

**HAMPSHIRE COUNTY COUNCIL****Decision Report**

<b>Decision Maker:</b>	Executive Member for Education
<b>Date of Decision:</b>	20 January 2016
<b>Decision Title:</b>	Amalgamation of Brockhurst Infant and Junior Schools
<b>Decision Reference:</b>	7119
<b>Report From:</b>	Interim Director of Children's Services

**Contact name:** Chris Holt – Programme Manager, Children's Services

**Tel:** 01962 845674

**Email:** chris.holt@hants.gov.uk

## **1. Executive Summary**

- 1.1. This paper reports on the outcome of the public consultation on the proposal to amalgamate Brockhurst Infant and Brockhurst Junior schools to form a primary school, through the closure of the junior school and extending the infant school's age range to form a primary school for ages 4-11..

## **2. Contextual information**

- 2.1. Brockhurst Junior School was inspected by the Office for Standards in Education (Ofsted) in January 2013 and was judged good in terms of the behaviour and safety of pupils and leadership and management but to require improvement in the achievement of pupils and the quality of teaching. The latest inspection of Brockhurst Junior School in January 2015 judged the quality of teaching, leadership and management and the attainment of pupils to be inadequate and the behaviour and safety of pupils to require improvement. The most recent monitoring visit by Ofsted in November 2015 concluded that the school is still not improving rapidly enough.
- 2.2. Whenever a school is found to be inadequate by Ofsted the local authority considers whether a change in structure might help bring about long term, sustainable improvement.
- 2.3. Brockhurst Infant School is located some 100 yards away from Brockhurst Junior School on the opposite side of the road. The infant school's latest Ofsted report was published in January 2015 and found the school to be good in all aspects, endorsing the good Ofsted judgement from the infant school's previous inspection in March 2011.

2.4. Given the proximity of Brockhurst Infant School to Brockhurst Junior School, and its good track record with regard to its educational performance, the decision was taken to consult the schools' community and other interested parties on whether a change in structure, through the creation of a single primary school across the two school sites, might best address the inadequacies in the junior school as identified by Ofsted.

2.5. Current and forecast pupil numbers at the schools are:

Year	Brockhurst Infant			Brockhurst Junior				Total
	R	1	2	3	4	5	6	
2015/16	59	57	49	47	44	40	24	320
2016/17	63	55	56	42	37	39	40	332
2017/18	58	59	53	48	32	32	39	321
2018/19	52	54	58	46	38	28	32	308
2019/20	50	47	43	50	36	34	28	288
2020/21	50	45	46	45	30	31	34	281

In the event of amalgamation it is anticipated that the present pattern of a fall away in the numbers of children transferring from infant to junior school, as replicated in the forecast numbers above, will change as children naturally progress from Key Stage 1 to Key Stage 2 in a primary school.

2.6. The headteacher of Brockhurst Junior School resigned at the end of the autumn term 2015. Pending the outcome of the consultation on the proposal to amalgamate Brockhurst Infant and Junior schools, and with effect from 4 January 2016, the headteacher of Brockhurst Infant School became the interim headteacher of Brockhurst Junior School. He is now working across both sites driving the strategic priorities of both schools.

