inconsistent with the vision of 'one school, one family'.

Buildings

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 21

From the financial year 2024/25 the school stands to lose up to £121,962 every year in Dedicated Schools grant, as well as loss of sports premium and devolved capital. What analysis has been done to demonstrate the school will be financially sustainable despite the significant loss of income? How is this situation desirable compared to maintaining the two streams of income if the schools remain independent?

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years.

Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 22

Infant school staff have worked hard for many years on gaining accreditations such as the Rights Respecting award and Leading Parent Partnership, and these will be lost if the infant school is dissolved. Will the amalgamated school commit to reinstating these awards, and provide sufficient time and resource (physical and financial) to do so?

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 23

The infant school has many staff who have specialisms or particular interest in early years. Is there a commitment that teachers and teaching assistants will not be moved year groups without consultation and consent?

Approaches to staff development are operational decisions which the governing body is responsible for monitoring and challenging as they hold the school leadership to account.

The schools want to provide assurance that any movement of staff between year groups is always done in the best interests of the children, to enhance the career progression of the staff members, and is done in a measured and collaborative way. Changes are carefully mapped within the schools' strategic vision.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 24

What commitment is there regarding job security, beyond the point that the schools are amalgamated?

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 25

What changes are you proposing to make to the school building and grounds in order to facilitate the amalgamation, and how will these be funded?

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 26

It is proposed that specialist staff (eg: SENCO, Forest School, Parent Lead) are spread more thinly across all year groups if amalgamation goes ahead. How has the impact of this increased workload been assessed on staff and children?

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Approaches to staff development are operational decisions which the governing body is responsible for monitoring and challenging as they hold the school leadership to account.

The schools want to provide assurance that any movement of staff between year groups is always done in the best interests of the children, to enhance the career progression of the staff members, and is done in a measured and collaborative way. Changes are carefully mapped within the schools' strategic vision.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

At present, the schools believe there is much duplication of work, which has an impact on workload and work life balance. Clear examples of this are the need for subject leaders in both schools for each of the 12 subjects in the curriculum; policy writing; communication and applications for grants or bids for funding.

The schools want to provide assurance that any movement of staff between year groups or changing roles is always done in the best interests of the children, to enhance the career progression of the staff members, and is done in a measured and collaborative way. Changes are carefully mapped within the schools' strategic vision.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 27

(PART 1)

I do not support the proposal to amalgamate Moss Park Infant and Junior schools.

There are no compelling ideas or vision in the proposal that justify the huge cuts to revenue. Almost all of the suggested "advantages" are possible through continued collaboration between the schools and are not contingent on an amalgamation going ahead.

The proposal would leave the new amalgamated school in a substantially and permanently poorer financial position. This would result in less resourcing and fewer opportunities and experiences for all of our pupils. Cuts to the DFC allocation will mean less scope for maintenance and improvements to our dated school building.

Please can you clarify the implications to revenue for the 2024/25 and 2025/26 financial years, assuming the school is successful in applying for 60% lump sum protection in 2024/25? Please provide exact figures.

(PART 2)

I would like to record my opposition to the amalgamation of Moss Park Infant and Junior Schools. I have attended the various meetings that have been held during the consultation period and have made careful consideration, however I do not believe the proposal is in the best interests of the schools, children, staff or the wider community.

The proposal begins with the statement: "This is the initial vision developed by the schools". To be clear - infant school staff have not had input into this proposal. As written, it does not reflect our strong values and distinct culture as a Rights Respecting school. This ethos is very important to children, staff and parents, but due to the lack of commitment in the proposal, I am concerned these values would be diluted or lost in the event of an amalgamation.

Following a staff discussion with members of school leadership, it seems that the intention is that amalgamation will be used as a pretext for rapid conversion to academy status. This is extremely alarming, as it is not mentioned in the proposal document and creates further uncertainty. However well intentioned, I don't believe the school leadership should be trying to second-guess future government policy, when there is no mandate in the school or wider

community for academisation. Whilst I am aware of the government white paper suggesting all schools should be on their way to achieving academy status by 2030, I do not believe stakeholders need to be bounced into a quick decision on this - the government has already scrapped a previous target for mandatory conversion by 2022, and with at least two general elections in the meantime there is scope to wait and see how the broader educational landscape develops. I am proud to work in a community school, and a believer in the power of local authorities to be a force for good in public life. Academisation would be an irreversible process, and I think it would leave our community poorer to not have a school subject to the same level of scrutiny and standards.

Local Authority officers held a meeting with Infant school staff on 29th June to discuss the proposal. A major concern raised was that the current layout of the school buildings is not conducive to an amalgamated school without significant investment in adapting and improving the premises. Despite the Trafford policy stating one of the criteria as being “the buildings can be adapted to meet the needs of an amalgamated school at an acceptable cost”, officers outlined that due diligence in this area was limited to a desktop exercise that had identified the schools sharing an interconnecting door.

School leadership have since indicated in our staff meeting that Trafford had committed to make funds available for improvements to areas such as staff rooms and offices, can you confirm if this is the case? If money can be found for this, would it not be better spent right now on tackling the backlog of essential repair work, such as to the leaking pitched roofs on the Infant side (where we have previously had a funding application rejected) or refurbishing the antiquated toilet blocks? It does not seem to be a sensible way to allocate scarce resources.

There are similar concerns regarding funding more generally. The proposal outlines that the amalgamated school would be £1 million behind in a period of about 8 years, compared to if the schools remained as separate entities. Whilst it is cited that these cuts can be partly offset by the loss of a Headteachers wage, it is important to make the point that losing this job role will be necessary under the proposal merely to begin to stand still in funding terms. As such, it does nothing to materially improve the financial position of the schools.

Examining this holistically, losing this role has wider non-financial implications – increased workloads on other staff, loss of experience and expertise (particularly in early years), and increased time pressure on the “surviving” HT to deal with the demands of an enlarged school. In the Infant School we like to think as a team that we are small enough to care. Children, parents and staff know that, if required, there is a Headteacher and SLT that are accessible and able to devote the time and resources to address any concerns. This cannot operate as effectively in a combined school with double the pupil roll.

After the proposal was released, a ballot was held of Infant school staff to determine their position. 29 of 33 eligible staff cast a ballot, and of these 29, 100% were against amalgamation. This reflects the strong belief in our school values as initiated by the departing Headteacher, and the desire to see them continued and developed.

Trafford and the Stretford community are in the fortunate position to have two successful schools in Moss Park Infants and Moss Park Juniors. However, whilst we happen to share a building, the two schools are very different from each other. This has been the case for many years, but has not proven a barrier to achievement for the thousands of children who have been happy and successful passing their way through. Whilst I am not opposed to an amalgamation in principal, I do not think the perceived advantages outlined in the proposal, being largely administrative in nature, justify risking the happiness and effectiveness of the two schools and the communities we serve at this time.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Buildings

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed

any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Academisation

In March 2022, the Department for Education published the Schools White Paper, Opportunity for All. One of the measures to support delivery of the White Paper ambitions is that by 2030 all children will benefit from being taught in a school in, or in the process of joining, a strong multi-academy trust. To be clear, both Moss Park Infant and Junior Schools are community schools maintained by the local authority and this proposal is for creation of an amalgamated community primary school. Future decisions about academisation would be a matter for the governing body and not the local authority. Neither governing body has expressed any intention to the local authority to progress academisation at this time and this is outside the scope of the amalgamation proposal.

