



4<sup>th</sup> July 2017

Dear Parents and Carers

**Ref: Consultation ahead of the proposed amalgamation of Redbourn Infants and Nursery School / Redbourn Junior School**

On 4 July a formal process begins through which the Hertfordshire County Council (HCC) is asking for views on the amalgamation of the two Redbourn schools into one new entity, to be called 'Redbourn Primary School'. Governors at both schools jointly submitted the proposal with the strong belief that it's a hugely positive step forward for the community, the schools and above all the children of Redbourn.

**What does the amalgamation proposal mean?**

- As of 16 April 2018 the two schools will become one, Redbourn Primary School
- In order for this to happen, Redbourn Junior School will 'close' as a separate entity and join an 'expanded' Infants and Nursery School. These are the terms used by HCC but in reality both schools will remain open throughout the process as normal

The Governing Bodies of both schools voted unanimously in favour of the proposal, which also has the full support of the staff at both schools.

**What does it mean for children?**

The proposed Redbourn Primary School will build strong educational ties and close coordination between staff, with resulting benefits for our children. Education professionals advise that a single Primary school will continue and build upon the great work of staff at both schools, but also:

- Provide a more integrated curriculum across all Primary education Key Stages, sharing learning and building consistently high standards
- Maintain a core set of values and standards across the whole education phase, preparing the children of Redbourn with the best possible start

**What does it mean for the schools?**

There are some important considerations which we must consider through the consultation:

- Financial stability: Redbourn Primary School will be financially stronger as a single entity, offering greater protection against risks to future education and schools funding
- Shared resources: currently many non-teaching services are duplicated across the two Schools. In sharing these Redbourn Primary School will benefit from efficiencies

and increased coordination

- Staffing: the proposal includes a revised teaching structure across the new School, but with the same number of classes and children no major changes to the current staff are anticipated. In the future a larger Redbourn Primary School will provide them with great opportunities for development and career progression
- Leadership: as part of the proposal a new Primary School Headteacher will be recruited as soon as possible through an open recruitment process
- Facilities: clearly amalgamation provides lots of opportunities to use the buildings and space differently. There are, though, as yet no firm plans for a redesign of the facilities
- Uniform: both Schools share the same colours and badges so we don't currently foresee any change to uniform

### What happens next and what are the key timings?

For the next **8 weeks** Hertfordshire County Council will be managing an **official consultation process** through which you'll be invited to share your views. Within this period, the staff at the Schools will also be involved in discussions and shaping the future Redbourn Primary School.

This initial public consultation will conclude on 25 September and will be followed by a series of meetings within the County Council Education Committees to ratify the decision and provide for the Statutory notice period (4 weeks). The official process is likely to be **concluded by the end of January 2018**.

Whilst the proposed new School won't officially come into being until April 2018, stability for the children through the process is the overriding priority and in particular for those children transitioning to secondary education next year. Staff and Governors will be working closely with HCC to minimise any distraction and maintain the excellent standards of the Schools.

We'll be creating information pages on the school websites to keep you updated and help with any queries. We have also set up a dedicated email address for questions at [queries.redbournprimary@gmail.com](mailto:queries.redbournprimary@gmail.com) Governors and Staff will need to respect the HCC process and may not always be able to answer questions but we'll do our best.

With greater educational integration and increased financial stability this is an exciting opportunity for all of us. We're looking forward to hearing your feedback.

Yours faithfully,



Lucy Eckley  
Chair of Governors  
Redbourn Junior School



Melanie Wooding-Jones  
Chair of Governors  
Redbourn Infant & Nursery School