

HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Executive Member for Education
Date of Decision:	20 January 2016
Decision Title:	Amalgamation of Crestwood Secondary and Quilley Secondary schools
Decision Reference:	7118
Report From:	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 create a single secondary school for Eastleigh pupils by amalgamating Quilley and Crestwood schools. This would be achieved through the closure of Quilley and the expansion of Crestwood to form a single secondary school located across both schools' sites.

2. Contextual information

2.1. The Department for Education's (DfE) preferred measures of both attainment and progress show that Quilley has been performing poorly on academic measures for the past three years despite significant attempts to improve its performance. In each of the last 3 years over 60% of pupils attending Quilley have left the school without 5 good GCSE's. Over the past two years Quilley's governing body has been diligent in its pursuit of improved performance in an attempt to drive up standards. However, improvements have not materialised and governors recognise that another approach is now needed in order to ensure that present and future pupils have a high quality educational offer.

2.2. Currently there are 653 pupils in Crestwood and 335 in Quilley. Crestwood has capacity for 700 pupils, Quilley has capacity for 730. Over the next few years the demand for secondary school places across Eastleigh will rise due to the number of pupils in primary schools in the area who will move through into secondary education. The area served by Crestwood and Quilley schools will be no exception and there will not be sufficient capacity on either school site to accommodate all the projected future pupils in the area, so both school sites will be needed in the future.

2.3. The governing bodies of both Quilley and Crestwood schools have met to discuss the situation with Hampshire County Council officers to consider taking a new approach to secondary education in this part of Eastleigh. Both governing bodies are of the view that the interests of pupils in their area will be best served through a single secondary school based on the two current sites, and have agreed to pursue an amalgamation of Crestwood and Quilley schools.

2.4. In Eastleigh the primary school population has been rising for the past 8 years and is forecast to continue to do so (see Table 1). At the same time secondary numbers have been declining but are now forecast to rise in keeping with the growth in primary age children (see Table 2).

Table 1 Primary Numbers

	Actual	Forecast				
Year	2014	2015	2016	2017	2018	2019
Number of primary age children in Eastleigh	9782	10090	10266	10447	10741	10992

Table 2 Secondary Numbers

	Actual	Forecast				
Year	2014	2015	2016	2017	2018	2019
Number of secondary age pupils in Eastleigh	7167	7119	7213	7489	7760	8080

2.5. The Department for Education (DfE) has set a minimum expectation of a secondary school's performance in terms of the attainment of its pupils.

Attainment is measured by the percentage of pupils gaining 5 or more GCSEs at grades A*-C including English and Mathematics. The minimum expectation set by the DfE for 2013, 2014 and 2015 was 40%. Table 3 sets out the performance of Quilley and Crestwood schools against this attainment measure.

Year	2015†	2014	2013
Quilley	33%	36%	39%
Crestwood	53%	49%	57%

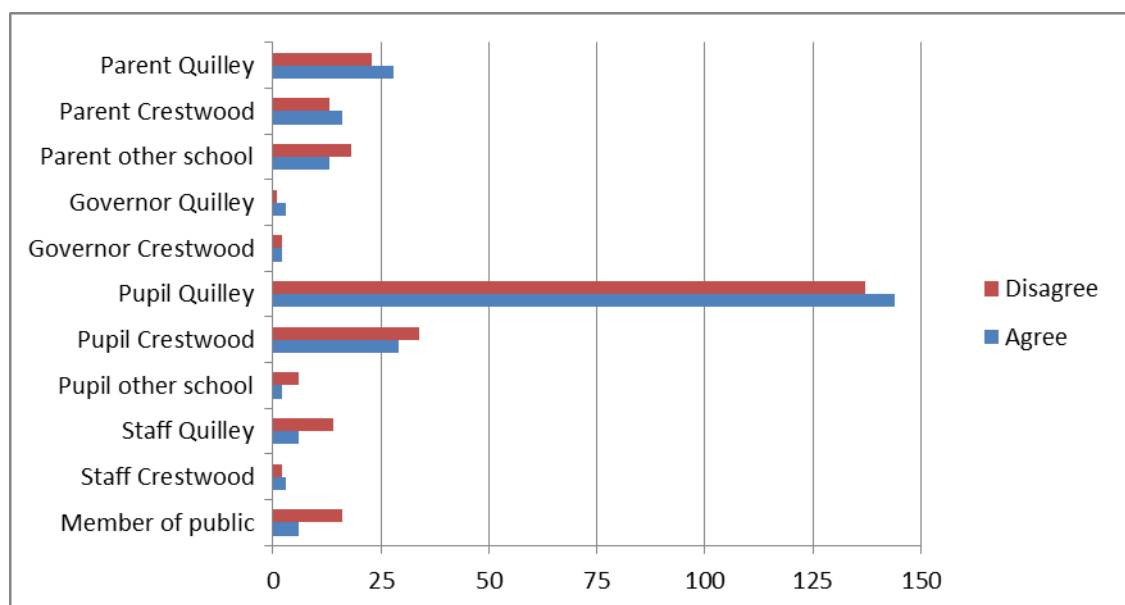
† - note 2015 figures are provisional as published by the DfE and may change prior to final publication.