Vision

The draft initial vision for the amalgamated primary school was developed by the Junior School Headteacher, with input from the Infant School Headteacher. It was intended as an initial insight into what the vision would be for an amalgamated primary school and was created solely for the purpose of the informal consultation. 75 consultation responses were received at this stage. Should the decision be made for the proposal to progress, the schools pledge to use all their best efforts to maximise the number of people who are involved in developing the future vision. They are committed to gaining a fully rounded view of all staff, parents and pupils to develop a shared vision for one primary school that serves the needs of the community now and for future generations.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 28

I am concerned about how PE funding will be structured and distributed if the merger were to go ahead. I think it is likely to have an adverse effect on the children's' PE experience as funding will reduce.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 29

PART 1

1. Moss Park Infant's staff have worked incredibly hard developing their learning environments. They reflect our Reggio Emilia inspired, child led approach to learning and our passion for nature - is this learning environment going to be honoured and protected if we amalgamate? If it is not this will be hugely demotivating for staff, a huge waste of money and resources and be dissolving something that acts as a continuous resource to our teaching and learning.

2. Staff, children and parents have worked hard over the years to develop as a UNICEF rights respecting school. We are one of the only GOLD rights respecting infants schools - a huge achievement we are very proud of - this will be lost if Moss Park Infant's school is closed. Even if we were to strive to become a rights respecting primary school post amalgamation, we would be starting from scratch.

3. The staff in our school know all of the children on a personal level. There is a huge sense of belonging and community. Because of the small scale of the school the children's confidence blooms, they know they are seen as individuals and are comfortable working with the familiar team of staff and their peers. They thrive, and we get to see the very best they can be because they are comfortable and confident. If we were to become a primary school they become the smallest fish in a big pond and there is a fear that this confidence and comfort will be lost.

PART 2

If we were to stay as an infant school, typically, staff, children and governors would be involved with the selection of a new head teacher to ensure we get the right one for our school. We would be able to go through a process to find a head teacher that shares our values, visions and philosophies - something that are incredibly important to us at Moss Park Infant's. We would be able to select a Head Teacher who has vast experience is in Early Years and KS1. This would allow us to continue on our incredibly successful journey, which we by no means consider complete, instead of closing and losing so much of our hard work and identity.

This is not to say that the juniors are not successful in all that they do, it is a case of acknowledging the infants for all that we do as a unique school and all that we so wish to continue to do.

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

If the amalgamation proposal did not proceed, it would be for the governing body of the Infant School to agree the recruitment approach for a new Headteacher.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 30

I believe the amalgamation, in the long term, would result in cuts to staff's jobs. There could also be changes to the current excellent teaching methods, causing a negative impact on the children's education and learning experiences.

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 31

I am worried about potential cuts to staffing levels in the medium to long term if the two schools amalgamate, due to the loss of income set out in the proposal.

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 32

Moss Park Infant School is a truly unique school for many reasons. The children here are empowered to have a voice and be heard. As a Gold Rights Respecting School the children, staff and wider community have embraced children's rights and have worked incredibly hard to achieve this status. If the proposal goes ahead Moss Park Infant School ceases to exist and the status of a Gold RR School is lost. Having read through the proposal there is no where that it states that the new Primary school will embark on this venture, and even if they did it takes 4 years to gain this accreditation. This alone should be a cause for concern as Moss Park Infant School is one of the very few infant schools within the country that hold this award. Children as young as 4 and 5 have talked in public meetings, expressing their very real concerns about what is happening to other children in our world. With the way the world currently is, this is what we need... children who are passionate, empathetic, empowered, have a voice and are willing to stand up and be heard about what is important to them. That is something Moss Park Infant School believes in. Children's mental health and wellbeing throughout the UK is at an all time low. Being heard, respected and caring for others as a true rights respecting school helps our children have a voice for the future. Will this all be lost?

The two schools are situated on the same site and have an adjoining door therefore consideration to become one school is under review.

However, neither of the current schools have a hall big enough to accommodate all of the children for assemblies together, special occasions and celebrations, lunchtimes etc. Equally the staff rooms in both schools are not large enough to accommodate all staff for staff meetings, social gatherings, eg. birthdays. The proposal doesn't suggest that Trafford will be altering either of the current buildings. Therefore children and staff will not have opportunities to come together as one school. If that is the case how would that lead to a

feeling of one family, one school?

Both schools have their own entrances and School offices, which each organise and manage the day to day running of each school. The proposal states there will be one point of entrance. Does that mean one office will close? Will office staff become redundant? How will it be decided on which will close? These are real concerns for staff.

Moss Park Infant School is a Reggio inspired school with a truly unique feel. Every visitor who comes into the school comments on how beautiful and calming the environment is. This is reflected throughout the classrooms and corridors alike. Moss Park Junior School is different and works well for that school. How will the vision and ethos of the infant school be continued? As the infant school headteacher is leaving and the proposal states the junior headteacher will become the new headteacher for the primary school surely the infant school, and not the junior school will have to change their vision?

The calming environments enhances children's behaviour and wellbeing. They are calm, respectful and eager to learn in environments that encourage this. The staff at Moss Park Infant School have a deep understanding of early education, many are early years specialists. The children in early years are encouraged to learn in the environment and much of the learning takes place in the moment. In key stage one children are able to access their environments, much like early years and learning takes place within these areas. Results are consistently high, indicating that how learning takes place at Moss Park Infant School, by following children's interests, learning in the environment, learning outside, emphasis on children's wellbeing and children's rights is right for our children.

Moss Park Infant School are proud to hold the Leading Parent Partnership Award, something else that would cease to be if the two schools join.

This award reflects how, as a school, we work together and support the wider community. Parents and carers are supported by the team at school in so many ways. In these exceptionally difficult times for so many of our families we offer food banks, breakfast clubs, support and a listening ear to those who need it, not to forget the relationships that have been built between staff and parents and carers. If the award the risk for parents and carers being isolated is huge.

Moss Park Infant School has held training days for other colleagues from other schools to showcase the truly unique school we are. This highlights the amazing environments within the school, the exceptional learning that takes place and how children learn here. Is this something that would continue?

Having the children of Moss Park Infant School at the heart of everything we do is so important to the staff who go above and beyond everyday to ensure our children are listened to, respected and become amazing contributors to their class, school and wider community and that is why at this point in time, becoming one school is not in the children's best interests.