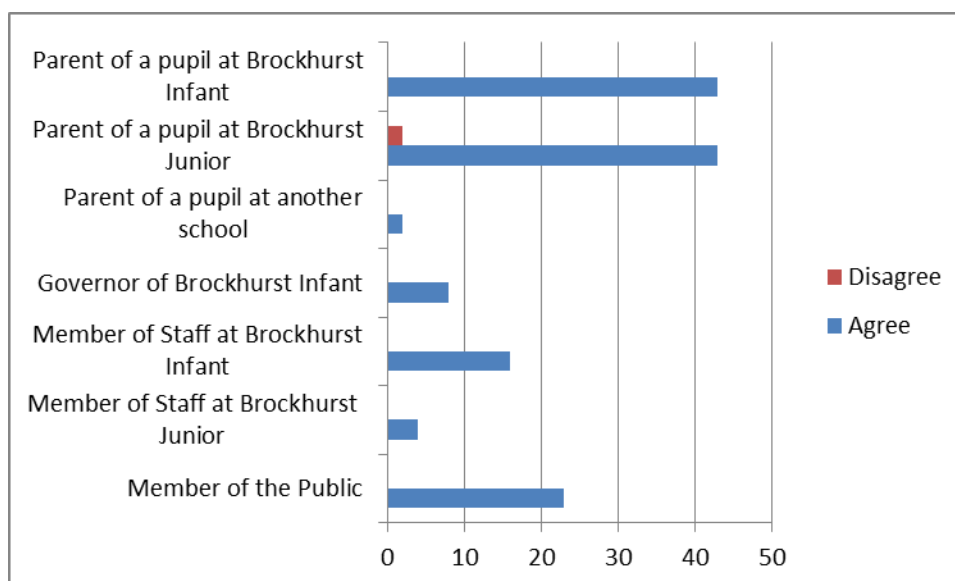
### 3. Consultation

3.1. The letter to consultees containing the schedule of consultation meetings and drop-in sessions, and details of how to access a dedicated webpage containing further information and a consultation response form, is attached at Appendix 1. The further information and consultation response forms are attached at appendices 2 and 3 respectively. A list of consultees is attached at Appendix 4.

3.2. The consultation meetings were attended by a mixed audience of staff, governors, interested parties and parents (predominantly the latter) with 39 attendees at the infant school meeting and 37 attendees at the junior school meeting. The drop-in session at the infant school was attended by 5

parents and the drop-in session at the junior school was attended by 1 parent and 1 grandparent. Questions raised at the consultation meetings and drop-in sessions (Q) and responses given (R) are set out in section 4.

- 3.3. A total of 141 online responses were received. A summary of comments made on response forms and at the consultation meetings and drop-in sessions are set out in section 5.
- 3.4. An analysis of the consultation response forms shows that of the 141 responses 139 agree with the proposal to amalgamate Brockhurst Infant and Junior schools and 2 disagree. Those in favour of the proposal and those against are broken down by respondent type below:



- 3.5. Both schools' governing bodies and both schools' staff teams are in support of the proposal to amalgamate.

#### **4. Queries raised at the Brockhurst Infant and Junior schools' consultation meetings and drop-in sessions (Q) and responses given (R).**

- 4.1. (Q) Will infant age children remain on the infant site and junior age children remain on the junior site?

(R) There would be no intention to change anything in the first year but who knows what the future may hold? The junior school site and buildings are large enough to accommodate more than four year groups. What if there was the opportunity in the future to have a pre-school in the infant school building?

- 4.2. (Q) Is the junior school a listed building?

(R) There is no record of the junior school as being a listed building.

- 4.3. (Q) Will there be redundancies?

(Q) Will there be big changes in staff structures?

(R) The leadership team and governing body of the amalgamated school would determine the staff structure designed to deliver the YR, Key Stage 1 and Key Stage 2 curricula. It is anticipated that most junior school staff will transfer to the amalgamated school. Consultation will take place with all staff who may be affected by the proposal and with the professional associations and trade unions. The retention of high quality staff is a crucial element in the County Council's drive for improving educational standards and raising pupil achievement.

4.4. (Q) What will happen to the junior school governing body?

(R) Amalgamation will be achieved through the closure of the junior school, as such the junior school governing body would be dissolved. The chair of governors of the infant school has stated that if a decision is made to amalgamate the schools he would wish to strengthen the future primary school governing body with present junior school governors.

4.5.(Q) Will staff work across both sites?

(R) Ultimately yes, but initially the emphasis will be on minimum disruption to children's education with consistency and continuity at the forefront of the operation of a primary school. The larger staff team created by amalgamation will enable staff to cultivate ideas and share the good practice which exists at both the infant and junior schools, and will enhance the opportunities for staffs' professional development.

4.6.(Q) Will children be required to move from one site to the other during the school day?

