



***Delegated Decisions by Cabinet Member for Children,  
Education & Families***

***Monday, 11 April 2016 at 12.00 pm  
County Hall, Oxford***

***Items for Decision***

The items for decision under individual Cabinet Members' delegated powers are listed overleaf, with indicative timings, and the related reports are attached. Decisions taken will become effective at the end of the working day on 19 April 2016 unless called in by that date for review by the appropriate Scrutiny Committee.

Copies of the reports are circulated (by e-mail) to all members of the County Council.

**These proceedings are open to the public**

A handwritten signature in black ink that reads "Peter G. Clark".

Peter G. Clark  
Head of Paid Service

March 2016

Contact Officer: **Deborah Miller**  
Tel: (01865) 815384; EMail: [deborah.miller@oxfordshire.gov.uk](mailto:deborah.miller@oxfordshire.gov.uk)

Note: Date of next meeting: 23 May 2016

**If you have any special requirements (such as a large print version of these papers or special access facilities) please contact the officer named on the front page, but please give as much notice as possible before the meeting.**

## Items for Decision

### 1. **Declarations of Interest**

### 2. **Questions from County Councillors**

Any county councillor may, by giving notice to the Proper Officer by 9 am two working days before the meeting, ask a question on any matter in respect of the Cabinet Member's delegated powers.

The number of questions which may be asked by any councillor at any one meeting is limited to two (or one question with notice and a supplementary question at the meeting) and the time for questions will be limited to 30 minutes in total. As with questions at Council, any questions which remain unanswered at the end of this item will receive a written response.

Questions submitted prior to the agenda being despatched are shown below and will be the subject of a response from the appropriate Cabinet Member or such other councillor or officer as is determined by the Cabinet Member, and shall not be the subject of further debate at this meeting. Questions received after the despatch of the agenda, but before the deadline, will be shown on the Schedule of Addenda circulated at the meeting, together with any written response which is available at that time.

### 3. **Petitions and Public Address**

### 4. **Federation of Wood Farm Primary School and The Slade Nursery School, Oxford** (Pages 1 - 6)

*Forward Plan Ref:* 2015/126

*Contact:* Diane Cameron, School Organisation Officer Tel: (01865) 816445

Report by Director for Children's Services (**CMDCEF4**).

The Slade Nursery School and Wood Farm Primary School share a site and both serve the same families in the local area; the nursery school for children under the age of 5, and the school for children from age 5 to 11.

Following support from a local authority officer, and including liaison with the local member, who sits on both governing bodies, the separate governing bodies of the nursery school and the primary school have voted to federate from September 2016.

The necessary public consultation was conducted in January and February 2016. Seven responses were received. All but one were fully supportive of the plan. No responses were received to change the governing bodies' proposal although some useful suggestions were made, which may be incorporated into plans for the federation. One respondent said; 'I think this is a sensible proposition. There is unnecessary duplication of effort at the moment with two governing bodies and this will help with that. Also, it will help with the management of the site overall which is

complicated by the number of different organisations running similar but importantly different services for young people and children in Wood Farm'.

The staff and parents of the two schools have been informed through the process.

The decision on this proposal lies with the Governing Bodies of the two schools, however, following the consultation, governors now seek formal support for the proposal from the Cabinet Member for Children, Education & Families to cement the joint working with the county council already taking place on this proposal.

***The Cabinet Member is RECOMMENDED to support the proposed federation of The Slade Nursery School and Wood Farm Primary School.***

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## **CABINET MEMBER FOR CHILDREN, EDUCATION & FAMILIES - 11 APRIL 2016**

### **REPORT ON THE PROPOSED FEDERATION OF THE SLADE NURSERY SCHOOL AND WOOD FARM PRIMARY SCHOOL**

Report by Director for Children's Services

#### **Introduction**

1. This report follows a public consultation period relating to the proposal of the two governing bodies to federate the two schools. The proposal has been supported by Oxfordshire County Council officers working together with the Governing Bodies of the schools.
2. The schools' public consultation ran from 11 January 2016 – 26 February 2016. All parents/carers of pupils at the schools, appropriate county council teams, District, Council councillors, were made aware of the consultation. It was available on the county council consultations webpages through its "current consultations" listing.
3. The consultation document contains the reasoning behind the schools' proposals, and council officers' support of it, therefore this is not duplicated in this report.
4. The decision-making power in terms of determining the proposal in this case lies with the two governing bodies concerned. At their meeting on Monday 21<sup>st</sup> March 2016, the governors will make their formal decision on whether they wish to proceed with the federation.