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

The draft initial vision for the amalgamated primary school was developed by the Junior School Headteacher, with input from the Infant School Headteacher. It was intended as an initial insight into what the vision would be for an amalgamated primary school and was created solely for the purpose of the informal consultation. 75 consultation responses were received at this stage. Should the decision be made for the proposal to progress, the schools pledge to use all their best efforts to maximise the number of people who are involved in developing the future vision. They are committed to gaining a fully rounded view of all staff, parents and pupils to develop a shared vision for one primary school that serves the needs of the community now and for future generations.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 33

I don't support the proposal. There is no good reason to force unwanted changes on two schools which are both successful in their own right.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

CONSULTEES WHO SUBMITTED COMMENTS OR QUESTIONS

Comment 34

In response to the Trafford Council proposal to amalgamate Moss Park Infant school (MPI) and Moss Park Junior school (MPJ). Moss Park Infant School Board of Governors offers the following statement to the consultation process with proposed observations to questions that have risen.

Moss Park Infants Governing Board held supplementary strategic discussions; this incorporated meeting MPI staff, parent contact and the MPJ Headteacher following review of the proposed amalgamated 'school vision'. Feedback of each of the supplementary discussions has been presented at full governor meetings in a forum where deeper discussions have taken place to which end, governors feel that probing for further information would be of benefit, to gain more clarity for the school, school staff and parents of which they represent.

It should be noted that this has been a difficult time at MPI, as staff and parents have been

concerned about the potential amalgamation and loss of our current wonderful Head Teacher, Mrs Butler.

The following response is broken down into the strategic categories considered by the Board each school year.

Finance

Governors have observed the financial budgets of both MPI and MPJ identifying that each school has a sound budget on which to build. The Governors agreed that financially and from a point of resourcefulness, that budgets of both schools at present support the proposed amalgamation given that the schools would be financially viable in the interim. Governors, despite the strong financial position of both schools, have brought to light the projection of the school budget within the proposed amalgamation of year 2 and year 3 identifying that the amalgamated budget will diminish putting a financial stretch on the school, whereby cost-effective plans may no longer support the strong position that the schools are currently in. Therefore, the governors wish to raise the following questions.

1. Will a diminishing budget bring the amalgamated primary school to a position where school staff, resources and new opportunities would need to be limited or worse finalised which will have a direct impact on children's learning?
2. The costs of amalgamating the current buildings to serve the purpose of one school to offer the shared ethos of 'one team', would be incurred through the current school budget which adds limitations on the school developing a curriculum for children's learning, forcing the school to choose buildings over education.

Health and Safety & Premises

School Governors recognise the sites of both Moss Park Infants and Moss Park Juniors are through internal joining doors, and both schools present a safe manner with which to proceed for proposed amalgamation. Governors in turn, detailed the benefits of the bigger picture that the operating procedures of one boiler, one kitchen, one entry system and shared amenities provides for the schools to become a Primary.

There is sufficient space outside of the classrooms within the school grounds to offer the outdoor learning curriculum, and the Board wish to place on record our view that the outdoor provision for children at MPI is outstanding, having been carefully and lovingly developed over the last seven years to meet the needs of the children and enhance outcomes for them. Whilst recognising this is an operational decision, we would be concerned if this was lost due to the amalgamation of the two schools. This said, it is noted that through detailed discussions with the MPI school staff and the Headteacher of MPJS there is a shared understanding that this projection of continued learning will remain.

School staff have raised the concerns to governors regarding pupil numbers in a shared school hall at key 'whole school worship times'. Although the point raised is of operational procedures, governors would press on this matter that class sizes remain consistent to ensure learning is not compromised by overcrowding; especially given the increase to the PAN (number of pupils) should the schools amalgamate. All governors were in full agreement that the integral position of both schools would maximise a gain in becoming one primary school. It must however be shared within this proposal that Moss Park Infant school staff had concerns that were acknowledged to the governors and governors agreed that these concerns be shared so that appropriate resolutions can be put forward.

1. There are currently two office locations with direct access to the school front. Should there be a need to repurpose either of these offices, this could present a concern for fire safety with one less operational exit. Increasing pupil numbers to fire regulated exit routes will stall

pupils and staff in what is already a speedy process. It must be noted that perimeter fences are locked for safeguarding and for the process of opening these quickly, required access from both offices is essential.

2. As there is likely to be a need to ensure there is one entry system and one phone system if an amalgamation goes ahead, the Board would respectfully request that funding is provided for this if the Local Authority decide it should proceed.

Standards and Curriculum

Governors discussed at length the position of Moss Park Infants and its rich, exciting and rights respecting curriculum. The most overwhelming view of the Board is the concern that amalgamation would lead to a loss of the MPI individuality that has been created, nurtured, and developed over time. As Governors, we feel MPI is a very special school for many reasons, and we are concerned that the individuality of the school and its culture would be lost or certainly changed through the amalgamation process. School staff, parents, pupils, and governors have a strong opinion about keeping what the school have worked hard on and focused a sustained period of time in developing.

The ethos of the school is significantly underpinned by 'rights respecting', gaining gold accreditation. As a result, the school have entered into a bespoke curriculum that not only engages learning for all, but also builds in the rights, values, cultural capital and child centred approach to learning. Governors have a strong opinion to this continuing with or without a process of amalgamation. Governors recognise that school curriculum is fundamental to children's outcomes and school performance is well matched to children's outcomes. Governors hold leaders to account and believe that such a curriculum supports the outstanding attainment and formulates the high outcomes that Governors will continue to challenge. It is therefore necessary that governors raise these questions that challenge current school leaders and proposed school leaders to ensure that children continue to benefit from a bespoke curriculum.

1. How will MPI's ethos, values and vision be supported to ensure that all pupils still continue to make better than expected progress especially within foundation subjects?
2. Through a process of amalgamation, what will be the key priorities in mapping KS1 across to KS2 ensuring the bespoke learning opportunities that are unique to the school, the area that the primary school serves and the values of those who will continue to choose Moss Park?
3. A rich SEND provision has been established in MPI ensuring that pupils with additional needs are effectively supported on their road of learning. Such provision is needed across schools and governors see the bigger picture of what MPI is able to offer and discouraging this need or offer will be detrimental to current pupils and additional pupils that this can serve.
4. Governors have challenged school leaders to empower the pupils of the future. This rich ethos of intrinsic learning identifies Moss Park Infants against many other schools within the LA. Governors welcome this belief, recognising that the inspection agenda identifies pupil voice. School staff, senior leaders and school governors bring this strong agenda to the proposed amalgamation and governors support this for the future outcome of one primary school.

Personnel & HR

School governors have listened to the voice of staff. They have a responsibility to act in the best interest of all pupils and all staff, being supportive but equally impartial. Governors have noted that the most pressing issue for many staff is that of possible job losses which are further highlighted under the suggested reducing of school budgets. The Board felt this was understandable given the huge personal investment, dedication and care the MPI have

shown to the school, children and families. It is also natural staff may fear the possible unknown changes and uncertainty which can come from amalgamating two schools that currently have different visions and culture.