(R) No more so than at present e.g. Year 2 joining Year 3 "reading buddies".

4.7.(Q) How would leadership work across both sites?

(R) Whilst the staffing structure for an amalgamated primary school has yet to be determined it is anticipated that there will be a deputy headteacher on each school site overseen by the headteacher of the primary school.

4.8.(Q) A primary school, if it is to be, is some time away. What is being done now to improve standards in the junior school?

(R) The local authority are investing significant resources to improve the quality of leadership, management, teaching and learning at Brockhurst Junior School. A primary phase inspector, who was previously an outstanding primary Headteacher, has been deployed to work alongside the school's leadership team to improve the quality of provision. In addition, subject specialists and a generic teaching and learning coach are working alongside teachers to help improve the rate of progress children are making in their learning. The Pioneer Teaching Alliance, a local teaching school, is working alongside the local authority to provide valuable school to school support. With effect from 4 January 2016, and pending the outcome of the consultation, the headteacher of the infant school became the interim headteacher of the junior school. He is already working with staff and the local authority to ensure that the necessary actions are taken and

processes put in place to effect the required improvements. The support package will be revised regularly to ensure it is tailored to meet the school's needs through regular meetings of the School Improvement Manager for Gosport, the interim headteacher and the chair of governors at the junior school.

4.9. (Q) What happens to Ofsted's judgements of the infant and junior schools if they amalgamate?

(R) Given the junior school would cease to exist so too would its Ofsted judgement. The infant school's Ofsted judgement would remain following the change in age range and it becoming a primary school. The creation of a "new" primary school would likely trigger an Ofsted inspection of the school within 18-24 months.

4.10. (Q) What will happen to the support for the junior school if it is closed and becomes part of a primary school?

(R) The local authority are committed to ensuring that children attending all year groups within a newly formed primary school have access to a high quality education. Support would continue to be given until the quality of provision is good across the school and children are making strong progress and attaining highly.

4.11.(Q) Will there be a negative impact on the infant school?

(R) This is an understandable concern given the headteacher of the infant school will be taking on the additional responsibility for Key Stage 2 children and staff. The infant school has a strong leadership team with an extremely able deputy. Larger staff teams working across the Key Stages will enable the good practice with exists in both the infant and junior schools to be shared.

4.12.(Q) Will the schools' uniforms change?

(Q) In the event of amalgamation will the school be named Brockhurst Primary?

(R) Over time there will be a "rebranding" of a primary school. This will result in a single school uniform. The headteacher and governing body of the primary school would want to engage with the school's community to determine a school logo and name as necessary.

4.13.(Q) Would the budget for one primary school be less than for separate infant and junior schools?

(R) Yes. Individual schools receive a "lump sum" within their budget share. In the event of amalgamation one lump sum would be lost but there would be a degree of protection (section 6.2 refers). The financial impact would be further offset by the economies of scale which a single school can achieve.

4.14.(Q) What happens if the amalgamation does not take place?

(R) The junior school and local authority would continue to work together in the implementation of the school's action plan and the LA's statement of

action, designed to bring about the required improvements. The governing body of the junior school would need to consider how best to address the vacant headship position. Given the DfE's clear expectation that whenever a school is deemed by Ofsted to be inadequate it should be taken over by a strong sponsor and become an academy, further discussions would take place between the DfE, Brockhurst Junior School and the LA about this option.