2.6. Pending the outcome of the proposal to amalgamate Quilley and Crestwood schools, and with effect from 4 January 2016, the headteacher of Crestwood

became executive headteacher of Quilley. She is now working across both sites driving the strategic priorities of both schools, working closely with the senior leadership teams at both Crestwood and Quilley. Pending the outcome of the amalgamation proposal the previous deputy headteacher at Quilley who was deputising for the headteacher will continue to oversee day to day operational responsibilities in the running of Quilley under the title of Head of School.

3. Consultation

- 3.1. The letter to consultees containing the schedule of meetings and details of how to access a dedicated website page containing further information and a consultation response form is attached at Appendix 1. The further information and consultation response form 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 pupils, governors, interested parties and parents (predominantly the latter) with 159 attendees at the Quilley meeting and 142 attendees at the Crestwood meeting. Questions raised at the meetings (Q) and responses given (R) are set out in section 4.
- 3.3. A total of 540 online responses were received. A summary of comments made on response forms and at the consultation meetings (C) and officer responses (R) are set out in Section 5.
- 3.4. An analysis of the consultation response forms shows that of the 540 responses 252 agree with the proposal to amalgamate Quilley and Crestwood schools and 266 disagree, with 22 failing to indicate either way. Those in favour of the proposal and those against are broken down by respondent type below:



4. Queries raised at the Quilley and Crestwood consultation meetings (Q) and responses given (R).

4.1. (Q) What will happen to Quilley pupils if the school closes?

(R) All pupils currently on roll at the time of closure would automatically transfer to the roll of Crestwood. Present Year 7, 8, 9 and 10 pupils would continue to be educated on the Quilley site from September 2016.

4.2 (Q) What would happen to Quilley if the proposed amalgamation did not go ahead?

(R) Given the school's record of educational performance it is likely to continue to attract relatively low pupil numbers. A school's budget is largely determined by the number of pupils on roll, resulting in Quilley's budget being relatively small. This would continue to have a negative impact on the breadth of the curriculum which the school can afford to offer, would continue to limit the school's ability to use financial allowances to attract and retain staff and would continue to limit the extra-curricular activities that can be offered to pupils. Quilley school's performance with regard to the attainment of its pupils is likely to lead to intervention by the Department for Education.

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

(R) There would be no immediate change. Both Quilley and Crestwood schools' uniforms include a black blazer and it is not envisaged this would change. Over time it is envisaged that an amalgamated school would be re-branded. In this event the headteacher and governing body of the single secondary school would wish to engage with the whole school community before determining any changes. Any changes which came about regarding school ties and badges would be funded by the "new" school.

4.4. (Q) What will happen regarding preferences for Year 7 admissions to Quilley in September 2016?

(R) Hampshire County Council will contact parents who named Quilley among their preference schools and invite them to change their preferences if they wish. If the amalgamation goes ahead pupils' offers of a place at Quilley will automatically be treated as offers for a place at Crestwood

4.5. (Q) What will happen to Quilley staff if the school closes?

(R) The single leadership team and governing body of the amalgamated school would determine the staff structure designed to deliver the Key Stage 3 and Key Stage 4 curriculum on both sites. It is anticipated that most Quilley 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.

4.6. (Q) Will pupils be taught across both sites?

(R) A key principle of the amalgamated school would be that there will be no pupils travelling between the sites during the day or starting different days on different sites unless there are exceptional circumstances.

4.7. (Q) If the amalgamation did not work could the school be demerged?.

(R) Subject to statutory consultation and any subsequent decisions, the single amalgamated school could close and two new schools established, the presumption being that the schools would be academies. The likelihood of such an occurrence would be extremely slim.

4.8. (Q) Why not just have a single, amalgamated school on the Crestwood site?

(R) Whilst this might be possible in the short term additional accommodation would be needed requiring capital funding. In the medium to long term neither Crestwood nor Quilley's sites are large enough to accommodate the number of primary age children in the area the schools serve who will be transferring to secondary education in the coming years. Hence both schools' sites and buildings are required.