However, Governors are unable to comment on such matters as potential job losses, therefore directing questions related to personnel to the consultation process as individuals. School staff have raised these questions in supplementary meetings with the LA and with the Headteacher of the proposed amalgamated school. These forums have been positive and reflected professional discussions that have aimed to ease all school staff with the purpose of understanding not only the purpose of amalgamation but also the opportunities that staff can have because of being a large primary school. Governors understand that some staff may still have concerns, however, the open Q and A has allowed voices to be heard and answers to be shared in a safe and positive manner. To this end the governing body relish in seeing opportunities for staff development and staff growth and pose the following questions.

1. A large primary school offers further CPD, governors hold leaders to account and as a result look at how they develop future leaders, how will the school create this?
2. Staff within EYFS settings gain specialist knowledge how can this knowledge be shared across key stages to strengthen 'one team'.
3. A growth in staff sees changes in staffing structure how will all pupils benefit within this to sustain and grow on outcomes for children.

Closing statement

Governors are mindful of the changes that may or may not occur because of amalgamation. They remain focused in challenging the schools vision, ethos, values and outcomes of all pupils and see that this good practice is consistent if this proposal continues. Governors all feel that the changes to MPI would be different and perhaps the opportunity to keep much of the personal unique product that has been created would be in the best interest of the children. Staff are well invested into the school and it is evident that school staff wish to promote this vision if amalgamation is the way forward. It must be noted that all feedback presented at the full governors meeting did not present concerns that were considered significant enough to oppose the amalgamation process and governors are fully informed that deeper discussion with MPI and MPJ have been carried out beyond the supplementary meetings.

Although governors do not unanimously support the amalgamation of Moss Park Infant and Junior schools, they do all agree that the process of amalgamation if done carefully, with rigour and a child centred learning can benefit all. They seek to encourage a shared partnership between the senior leaders of Moss Park Infants and the investment of the Moss Park Junior leaders highlighting that this proposal can be rich, exciting and raise new opportunities that will be resonated within the community which the Primary school will serve.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passed out to an amalgamated primary

school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is

the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Buildings

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be

beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

There is no proposed expansion or increase in the published admission number. This would remain at 60 places per year group in an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process

Comment 35

There is not a clear option proposal for the merger and what will be gained or lost. My concern is that we will lose some of the great things the infant school has.

Rights respecting - this is valuable it is exploring to my kids and it would be step backwards if this was lost.

Forest school - this should be expanded to be a major part of the curriculum for both schools. There is huge value in this style of learning to all pupils. The school field is an untapped resource that could be used to expand the forest school programme.

Job losses if the merger was to lead to job loss I would not be in favour. I would prefer that over time any roles that were deemed not to be needed anymore would be phased out and staff naturally left or retired or alternative roles offered without risk of losing a job.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passed out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------------|---------------------------|-----------------------------------|-------------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process

Comment 36

I'm not sure what the next questions might be, but I am concerned about:

- longer-term financial detriment through amalgamation of the block grant;
- loss of an extremely well-received and hard-won accreditation (rights respecting award);
- lack of clarity on the continued application (across the infant years) of the reggio emilia practice and pedagogy (the mission statements are only aligned across one third);
- a strong infant voice (e.g. by ring-fencing a deputy head role with duties for the infant years, and representing those staff involved in the curriculum approach above);
- parking and road use outside the junior school.

I can however, see benefits for:

- organisation and management (and governance);
- efficiencies in the estate;
- future sustainability.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

There is no proposed expansion or increase in the publish admission number. This would remain at 60 places per year group in an amalgamated primary school.

There is therefore no expected change with regards to parking and road use.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 37

I have full confidence in Mrs Nunwick to lead both schools and I think having a more cohesive primary school would be a really good idea. what concerns me is the funding changes, particularly the reduction in funding for PE. I think it needs to be explained more clearly to parents how the LEA/school will make sure that pupils don't miss out.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local

authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process

Comment 38

I generally appreciate the cost efficiencies that this would create. I am unsure if the money saved in staffing costs would be allocated to the school which would be beneficial. I am concerned about whether certain offers such as the Forrest school would be maintained.

I am interested to know if this would mean children in the nursery would be able to start using the breakfast club which would be beneficial.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passed out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the

Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Future plans for the breakfast club would be an operational decision for the governing body.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 39

Firstly, this so called proposal does not feel like a proposal, it appears as a completely one-sided set of points deliberately set-out so as to leave the reader with no question in their mind that they should be "for" the "proposal".

It is impossible for a reader to make a balanced judgement when such a one sided piece of literature is presented.

Like many ventures Trafford council seem to be "consulting" on at the moment, it seems from the outset that the decision has already been made and that the formalities of consultations and listening to feedback are merely exercises that must be carried out to satisfy the legalities hence why such a one-sided proposal has been presented.

Trafford Council has a Presumption to Amalgamate Policy which was adopted in January 2018.

The policy prescribes that the local authority will commence consultation on the amalgamation of separate Community Infant and Junior schools wherever there is a vacancy in the headship of one, or both, of the schools. The policy supports proposing to amalgamate separate infant and junior schools providing the following criteria are met:

- That the site(s) can be effectively managed as one school; and
- That the buildings can be adapted to meet the needs of an amalgamated school at an acceptable cost.

In the case of the proposal to amalgamate Moss Park Infant and Junior Schools, the local authority considers these criteria are met. It therefore proposes to amalgamate the two schools and describes the reasons/benefits for proposing to do so.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process

Comment 40

We take a lot of inspiration from Reggio Emilia environments and learning. Is this something we can continue to develop if we merge?

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 41

We believe in access to play and provision beyond EYFS – is this something you will continue to develop if we amalgamate?

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 42

Having been involved in environment training alongside Kelly, we have delivered training to many schools across the UK. We are renowned for child centered ethos, taking our inspiration from Reggio Emilia, Early childhood Neuroscience and research, this has given the team the confidence to reflect on their own pedagogy, to specialise in their key stages

and be proud to deliver such training to schools. Do you see an opportunity to continue the training events and generate an income for the school and would you support the developments of the school?

Teaching approaches, the curriculum and any training offer are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 43

Teachers have been awarded a (well deserved) minimum 5% pay rise. Whilst this is thoroughly deserved and well overdue, these pay rises are having to be funded entirely by the schools existing budgets, which are already overstretched. It is likely that this additional cost to each school will be in excess of £20,000 according to the number of teachers employed. Therefore, if the schools do amalgamate, the cost to the combined school will be

in excess of £40,000.

Support staff negotiations are still taking place and it is reported that the increase will be similar, and backdated to April 2022. If this does happen, the cost to the combined school is likely to be in excess of £80,000.

How is the combined school going to cope with this additional cost? Especially considering the reduction of the dedicated schools grant, sports premium and devolved capital as well? This means the school will be down potentially £136,589 the first year following the merger, £197,570 the second year and £221,962 the third year. Is this financially viable?