## **5. Summary of comments made on response forms and at consultation meetings and drop-in sessions.**

- 5.1. An overwhelming majority of consultees at the meetings, drop-in sessions and via the on-line response forms made very positive comments in favour of the proposed amalgamation.
- 5.2. By far the most common theme in the comments received related to what is clearly perceived to be the outstanding leadership of the infant school and the faith in and respect for, which the schools' community have. Many respondents referred to the excellent start infant age children get and that the continuity which a primary school would provide could only be a good thing.
- 5.3. A number of parents of children attending the infant school, both past and present, commented that they had or were contemplating seeking other schools for their children rather than Brockhurst Junior School. With one exception, all those parents contemplating such a move commented that they would have no qualms about their children moving from the infant school to an amalgamated primary school.
- 5.4. Allied to the above, and in echoing the 100% support of the infant school governing body for the amalgamation proposal, one infant school governor commented that the proposal would negate the current practice of parents electing to remove their children part way through Year 2 in order to ensure a place at another school other than Brockhurst Junior.
- 5.5. A number of positive comments were made regarding the opportunity an all through primary school would have to bring the schools' community together which would be in the best interests of children, staff and parents.
- 5.6. Some parents commented on the positive reaction of both schools' staff teams to the proposal and their eagerness to get on with working together to provide the best quality education for all the children.
- 5.7. A number of parents commented that they considered their children had been let down by the junior school. Others commented that there were good and dedicated teachers and support staff at the junior school who, under the right leadership, would flourish and that it was time to move on from the past and get behind the staff of the junior school under the leadership of the infant school headteacher.

## **6. Financial impact.**

- 6.1. The revenue implications affecting both schools are summarised below. Information is based on minimal changes to the current funding arrangements. However, it is anticipated that there will be reforms to school funding from 2017/18 with consultations being announced by the DfE in spring 2016. As such the detail regarding any reform is not yet known.
- 6.2. Both schools will receive a pro-rata budget share for the period 1 April to 31 August 2016. In the event of amalgamation, from 1 September 2016 the infant school will become a primary school and will be issued with a budget share which incorporates the pupils from the junior school. A significant financial impact would be the loss of the junior school's lump sum which is currently £175,000 per school. However, as a protection for amalgamating schools and to acknowledge the loss of one of the schools' lump sums the primary school would receive additional funding for one year in 2017/18 equivalent to 85% of the two combined lump sums.
- 6.3. As at 31 March 2015 both schools had a surplus balance, £44,000 for the infant school and £15,000 for the junior school. Any surplus of a closing school follows the pupils, as such the junior school surplus would transfer to the primary school.
- 6.4. Additional items incurred by the amalgamation e.g. new school signage, would be funded via the re-organisation fund from within the growth fund, as detailed in the Hampshire School Funding Policy Pack.

## **7. Views of the local County Councillor.**

- 7.1 The local County Councillor has expressed his full support for the proposal to amalgamate the infant and junior schools to form a primary school. In doing so he pointed out that this support was echoed by the four Gosport Borough Council Councillors whose wards incorporate Brockhurst Infant and Junior schools' catchment areas.

## **8. Conclusions.**

- 8.1. Both Brockhurst Infant and Brockhurst Junior schools' governing bodies want the schools to amalgamate to form an all through primary school.
- 8.2. There is overwhelming support from the schools' community for the amalgamation.
- 8.3. Both schools' staff teams are in support of the amalgamation proposal.
- 8.4. Pupils can achieve well in both infant and junior schools and primary schools. However there are many advantages to all through models of primary education such as:
- Greater continuity in planning the curriculum across the stages of education so that pupils make the best possible progress in learning.
  - A consistent approach to the ways in which children are taught.

- Enhancement of teachers' professional development through increased opportunities to teach across a wider range within the same school.
- Removal of the potential disruption to children's education when transferring from infant to junior.
- A single ethos, vision and set of values.
- Removal of the need for parents to apply for a place at the junior school.
- Gives children the opportunity to work with or alongside younger or older pupils allowing them to put their own learning in context and develop important social skills.
- Parents are able to develop a longer term relationship with the school.

8.5. The amalgamation of Brockhurst Infant and Junior schools and the creation of an all through primary school is the option most likely to be successful in effectively bringing about rapid improvement in the quality of provision for Key Stage 2 pupils.

## **9. Recommendations.**

It is recommended that:

- 9.1. Public notices be published in accordance with Sections 15 and 10 of the Education and Inspections Act 2006 to:
- a) Discontinue Brockhurst Junior School with effect from 31 August 2016
  - b) Establish a community primary school for up to 420 pupils by enlarging Brockhurst Infant School through the utilisation of Brockhurst Junior School's site and buildings, and extension of Brockhurst Infant School's age range to form a primary school for ages 4-11, with effect from 1 September 2016.