#### **The Plan**

5. The governors' proposal is to federate the two schools from September 1<sup>st</sup> 2016. The schools will remain as separate educational organisations, with discrete budgets, and will continue to be inspected separately. There will be one governing body and one Headteacher. Some aspects of the schools' work can be jointly funded eg premises costs and caretaking.
6. The nursery school governors also manage the Slade and Headington children's centre. The future of this children's centre is uncertain and the transition time will be managed by the new governing body, with the advantage of services for vulnerable children and families from birth to age 11 now being covered rather than separate consideration of under fives.

7. The nursery school governors also manage the daycare provision. Management of the daycare at The Slade will continue under the new governing body.
8. Governors plan to appoint an executive Headteacher internally across the two schools. The executive Headteacher will line manage the early years leader. The early years leader will manage the nursery school, transitional arrangements for the children's centre and the daycare, as well as the reception classes in the primary school. Continuity for staff and families is assured.
9. The two chairs of governors and two current headteachers (one acting) have been involved throughout the process.
10. The Governing Body now seeks formal support for its proposal from Oxfordshire County Council through the Cabinet Member for Children, Education & Families, to further cement the joint working that is already taking place.

### **Representations**

11. The public consultation generated seven responses. Six explicitly supported the proposal while one did not.
12. The main reasons given for support were:
  - These two schools share a site and it makes sense with reducing budgets overall.
13. The concern raised was:
  - The quality of the nursery school (daycare) needs to improve and needs dedicated leadership.

### **Legal background**

14. The [Statutory Guidance for Governing Bodies on federations](#) has been consulted by the governing bodies concerned and the process fulfils requirements.

### **Financial and Staff Implications**

15. The federation only has implications for the Headteacher role (as described above). There is only one permanently employed Headteacher across the two schools. He would be appointed as the Executive Headteacher in line with the requirements. The current staffing of the two schools will otherwise continue, but there will be more flexibility across the two schools. Arrangements for the children's centre staffing sit outside the federation process.

### **Equality and Inclusion Implications**

16. Both governing bodies are paying due care and attention to equality issues throughout this process.

## Decision

17. In considering the proposals for a school expansion, the Cabinet Member can decide to:
- Formally support the Governing Body's proposals;
  - Withhold formal support for the Governing Body's proposals.

## RECOMMENDATION

18. **The Cabinet Member is RECOMMENDED to support the proposed federation of The Slade Nursery School and Wood Farm Primary School.**

### JIM LEIVERS

Director for Children's Services

Annexe 1: Consultation document

Contact Officer: Chris Malone, Strategic Lead, Education Quality,  
Children, Education and Families  
[Christine.malone@oxfordshire.gov.uk](mailto:Christine.malone@oxfordshire.gov.uk)

March 2016

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## **Consultation on Proposal to Federate Wood Farm Primary School and Slade Nursery School**

Wood Farm Primary School governors and Slade Nursery School\* governors have resolved to federate from 1<sup>st</sup> September 2016.

### **Why is this being proposed?**

As two federated schools, each would retain their individuality, but there would be a single governing body. As federated schools, there would be opportunities for working more efficiently and effectively – particularly as the schools share the same site and building. This would build on the joint work around safeguarding, family support, and support to children with SEN which is already in place.

The benefits of this approach include being able to offer continuous, streamlined provision to children from birth to the age of eleven, which meets the needs of the children and families in the area. It will also help ensure the sustainability of the existing provision, and provide opportunities for exciting new developments.

Each school would retain its own individual admissions procedures, budgets and Ofsted inspection arrangements. Both would keep their own ethos whilst gaining from being part of a supportive and vibrant community with many more opportunities.

### **What changes would this mean?**

There are no planned redundancies as part of the process of federation, but there will be changes to internal staffing structures. There will be one Head Teacher across the federated schools and a highly skilled and experienced Head of Early Years would be appointed across the Foundation Stage. This would ensure the continuing high quality of the offer for the youngest children, and allow the Headteacher to continue to focus on developing Wood Farm Primary School.

The proposed size of the Governing Body will be 20 as at present, and the admissions authority will remain Oxfordshire County Council.

### **How to respond to this consultation**

Responses may be made to this consultation until 26<sup>th</sup> February 2016. You can use the online feedback form by clicking on this consultation on the Oxfordshire County Council website at <http://myconsultations.oxfordshire.gov.uk>

You can send an email to [diane.cameron@oxfordshire.gov.uk](mailto:diane.cameron@oxfordshire.gov.uk), putting WOOD FARM SLADE in the subject line.

Alternatively, you can write c/o the Headteachers at Wood Farm Primary School or Slade Nursery School, Titup Hall Drive, Oxford OX3 8QQ.

*\* Incorporating the Nursery School, Day Nursery and Children's Centre.*