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Teachers Pay Award

The impact of the Teachers Pay Award is the same across all schools.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 44

During the Q&A with staff, the LA advised that there was no money attached to the proposal in order to adapt the building as that was deemed to be down to the leadership of the new school to decide if they wanted to apply for capital funds to make any changes. However, the head of the junior school has been advised by the LA that there is 'some' money available. Can you confirm how much money is available? The head of the juniors would like to make it a priority to create a staff room large enough for all staff, which would be welcomed. Will the money available be enough for this purpose or will an application need to be made for capital funds to make up any shortfall?

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these

priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 45

Moss Park Infants is a unique school where the children flourish in their exceptional learning environment. Can we be reassured that this will continue if the school amalgamates and that the original ethos and vision remains to ensure the children are confident, happy, receptive learners?

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together

Vision

The draft initial vision for the amalgamated primary school was developed by the Junior School Headteacher, with input from the Infant School Headteacher. It was intended as an initial insight into what the vision would be for an amalgamated primary school and was created solely for the purpose of the informal consultation. 75 consultation responses were received at this stage. Should the decision be made for the proposal to progress, the schools pledge to use all their best efforts to maximise the number of people who are involved in developing the future vision. They are committed to gaining a fully rounded view of all staff, parents and pupils to develop a shared vision for one primary school that serves the needs of the community now and for future generations.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 46

I just wonder how the two schools will merge successfully in terms of assemblies, lunchtimes, staff rooms, playtimes etc. Because as it stands they have separate halls, staff rooms and play grounds and my understanding is that there is no intention of changing any of these in the plans to merge.

I know lots of my parents have mentioned how it will be nice that their infant children will see their siblings in juniors each day, and I am not entirely sure that this will be the case.

I also worry about the office staff and site manager/forest school lead, they are an integral part to the running of the school and I know in the Junior School there is one of each of these positions already. They are all brilliant at their jobs and help me each and every day, I would love to be reassured that they will stay in our school whatever the outcome of the merge.

The School Capital Projects Team carried out a full review of the existing accommodation against the government requirements for a 2-form entry primary school and this identified adequate accommodation.

The Senior Leadership Teams believe very little work is needed to the fabric of the schools. The existing schools share one site and this will allow for smooth amalgamation with minimal costs. The schools currently share a boiler, heating systems, electric systems and a school

kitchen. The schools and the local authority are working closely together to make sure that the buildings are viable as one school. The Fire Officer for Trafford has already assessed any changes needed as minimal during his statutory visit to the two sites in the school holidays.

The schools have two priorities for building work. The first is to create a shared staffroom using existing adjacent rooms so that there is a space for staff to come together, interact and forge friendships. The schools strongly believe the importance of staff wellbeing cannot be underestimated. The second is to adapt existing rooms to create one 'front of house' school office reception, together with a back working office, which the schools believe would be beneficial for staff to manage their very wide range of responsibilities. Options for how these priorities may be achieved are currently being explored as part of the scoping of the local authority funded capital scheme to support amalgamation. Other considerations are to make sure the fire alarm and intruder systems work as one, refreshed signage and a single phone system.

The two schools firmly believe that with careful planning, there will be less duplication of spaces, enabling more quiet and pleasant spaces for meetings, professional work and pupil interventions.

It is uncommon for any primary school to seat the whole school in one place for lunch, assembly, or playtime, so there is no need for any physical changes to the hall or playgrounds. Primary schools across the country make sure smooth operation and routines are in place where there are larger numbers of pupils moving around so that they do not feel overwhelmed. The benefit of retaining the existing two halls allows for the flexibility of additional PE lessons, staggered lunchtimes and cross phase assemblies. There would be shared use and ownership of the field on Manor Road by an amalgamated primary school.

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

CONSULTEES WHO SUPPORT THE PROPOSAL

Comment 47

This response is on behalf of the governing body of Moss Park Junior School.

Thank you for the opportunity to provide ideas and comments on the proposed amalgamation of Moss Park Junior School and Moss Park Infant School.

We would like to take this opportunity to thank both schools for the enormous efforts they have put into the last three years in particular. We have seen staff, families and our pupils dedicate their most for each school during difficult, challenging moments. We believe now is an opportune time for the schools to come together to deliver a sustainable, vibrant future for our pupils, staff, families and communities.

The vision presented and documented on the Trafford council website sets out clearly why the two schools should integrate. Further to the vision articulated, as Governors of Moss Park Junior School we believe there is a strong case for the amalgamation with Moss Park Infant School.

This is a positive move for reasons including but not limited to:

- Bringing together two schools currently operating as separate entities will support the standardisation, enhancement and development of the educational experiences for all children at the proposed *Moss Park Primary School*. The seamless transition from KS1 to KS2 - a much needed addition for the children - will ensure the children's needs are catered for right through their early years with consistency, thereby helping all pupils to maximise their full potential. The ability to track progress in all subjects on a unified basis will enable staff to provide the best possible resources and academic challenges whilst supporting pupils to reach their academic milestones. From a parental, staff and governor perspective this opportunity is a valuable transition/change where our children will operate on a joint pathway with consistent mission, vision and values throughout the school journey.
- Pastoral support in regard to transition will offer similar consistency. From parents' viewpoints, children learning as part of a single organisation increases the ability to liaise with one set of academic and administrative staff and is bound to simplify parents' relationships with the school. Practically, a single set of policies, operational systems and one school ethos allows a variety of additional benefits.
- From a staff member's point of view, there will be benefits in liaising directly with colleagues under a single structure. This will make it easier to access, know, understand and act upon the specific needs of individual pupils particularly as they take the step from KS1 to KS2. Additionally, being part of a larger team often provides further opportunities for staff wishing to continually develop their skills right across primary education. We also believe the amalgamation will support the school in attracting, retaining and developing the very best staff through increased opportunities facilitated through the scale of the amalgamation.
- As many of our own children have passed through both schools, the governing body feels there are competencies, strengths and capabilities that can be taken from each provision. Integrated governance will allow a consistent school experience and culture that brings together the positive attributes of both schools whilst appropriately catering for each key stage.
- Moss Park Infants and Moss Park Juniors have committed staff who are fully supported and valued by their respective experienced governing bodies. Both schools have devoted significant time and resources to ensure their pupils have the tools to enable them to develop into well-rounded, conscientious, knowledgeable, confident individuals. The ethos of both schools is strongly grounded in respect for others; this core value will be shared and developed by bringing the two schools together.
- The current junior school headteacher is widely experienced and undoubtedly highly respected thus held in high regard by pupils, staff, governors, parents and carers as well as by the wider community. With all of this in mind, the transition period to a

primary school provision can be managed quickly, efficiently and with the welfare of each child at the forefront of all the amalgamated school setting strives for.

As governors committed to delivering the vibrant and sustainable futures presented in consultation, we believe both schools unified as one will continue to drive improvements in education and care for our children, staff, families and local/wider communities. We look forward to working together as Moss Park Primary School, completing an amalgamation which we are confident will be a tremendous benefit for all.

[Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.](#)

Comment 48

The proposal to amalgamate the two schools is a compelling one for the following reasons. As far as the children are concerned an amalgamated school will provide a seamless educational experience through both KS1 and 2 with all the benefits that will bring. Both schools have a similar ethos of learning in a respectful and safe environment and this can only be enhanced through amalgamation. Consistency of approach across all years will bring further benefits to pupils and the opportunity to further develop the educational offering. Adopting best practice from both schools is a further positive reason to amalgamate. From a parents perspective, having a single school will bring practical benefits in terms of such things as a single holiday calendar and uniform. More importantly having a single structure with a seamless progression across the years will remove any barrier and anxiety in moving from KS1 to 2. Furthermore the confidence to know that a child's progression is part of a continuous process with no gaps will ensure that every child receives the support needed for them to maximise their potential.

For the staff, being a part of a bigger organisation will expose them to new ideas and opportunities. They will be able to become experienced in all aspects of early years education should they wish to do so, a situation which is currently unavailable. This can only be of benefit for developing their skills and expertise.

The process of amalgamation should be relatively straightforward due to both schools occupying a single site with excellent staff in both organisations. The head of the junior school already has considerable experience both at Moss Park Juniors and elsewhere and is very capable as well as being highly respected by pupils, staff, parents and the wider local community. She also has the backing and support of experienced governors which will mean that the bringing together should proceed quickly and efficiently.

[Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.](#)

Comment 49

Having three children within Moss Park Infants/Juniors and also being a Parent Governor of MPJS, I have been able to gain great insight into both schools.

It is clear to me that the juniors have very similar principles, values, expectations and rights to those of the infants. This is highlighted within the vision for the amalgamation and I feel it should reassure other interested parties who perhaps have not had the same exposure to both schools that I have had.

From watching infants and juniors assemblies, i am encouraged that the element of student recognition, reward and praise is at the forefront of both schools.

The transition from infants to juniors will be smoother from both schools perspective with greater access to information and ease of sharing key data, more individual knowledge of the students progressing through the stages and a reduction in the childrens nerves/fears/worries about change.

The budget considerations do not impact the childrens access to learning, educational or extracurricular resources or the schools ability to maintain its high standards.

The proposal enables the school to retain quality staff and provide further opportunities for staff development. Currently, staff only have access to development and progression within the infants or juniors. We have already seen good staff leave to progress their careers. The amalgamation provides many more opportunities for staff enrichment and should only enhance engagement further.

Mrs Nunwick has always been a very accessible head teacher who has encouraged parents to come forward with any concerns or issues. She provides feedback on any steps taken and proactively speaks to parents to ask for feedback. She takes the time to engage with all of the children and they clearly respect her fair and fun approach.

As a parent governor, i have seen Mrs Nunwick encourage her team to grow and develop, bring new ideas to the table and take them forward and feel valued. With this in mind, and also knowing the teachers within the infants, I'm confident that Mrs Nunwick and the existing infants/juniors workforce will make a great team

From seeing my children thrive in both settings, i feel that the infants and juniors have great strengths as school. The amalgamation should be seen as a positive opportunity to join together and learn from each other.

[Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.](#)

Comment 50

As a current representative of Moss Park Junior School's Governing Body, I fully support the proposal to amalgamate the junior school with Moss Park Infant School.

I firmly believe this will benefit children who will have the potential to remain within a seamless transition of education from Key Stage 1 into Key Stage 2.

Ultimately, an amalgamation will see financial savings which can then be spent on the pupils directly or indirectly. Any Service Level Agreement will be effectively halved, savings will occur by the current headteacher of Moss Park Junior School becoming the new head of Moss Park Primary School, not forgetting savings and development opportunities in regards to staffs' continuous professional development opportunities. Additionally, opportunities for career growth will consequently expand. With a unified staff team, collective school ethos, single set of policies & procedures, like holidays & celebratory occasions that will benefit parents in a practical manner, I fully support this proposal to amalgamate the schools provided the best interests of all staff, all parents, all pupils, the local community, both schools' partners, are at the forefront of the thinking behind the proposal and this unique opportunity to merge two outstanding schools into one outstanding provision.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 51

From a parent's perspective I am wholly in favour of the expansion. Moss Park has an excellent reputation and already has an amazing community feel. By combining the two schools I feel that it will go from strength to strength and ease the transition for children from infants to juniors. Having one set of communications, one uniform, policies and points of contact will make it much easier as a parent. It will give the older children more opportunities to interact with the younger children and strengthen the school community. The two schools have amazing grounds and facilities and by merging will allow the children to benefit throughout their whole time there.

As a Governor I can see the benefits for development and progression for the staff with the increased availability of opportunities across key stages. Monitoring of progression will be more streamlined and those children with additional educational needs will have better continuity of provision.

If we were to have a new head in the infants we risk a complete change of direction for the school that we would have little influence over. Appointing a headteacher who is already invested in our children and our ethos and that will take on board our concerns secures our future.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 52

It makes sense to have 1 primary school rather than an infants and juniors. This will make it easier and more consistent for parents with more than one child at the school. It will also give more opportunities for children such as mentoring younger children and reading buddies, as well as giving better career progression for staff.

Resources and equipment can be shared easier if the schools merge. It will be nice for the infants to be able to use the Manor Road field and for them to have more space on the playground.

Mrs Nunwick has shown great leadership since arriving at Moss Park Juniors and has created a warm, welcoming, family environment in the school. I have no doubts she will lead the merged school from strength to strength putting the children's education and wellbeing above everything.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 53

Mrs Nunwick is a great Headteacher! Both of my daughters have had a very enjoyable Junior School experience under her leadership. She is polite and approachable, emanating warmth but still retaining professionalism. The care she has for the pupils at Moss Park Juniors resonates in the respectful and fair way she treats them. I think she would be an asset to the Infant pupils and parents. I have read the one family vision that Mrs Nunwick has co-authored and I agree with the ethos of the document. I like Mrs Nunwick's ideas to provide her staff with new experiences by giving them the opportunity to work across both Key Stages. Having one headteacher over both Key Stages ensures consistency for the pupils throughout the school.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 54

I do have some concerns - reduced funding per head after the transitional years; I'm very keen to keep the Rights Respecting School status & ethos that the Infants school has, retaining Mr Moore's Forest School sessions, the outdoor learning areas the infants has and their place in the curriculum, future staff redundancies due to duplicated roles.

However overall I think amalgamation makes sense. The schools are on the same site, Mrs Nunwick is known to parents and already running a great school at the juniors, it would mean only one leadership team and one set of governors and one set of rules for children to get used to.

Revenue Funding

The consultation document highlights a reduction in funding for an amalgamated primary school due to a decreased lump sum within the funding formula. Having reviewed the consultation comments, we are proposing the implementation date changes from January 2023 to April 2023 as this will further protect the budgets.