4.9. (Q) Will teaching staff undertake teaching on both sites?

(R) In the first instance consistency is the key to minimal disruption. The large majority of staff will continue to teach on the school site where they are presently located. Some staff with specific responsibilities such as subject leaders or members of the senior leadership team may be required to work across both sites to conduct quality assurance and development activities.

4.10. (Q) What will happen to GCSE options?

(R) Pupils who have selected their options and those who have embarked on their GCSE syllabi will be supported to finish their studies on the sites where they presently attend school. Crestwood's present arrangement of pupils selecting options in Year 8 and following a three year Key Stage 4 programme will continue.

4.11. (Q) What if the amalgamation has a detrimental effect on Crestwood?

(R) The headteacher of the amalgamated school has a proven track record of school improvement in another secondary school with no detriment to the improving standards at Crestwood. This has been achieved through the support of a strong leadership team at Crestwood and with the support of local authority advisers.

4.12. (Q) How would an amalgamation affect catchment areas?

(R) The present Quilley and Crestwood catchment areas would merge to form a single catchment area. Future admission rounds would invite parents to express a preference for the new amalgamated school and to indicate their preferred site.

4.13. (Q) What will happen to the resourced provision at Crestwood for pupils with specific learning difficulties?

(R) The provision will remain and the benefits which it brings to pupils and staff throughout Crestwood school will be spread across the amalgamated school.

4.14. (Q) Will pupils have access to specific after school clubs across both sites?

(R) There is no reason why this could not happen once the logistics have been worked through, thereby offering a greater range of extra curricular opportunities for pupils.

4.15 (Q) How is amalgamation beneficial to Crestwood?

(R) Crestwood would benefit from accessing some of the specialist facilities at Quilley which would enable pupils to undertake GCSE options that cannot be offered at present, and vice versa. Larger staff teams will enable staff to cultivate ideas and share the good practice which exists at both Quilley and Crestwood, and which is considered to be the most effective way to improve educational standards.

5. Summary of comments made at consultation meetings and on response forms (C) and officer responses (R).

5.1. (C) Several consultees expressed concern and displeasure at the proposal that, in the event of amalgamation, Year 7 pupils in September 2016 would all be educated on the Crestwood site. Parents pointed out that this would split siblings, others made the point that they had expressed a preference for Quilley as it was their closest secondary school, and that the distance some pupils would be expected to walk, particularly in inclement weather, was unacceptable. Some parents expressed the view that present Year 6 children due to transfer to secondary school in 2016 are the most vulnerable in this exercise yet would suffer the most disruption, commenting that transition from primary to secondary is traumatic enough without the prospect of not being able to attend the same school as their big brother or sister and having to walk past it on a two mile journey crossing busy roads to an unfamiliar school. Disruption to pupils' education was a common theme amongst comments from consultees.

(R) In order to ensure that Year 7 pupils are able to access a broad and balanced curriculum there needs to be a viable number in the year group. Should parental preference for Year 7 admissions to Quilley (which in the event of amalgamation will automatically be treated as offers for a place at Crestwood) achieve a viable number (circa 70) then a Year 7 year group

will be educated on the Quilley site in 2016/17 alongside the present Years 7, 8, 9 and 10. Should the number of preferences for Year 7 admissions to Quilley not realise a viable number then arrangements will be put in place by the amalgamated school for those Year 7 pupils who have been offered a place for admission to Quilley in September 2016 to be transported from the Quilley site to Crestwood and return at the start and end of the school day.

Local authority advisers would work with the executive headteacher and the leadership teams of both schools to put in place a robust and comprehensive plan to ensure the merger of the two schools occurred with minimum disruption. The plan would focus not only on minimising disruption but also on improving the quality of provision and on raising standards. Some of the areas the plan would focus on are:

- the creation of common policies in relation to a range of issues such as curriculum, safeguarding, behaviour management etc.
- how to ensure curriculum continuity, so that learning continues to build on previous learning
- how to harmonise the systems for collecting and using data so that teaching and learning remain focussed on improving attainment and the right curriculum pathways are chosen
- the creation of a clear route map for a unified staffing structure and the process to be followed in terms of staff migrating into the new structure
- the modelling of a new budget for the enlarged school
- a communication strategy so that parents, pupils and staff are kept apprised of the progress being made.

5.2. (C) Parents commented that they had taken the decision to send their children to Quilley because it was small in terms of pupil numbers and therefore pupils were better known to all staff. Other parents expressed concern that their children would feel 'lost' in a bigger school and would not be able to cope. Many of the Quilley pupils who responded echoed this point commenting that they knew all the teachers and all the teachers knew them.