**CORPORATE OR LEGAL INFORMATION:**

**Links to the Corporate Strategy**

<b>Hampshire safer and more secure for all:</b>	No
Corporate Business plan link number (if appropriate):	
<b>Maximising well-being:</b>	Yes
Corporate Business plan link number (if appropriate):	
<b>Enhancing our quality of place:</b>	No
Corporate Business plan link number (if appropriate):	
<b>OR</b>	
<b>This proposal does not link to the Corporate Strategy but, nevertheless, requires a decision because:</b>	

**Other Significant Links**

<b>Links to previous Member decisions:</b>		
<u>Title</u>	<u>Reference</u>	<u>Date</u>
<b>Direct links to specific legislation or Government Directives</b>		
<u>Title</u>	<u>Date</u>	
Education and Inspections Act 2006	8/11/2006	

<b>Section 100 D - Local Government Act 1972 - background documents</b>	
<p><b>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</b></p>	
<u>Document</u>	<u>Location</u>
None	

## **IMPACT ASSESSMENTS:**

### **1. Equalities Impact Assessment:**

Equalities have been considered and no adverse impact identified

- **Impact on Crime and Disorder:**

The recommendations will have no impact on crime and disorder

- **Climate Change:**

How does what is being proposed impact on our carbon footprint / energy consumption?

No impact has been identified

How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

No specific measures have been identified

## Appendix 1



*Children's Services Department  
Elizabeth II Court North,  
Winchester  
Hampshire SO23 8UG*

Telephone 0300 555 1384  
Fax 01962 842355  
Textphone 0845 603 5625

### Consultees

<i>Enquiries to</i>	Chris Holt	<i>My reference</i>	CH/kmb
<i>Direct Line</i>	01962 845673	<i>Your reference</i>	
<i>Date</i>	23 November 2015	<i>E-mail</i>	chris.holt@hants.gov.uk

Dear Consultee

### **Amalgamation of Brockhurst Infant and Brockhurst Junior Schools - Consultation**

Hampshire County Council is consulting parents, governors, staff and other interested parties on a proposal to amalgamate Brockhurst Infant and Junior Schools to form a primary school located on the schools' present sites. This would be achieved through the closure of the junior school and by extending the age range of the infant school from 4-7 years to 4-11 years.

#### Why is amalgamation being considered?

The Office for Standards in Education (Ofsted) published a report in March 2015 which concluded that Brockhurst Junior School was providing an inadequate education for its pupils and categorised the school as requiring special measures.

A recent monitoring visit of the junior school by Ofsted has concluded that the school is still not improving rapidly enough. The report arising from the visit is highly critical of aspects of the school's provision.

The Ofsted report following the inspection of Brockhurst Infant School was published in January 2015 and found the school to be good in all aspects.

Given the circumstances, together with the proximity of Brockhurst Infant School to Brockhurst Junior School, the County Council is considering whether a change in structure through the creation of a single primary school across the two school sites might help bring about long term sustainable improvement.

*Interim Director of Children's Services*  
**Steve Crocker**

There are many advantages to all through models of primary education some of which are listed below:

- Greater continuity in planning the curriculum across the stages of education so that pupils make the best possible progress in learning
- A consistent approach to the ways in which children are taught
- Enhancing teachers; professional development through increased opportunities to teach across a wider age range within the same school
- Removes the need for parents to apply for a place at the junior school
- Gives children the opportunity to work with or alongside younger or older pupils allowing them to put their own learning in context and develop important social skills.
- Removes potential disruption to children's education when transferring from infant to junior school
- Parents are able to develop a longer term relationship with the school.