This means the decreased lump sum is on a sliding scale with full protection in 2023/24, 85% protection in 2024/25 and projected 60% protection in 2025/26. This reduction equates to a reduction in income through the national funding formula for Trafford Council, which results in corresponding reduction of income passported out to an amalgamated primary school. The lump sum is only one element of the funding formula, the per pupil funding would remain the same as there is no proposed change to the total number of pupils.

An initial high level analysis of the saving of one Headteacher salary, including employer on-costs, plus the savings identified by the schools from a range of service level agreements which are currently duplicated purchases across the two separate schools indicates a saving of £112,554 per year.

This is the summary of the impact of this over the coming financial years, based on costs in the financial year 2022/23:

| Financial Year | Lump sum reduction | Headteacher and SLA Saving | Net Impact (+/-) |
|-----------------|--------------------------|----------------------------|------------------|
| 2023/24 | £0 | £112,554 | +£112,554 |
| 2024/25 | £36,589 (85% protection) | £112,554 | +£75,965 |
| 2025/26 | £97,570 (60% protection) | £112,554 | +£14,984 |
| 2026/27 onwards | £121,962 (0% protection) | £112,554 | -£9,408 |

There is high level net gain in the initial 3-year period which will offset the annual loss from 2026/27 onwards.

The PE and sport premium is calculated and allocated annually by the DfE. An amalgamated primary school would see a loss in the current lump sum payment for school year 2022/23. The per pupil funding amount would remain unchanged. There is no current commitment from government this funding stream will continue beyond the current school year so the longer term impact is not known.

In an amalgamated primary school, the Senior Leadership Teams expect there will be revenue further savings to be achieved from economies of scale and aggregated purchasing power of an amalgamated primary school.

Capital Funding

Each school currently gets a £4,000 lump sum under the Devolved Capital Funding (DFC) plus a per pupil amount. If the schools amalgamate, the local authority commits to 100% lump sum protection for financial year 2023/24, with just one lump sum paid in future years. Schools often use their DFC as a contribution to priority maintenance projects. The local authority School Condition Allocation (SCA) is allocated to the local authority annually by the DfE. Our School Asset Management Plan information combined with Area Surveyor knowledge is used to prioritise and allocate this funding across the school estate on an annual basis. The funding process for allocating SCA for condition improvements for school buildings will remain unchanged as a result of this proposal.

Financial Accountability

One of the core functions of a school's governing body is to oversee financial performance. Both schools are currently in a strong financial position and the local authority has no reason to believe this position will change if the schools were to amalgamate. Further information is available through the government's schools financial information benchmarking tool.

Curriculum

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the

Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move.

Staff

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 55

Totally supporting to form one school as Moss Park Primary School. I am very confident Mrs. Nunswick would bring us forward.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 56

I am in favour of the approach, I have one child in year 1 in the Infants and one in year 4 in the Juniors. Both heads have great qualities and do a fantastic job, however with the schools being side by side it would make sense to bring them together as one and have Mrs Nunwick lead them both. I really really like Mrs Nunwick's pragmatic approach, she is very proactive on an issues, she listens and is very down to earth, always approachable and I think she will do an excellent job with the infants too.

My ask would be that we don't lose the rights respecting work that Mrs Butler has lead so inspiringly. In a world where we can no longer rely on our politicians to stand up for our rights and do the right thing, we are relying on this young generation even more than ever to show us a better way. I love that my 6 year old will refer to her rights and stand up for herself when we are dealing with something at home. Empowering kids is amazing, especially for our girls. Lets find a way to keep this, I think the Juniors would benefit from this too.

Second thing to 'keep' is our Forest School. Outdoor learning and play is very valuable for children and living in a city, even more so. The first school provision is highly regarded by all the parents and children alike, we would not want to lose this. I'd go so far to say that you should ring fence funding for it - there are multiple research studies that show the benefit of outdoor ed for young people and our children learn in different ways, which is supported by nature alongside the classroom environment. Please please please keep the first school going and the wonderful Mr Moore who runs it.

Finally, I hope that this merge would give chance for the school meals to be reviewed and support for more vulnerable children with challenges at home who may be struggling with food poverty and wellbeing.

Teaching approaches and the curriculum are operational matters for the school. They are not something that the local authority can influence as part of this amalgamation process, although the local authority's annual quality assurance visit will focus on the curriculum. It is the responsibility of the governing body and Ofsted to determine the effectiveness of the school curriculum.

The schools have provided additional information in relation to these matters.

It is reassuring that all teachers, leaders and Headteachers are subject to the same qualifications and professional standards regardless of age range.

Whilst every school is unique, every school must follow the Early Years Foundation Stage and the National Curriculum. It is natural and logical that some aspects of teaching and learning styles change and adapt throughout a child's time at Primary School. Teaching and learning strategies do not look the same in Nursery as they do in Year 2 and likewise adapt between Year 2 and Year 6. Maintaining the strengths of both schools and expanding a successful, well-sequenced curriculum and extra curriculum opportunities – for example arts, sport, technology and outdoor learning would be a key leadership priority. Research based initiatives and curriculum developments are common features of both schools, as seen by the Emilio Reggio approach in the Infant School and the commitment to using the Educational Endowment Foundation research in the Juniors. Joining gives us the opportunity to benefit from each other's' expertise.

The Headteachers, senior leaders and governors are already committed to the families who attend both schools and therefore have a meaningful stake in ensuring that the school continues to provide a superb quality of education and a strong family ethos with everyone on board. We are proud that 100% of Infant parents already choose to come into the Junior School each year, which demonstrates our continued successful relationships.

The Leading Parent Partnership award will stand and in 2025, there is a commitment the whole school will apply for re-accreditation. Other accreditations achieved individually by the Infant and Junior Schools will be reviewed collectively when they come up for renewal.

The rights respecting ethos of the school would continue, as both the infant and Junior Schools firmly believe that all children have a qualified voice that should be heard. The team

at the Rights Respecting Schools Award have assured us that should we wish to continue as a Rights Respecting School they will offer free training and the school can quickly move through the stages together.

The criteria for free school meals is defined nationally by government and so will not change as a result of this proposal. The local authority and the schools are committed to supporting families to apply for a free school meal and to signpost to other support that may be available.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 57

Its a very good idea and great to get one email coming. same reception to deal with things and same uniform carried forward

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 58

Yes in favour. I'm quite sure Mrs Nunwick would be an excellent Head Teacher to Moss Park Primary School. 2 wonderful schools, great opportunities for children, staff and parents.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 59

As a parent of a child with additional needs it would have been much easier for my son if it had been the same school all his time in the school. I just hope it doesn't affect the staff re jobs.

The proposed amalgamation has come about due to there being a vacancy in the Headship at Moss Park Infant School from September 2022. The proposal to amalgamate includes the proposal to delete this Headteacher post, and for the Headteacher at the Junior School to become Headteacher of the amalgamated Primary School. Other than this change, there are no other proposed changes to the staffing structure.