(R) In the event of amalgamation both Quilley and Crestwood sites will continue to offer Key Stage 3 and Key Stage 4 education for pupils. Existing Quilley pupils will remain on the Quilley site as will Quilley staff. With a number on roll of 653 and a capacity of 700 Crestwood is not considered to be a big secondary school. In the first instance pupil numbers at Quilley would remain low in comparison to Crestwood, over time it is anticipated that parental preference for an amalgamated school would be based on the nearest site which over time, together with the growth in pupil numbers in Eastleigh's primary schools would result in two relatively small secondary school campuses.

5.3. (C) More than half of the 540 on-line consultation responses were

from Quilley pupils (286 in total) with a slight majority in favour of the proposal to amalgamate. Comments made demonstrated a number of common themes. Pupils made clear how much they valued teaching staff at Quilley and the support which they gave, and were keen that this remained. There was also strong support for the Quilley house system and its operation to be retained. There were mixed comments regarding the 100 minute lesson periods and the timing of the school day which operates 8.30 am to 3.15 pm on Tuesdays, Thursdays and Fridays, and 8.30 am to 4.00 pm on Mondays and Wednesdays. Similarly there were mixed comments regarding the timetabling of 'prep' during which time pupils are able to do homework. There was very strong support for the retention of the 'enrichment' aspect of Quilley's timetable.

(R) In order to minimise disruption for both pupils and staff consistency and continuity will be at the forefront of the amalgamated school's operation. The large majority of present Quilley staff will continue to teach on the Quilley site and the continuity of Quilley's pastoral care system will be pursued. In the event of amalgamation Crestwood school's timing of the school day 8.30 am to 2.50 pm will continue and operate across both sites. 'Enrichment' was introduced at Quilley in 2015. It is a project based learning curriculum offering a range of activities which pupils select on a half-termly basis and is timetabled on Tuesday afternoons. This aspect of Quilley's curriculum has yet to be evaluated in terms of its impact on pupil learning, progress and attainment.

6. Financial impact

- 6.1. The revenue implications affecting both the schools are summarised in the following paragraphs.
- 6.2. The following 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 the Spring of 2016. As such the detail regarding any reform is not yet known.
- 6.3. 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 Crestwood College will be issued with a revised budget share that incorporates the pupils from Quilley. A significant financial impact will be the loss of the Quilley 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 lump sums, Crestwood will receive additional funding for one year in 2017/18 that is equivalent to 85% of the two combined lump sums.
- 6.4. From September 2016, as Crestwood will be operating from more than one site, it will be eligible for split site funding, which is currently £50,000 per annum as detailed in the funding policy approved by Schools Forum. This additional funding recognises the increased costs faced by schools that

operate on more than one site such as additional transport requirements and duplication of facilities.

- 6.5. Quilley is currently in receipt of minimum funding guarantee (MFG), which is a per pupil protection that had arisen due to historical formula changes. On the assumption of minimal formula changes, this level of funding would reduce significantly year on year, as the protection works its way out of the system. Crestwood is currently not in receipt of this form of funding.
- 6.6. Upon closure of Quilley, the funding protection will cease, and will not transfer to Crestwood with the pupils. Crestwood will be funded according to the number and characteristics of the pupils currently at Quilley. This is on the basis of a per pupil level of funding, plus supplements for deprivation, children looked after, English as an additional language, low attainment and pupil mobility.
- 6.7. As at 31 March 2015, Quilley had a surplus balance of £28,000, however, the school is now forecasting a deficit by the end of the 2015/16 financial year. The expectation is that the school will take appropriate actions to ensure a balanced budget by the closure date.
- 6.8. Crestwood College, as at 31 March 2015, had a deficit balance of £170,000. The current forecast for the financial year 2015/16 remains a significant deficit, however, actions are in place for the school to address this deficit balance.
- 6.9. There will be no change to the funding for the resourced provision at Crestwood. The number of places that are commissioned are agreed annually between the school and the Special education Needs (SEN) Department and are funded at £10,000 per place. Top-up funding is paid for the actual number of pupils that are attending the unit.
- 6.10. Additional items incurred by the re-organisation (eg. new school signage) will be funded via the re-organisation fund from within the growth fund, as detailed within the Hampshire School Funding Policy Pack.