#### The Consultation

The consultation will run until 8 January 2016. Officers will then take into account all the consultation responses before deciding whether or not to recommend that the proposal should continue to the formal publication stage. If so a report will be taken to the Executive Member for Education for approval to the publication of a statutory notice setting out Hampshire County Council's intention to close Brockhurst Junior School and extend the age range of Brockhurst Infant School to form a primary school. The anticipated implementation date would be 1 September 2016. Should a notice be published there will then be a four week period during which representations can be made. Any representations will then be taken into consideration before the County Council decides whether or not to proceed with the amalgamation of Brockhurst infant and junior schools.

#### How can my views be made?

Consultation meetings have been arranged as follows:

**6pm on 8 December at Brockhurst Infant School**

**6pm on 10 December at Brockhurst Junior School**

where Hampshire County Council officers will set out the reasons for the proposal, answer questions and receive comments.

Drop-in sessions have been arranged as follows:

**8.30 am - 1pm on 9 December at Brockhurst Infant School**

**8.30 am – 3.30pm on 15 December at Brockhurst Junior School**

where you will be able to discuss the proposal with officers.

There is also a website setting out the details of the consultation and a consultation response form which can be found at the link below:

<http://consultations.hants.gov.uk/active.aspx>

If you are unable to attend any of the consultation meetings/drop-ins or visit the above website and wish to make a comment then please write to Chris Holt, Children's Services Department, EII Court North, Winchester, Hampshire SO23 8UG or email [chris.holt@hants.gov.uk](mailto:chris.holt@hants.gov.uk) by 8 January 2016.

Yours sincerely

A handwritten signature in black ink, appearing to read 'CHolt', with a horizontal line extending from the end of the signature.

**Chris Holt**  
**Programme Manager**  
**Children's Services Department**

## Appendix 2

### **Amalgamation of Brockhurst Infant and Brockhurst Junior Schools - Consultation**

Hampshire County Council is consulting parents, governors, staff and other interested parties on a proposal to amalgamate Brockhurst Infant and Junior Schools to form a primary school located on the schools' present sites. This would be achieved through the closure of the junior school and by extending the age range of the infant school from 4-7 years to 4-11 years.

#### **Why is amalgamation being considered?**

The Office for Standards in Education (Ofsted) published a report in March 2015 which concluded that Brockhurst Junior School was providing an inadequate education for its pupils and categorised the school as requiring special measures.

A recent monitoring visit of the junior school by Ofsted has concluded that the school is still not improving rapidly enough. The letter arising from the visit is highly critical of aspects of the school's provision.

The Ofsted report following the inspection of Brockhurst Infant School was published in January 2015 and found the school to be good in all aspects.

Given the circumstances, together with the proximity of Brockhurst Infant School to Brockhurst Junior School, the County Council is considering whether a change in structure through the creation of a single primary school across the two school sites might help bring about long term sustainable improvement.

There are many advantages to all through models of primary education some of which are listed below:

- Greater continuity in planning the curriculum across the stages of education so that pupils make the best possible progress in learning
- A consistent approach to the ways in which children are taught
- Enhancing teachers; professional development through increased opportunities to teach across a wider age range within the same school

- Removes the need for parents to apply for a place at the junior school
- Gives children the opportunity to work with or alongside younger or older pupils allowing them to put their own learning in context and develop important social skills.
- Removes potential disruption to children's education when transferring from infant to junior school
- Parents are able to develop a longer term relationship with the school.

### **The Consultation**

The consultation will run until 8 January 2016. Officers will then take into account all the consultation responses before deciding whether or not to recommend that the proposal should continue to the formal publication stage. If so a report will be taken to the Executive Member for Education for approval to the publication of a statutory notice setting out Hampshire County Council's intention to close Brockhurst Junior School and extend the age range of Brockhurst Infant School to form a primary school.

The anticipated implementation date would be 1 September 2016. Should a notice be published there will then be a four week period during which representations can be made.

Any representations will then be taken into consideration before the County Council decides whether or not to proceed with the amalgamation of Brockhurst infant and junior schools.