The future staffing structure will be for the senior leadership team and governing body of the continuing school to determine. If any future changes were proposed these would be subject to a separate consultation process.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for

Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 60

This move is a long time coming, as a parent of a child who leaves the school for secondary this year, a child who is moving up to year 4 and a child who is starting reception in September I have vast experience of how both schools work as individuals and feel that the amalgamation would be a positive way forward. I couldn't agree more with Mrs Nunwicks 'vision' and feel that she is the perfect fit for a primary school headteacher.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 61

I think it would be good for the children and the community

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 62

Moss Park Primary school is the logical, effective and necessary next step for the children, families and the community of both the infants and the juniors.

Merging the two schools will allow for a consistent, strong education for all children in the local area. It will also ensure that parents who have more than one child in different key stages have the same messages and communication which they have needed for some time. Holidays and INSETs will be consistent and the unnatural gap between infants and juniors will be closed.

SEN needs can be met, planned for and addressed by a primary team of expert staff early on. They can then work year on year to support the child and their family throughout their primary journey.

Staff will be given more opportunity to teach across the full primary age range, be given a deeper understanding of the children's start and end points as well as allow for them to prioritise developing the primary curriculum to enable all children to make excellent progress by ensuring there is a clear, progressive curriculum being taught that is accessible for all.

Older pupils can be given the opportunity to support and work with the younger cohorts and in doing so, enable them to develop their leadership, communication and social skills as primary school role models readying them for their next step towards Secondary school.

Most importantly, as a primary, staff will have a stronger knowledge and relationship of each individual child from the day they start at Moss Park from Early Years to Year 6 opposed to Year 3 to 6. They will understand their needs more and be able to support and work alongside families to ensure that each pupil has the best education possible.

The current headteacher of the juniors has always had one mission which is to ensure the

children have the best education possible and that they always come first which should always be the case. She will work tirelessly to ensure that the entire school community is supported no matter what.

One school, one vision and one approach will ultimately ensure that every single 'one' child will be set up for a bright future.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 63

I feel that amalgamating both schools will be a success for the pupils, parents and staff. It's beneficial that the children receive amazing opportunities going forward and put Moss Park as a blueprint for Trafford Borough Council with education.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 64

I am in favour of the expansion as I feel I would be able to develop more as a teacher and gain experience teaching in both key stages. I feel that the workload would be more manageable as a primary school and I could gain more support from staff members. I feel the amalgamation would be more beneficial to the children and parents as the children would have a more smooth transition from Year 2 and Year 3.

Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.

Comment 65

I think this is a fantastic opportunity for all concerned. Mrs Nunwick is a well known and respected figure within the Moss Park community who puts the children at the heart of every decision that she makes. She is approachable, kind and caring and constantly driving the school forward.. I have never over the last 4 years heard a parent say a bad word about her.. meaning she would be perfect fit for the infant school.

There are a variety of benefits to the amalgamation for both the children and staff. The most important being continuity and consistency. Having experienced the Year 2 to 3 transition first hand, it can be a very unsettling and emotional time for both parents and children, especially for those with additional needs, being a full Primary would eliminate this totally avoidable situation alongside the additional workload which comes from all of the administrative tasks surrounding a cohort of 60 children starting a new school. Parents would also gain as the financial pressure of having to buy a whole new set of school uniform mid way through a child's school journey would be alleviated.

Children would hugely benefit in terms of consistency in staffing across the school as many adults would have a solid knowledge of them and their needs as opposed to starting a new

school where adults have very little prior knowledge of their needs or abilities other than the obvious safeguarding issues due to the GDPR technicalities of being two separate schools.

Children would benefit from shared resources and learning environments, specifically those with additional needs or of a lower ability. For example, the phonics scheme of learning would be progressive and consistent across both key stages as opposed to two completely different schemes operating across the infant junior schools.

There would be access to a variety of space and learning environments, especially since the two schools are within the same building. All children would have access to things like the food technology room, this would not be limited to the juniors.

Assessment tools would be consistent meaning as children transition across phases, the data and assessments would hold more validity. Teachers would have a solid understanding of children's GAPS in learning and starting points and this would be communicated effectively via professional discussions - meaning children receive the best possible quality of teaching.

In addition to the benefits the amalgamation would bring for the children, the benefits for staff are vast.

Working with a junior school, opportunities for leadership and professional development within a variety of age ranges are limited, amalgamating would mean the number on roll would double, increasing opportunities for all.

Working in a junior school can also be limiting to your career as it limits your skill set to just one key stage. I have always had an interest in key stage one however working in a junior school means that in order for this to happen I would have to resign from my post at a school which I love.

Being a primary school would ensure that planning is progressive and end points are secure as we know exactly where the children have come from all the way back to EYFS. Staff can share expertise and subject knowledge with each other - up skilling staff and there would be a whole school and consistent approach across all key stage to things like behaviour and expectations, homework, calculation and writing policies. All of the above will enhance the quality of education which the children receive.

Ultimately all children whether the amalgamation does go ahead or not will be part of Moss Park Juniors, it is inevitable, we are oversubscribed with very few children leaving before the end of Year 6, this speaks for itself.

The benefits of the amalgamation are vast, but most importantly, it's the benefit to the quality of the education in which the children will receive which is the most prominent.

[Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.](#)

Comment 66

I am strongly in favour of this proposal. I feel it would benefit the children being in one school as children would get to know all the staff and get involved in different activities as a whole school.

I also think it would benefit the parents as the two schools run and communicate differently

which can cause confusion. Being one school and having one system would help. It would give the school a bigger sense of community.

There would be better flexibility for teachers. Teachers would also get to know families coming through the school which would be a positive as if there were any issues at home they may be easier to notice.

I have every confidence the current Junior School Head teacher would make this a success. Everything she does is for the children, she is positive and enthusiastic.

[Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.](#)

Comment 67

I believe that the amalgamation will be a really good move for Moss Park. The transition between the schools is currently quite difficult and I believe that the join would eliminate this as an issue - opening up better communication between staff which will provide a smoother process for everyone. This will help children get much more out of their education and add extra time that can be used on their learning, rather than potentially duplicated assessments during those first few months of the children joining the juniors. I believe this will especially help children with any extra needs.

I feel like the children and parents will also have much easier communication during their time at the school. They will get all their information from one place which feels like it will be easier, especially for those with multiple siblings across both schools.

At the moment my only concern is that the move is not welcome by everyone which could create a level of discomfort, especially between staff between the schools. I do think that the extra opportunities to discuss and ask questions will hopefully iron these issues out if the amalgamation is confirmed.

[Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.](#)

Comment 68

I think this is a fantastic opportunity for the children to have a smoother and consistent educational journey. It provides a wonderful opportunity for staff to expand their knowledge and work as a wider team. Both schools can share their expertise/experience and create a new approach which works for all. The children will not have the disruption they have currently moving from year 2 to 3. It will be easier for parents in terms of uniform, pick up times, dates across the year etc.

[Thank you for your participation in the consultation process. Your comments have been considered by officers and will be included in a report to Trafford's Executive Member for Children's Services for consideration before a decision is taken about whether to proceed to the next stage in the process.](#)