### **How can my views be made?**

#### **Consultation meetings have been arranged as follows:**

- 6pm on 8 December at Brockhurst Infant School
- 6pm on 10 December at Brockhurst Junior School

where Hampshire County Council officers will set out the reasons for the proposal, answer questions and receive comments.

#### **Drop-in sessions have been arranged as follows:**

8.30 am - 1pm on 9 December at Brockhurst Infant School

- 8.30 am – 3.30pm on 15 December at Brockhurst Junior School

where you will be able to discuss the proposal with officers.

**Or use the consultation response survey.**

If you are unable to attend any of the consultation meetings/drop-ins or fill in our online survey and wish to make a comment then please write to Chris Holt, Children's Services Department, EII Court North, Winchester, Hampshire SO23 8UG or email [chris.holt@hants.gov.uk](mailto:chris.holt@hants.gov.uk) by 8 January 2016.

**The consultation closes 8 January 2016**

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**Have your say**

**Discuss the proposal with officers at the following consultation meetings:**

6pm on 8 December at  
Brockhurst Infant School

6pm on 10 December at  
Brockhurst Junior School

**and drop-in sessions:**

8.30 am - 1pm on 9 December at  
Brockhurst Infant School

8.30 am – 3.30pm on 15  
December at Brockhurst Junior  
School

Use the consultation response survey.

Write to Chris Holt, Children's Services Department, EII Court North, Winchester, Hampshire SO23 8UG

or email [chris.holt@hants.gov.uk](mailto:chris.holt@hants.gov.uk)

Consultation closes 8 January 2016.

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## Appendix 3

### Consultation on the proposal to amalgamate Brockhurst Infant School and Brockhurst Junior School

Many thanks for taking the time to respond to this consultation

**The closing date for responses is 8 January 2016**

Q1 In what capacity are you responding to this consultation?

	Mainly	Also
Parent of a pupil at Brockhurst Infant	<input type="radio"/>	<input type="radio"/>
Parent of a pupil at Brockhurst Junior	<input type="radio"/>	<input type="radio"/>
Parent of a pupil at another school	<input type="radio"/>	<input type="radio"/>
Governor at Brockhurst Infant	<input type="radio"/>	<input type="radio"/>
Governor at Brockhurst Junior	<input type="radio"/>	<input type="radio"/>
Member of staff at Brockhurst Infant	<input type="radio"/>	<input type="radio"/>
Member of staff at Brockhurst Junior	<input type="radio"/>	<input type="radio"/>
Member of the public	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>

Q2 Please enter your full postcode (this information will not be used to identify your address)

Q3 Do you agree or disagree that Brockhurst Infant and Junior Schools should amalgamate to form a Primary School across both school sites through the closure of Brockhurst Junior and the change in age range of Brockhurst Infant School?

Agree  Disagree

Q4 Comments/alternative proposals



Information you have supplied is subject to the terms and conditions of the Data Protection Act 1998.

## Appendix 4

### Brockhurst consultees

Alverstoke Infant & Junior Schools  
Bay House Secondary School  
NUT representative  
MP for Gosport  
AEP representative  
Cllr for Hardway, Gosport  
CYWU representative  
UNISON representatives  
Chief Executive Gosport BC  
Haselworth Primary School  
Bedenham Primary School  
Bridgemary Secondary School  
Interim Director of Schools,  
Portsmouth Catholic Diocese  
St. John's Primary School  
Brune Park Secondary School  
Elson Infant & Junior Schools  
UNITE representative  
Headteacher Holbrook Primary  
Leesland Infant & Junior Schools  
Headteacher Newtown Primary  
Rowner Infant & Junior Schools  
Siskin Infant & Junior Schools  
GMB representative  
St Mary's Primary School  
ASCL representative  
Gomer Infant & Junior Schools  
VOICE representative  
Grange Infant & Junior Schools  
NUT representative  
Peel Common Infant & Junior  
Schools  
RCN representative  
ATL representative  
PROSPECT representative  
Director of Education, Portsmouth  
& Winchester Diocese  
Parents, staff & governors  
Brockhurst Infant & Junior Schools