7. Conclusion

- 7.1. The outcome of the consultation exercise has not revealed any clear consensus either for or against the proposal. On-line responses indicate that, on balance, parents of pupils at Quilley and parents of pupils at Crestwood agree with the proposal to amalgamate the schools, albeit by a relatively small margin in each case. It is interesting to note that the group most affected by any change, Quilley pupils, representing 53% of the 540 on-line responses, are in favour of the amalgamation proposal, whilst the second largest group of respondents (12%) Crestwood pupils, disagree with the proposal, again by relatively small margins in each case.
- 7.2. What is clear is that there are some significant challenges facing secondary education in the areas served by both Quilley and Crestwood secondary schools. These challenges relate to the educational performance of Quilley and the need to secure sufficient, quality secondary school places in the

medium term to match the current growth in demand for primary school places in Eastleigh.

- 7.3. A common theme throughout the consultation process was disruption to pupils' education and the need to avoid this. It goes without saying that if the decision is to amalgamate the two schools then the commitment to minimise disruption becomes a critical task.
- 7.4. The issues facing Quilley are two-fold, poor educational performance, despite significant attempts to improve it, and low pupil numbers, which together form something of a vicious circle. As such significant change is needed. Both Quilley's and Crestwood's governing bodies have carefully considered the proposed amalgamation and support it, recognising that amalgamation offers the opportunity to create one shared vision for secondary age pupils in the area of Eastleigh which the schools serve, with the aim of providing consistency, high aspirations and expectations and a drive for excellence.

8. Recommendations

It is recommend that:

- 8.1. Public notices be published in accordance with Sections 15 and 10 of the Education and Inspections Act 2006 to:
 - a) Discontinue Quilley Secondary School with effect from 31 August 2016.
 - b) Enlarge Crestwood Secondary School through the utilisation of Quilley Secondary School's site and buildings, with effect from 1 September 2016.

CORPORATE OR LEGAL INFORMATION:

Links to the Corporate Strategy

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

Other Significant Links

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

Section 100 D - Local Government Act 1972 - background documents

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.)

<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



Hampshire
County Council

To:
Consultees.

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

Telephone 0300 555 1384
Fax 01962 842355
Textphone 0845 603 5625

Enquiries to Chris Holt

My reference CH/kmb

Direct Line 01962 845673

Your reference

Date 9 November 2015

E-mail chris.holt@hants.gov.uk

Dear Consultee

Amalgamation of Quilley School of Engineering and Crestwood College for Business and Enterprise

Hampshire County Council is undertaking a consultation exercise on a proposal to create a single secondary school for Eastleigh pupils by amalgamating Quilley and Crestwood secondary schools. This would be achieved through the closure of Quilley and the expansion of Crestwood to form a single secondary school located across both schools' existing sites.

Why is amalgamation being considered?

There are some significant issues facing secondary education in the areas served by Quilley and Crestwood secondary schools. The issues relate to the performance of Quilley and also to the need to secure sufficient quality secondary school places for the current growth in primary school places in Eastleigh.

The Government's Department for Education's measure of secondary school attainment shows that Quilley has been performing poorly for the past three years despite significant attempts to improve its performance. Places at Quilley are undersubscribed, with only 335 pupils on roll the school is less than half full.

A school's funding is heavily linked to pupil numbers. Low pupil numbers can limit a secondary schools ability to employ sufficient staff to provide breadth in the curriculum. This can be most evident around subject options for the older pupils and the school's ability to provide a curriculum that both engages pupils and meets their needs well.

The governing bodies of both Quilley and Crestwood secondary schools have met to discuss the situation with County Council officers and consider taking a new approach to secondary education in Eastleigh. Both governing bodies are of the view that the interests of all pupils in Eastleigh will be best served through a single secondary school based on the two current school sites and wish to pursue amalgamation.

*Interim Director of Children's Services
Steve Crocker*

The Consultation

This consultation will commence on 17 November and run until 18 December 2015. 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 statutory notices setting out Hampshire County Council's intention to close Quilley School of Engineering and expand Crestwood College for Business and Enterprise through the utilisation of Quilley's site and buildings. 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 Quilley and Crestwood schools.

How can my views be made?

Further information together with a consultation response form can be found on the County Council's consultation website with effect from 17 November at <http://consultations.hants.gov.uk/active.aspx>

Consultation meetings have been arranged as follows:-

6pm on 30 November at Quilley School of Engineering

6pm on 1 December at Crestwood College for Business and Enterprise

where Hampshire County council Officers and the schools' headteachers will set out the reasons for the proposal, answer questions and receive comments.

If you are unable to attend either of the consultation meetings or visit the consultation 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 by 18 December 2015.

Yours sincerely



Chris Holt
Programme Manager
Children's Services Department

Appendix 2

Consultation on the proposal to amalgamate Quilley School of Engineering and Crestwood College for Business and Enterprise to form a single secondary school on two sites.

Introduction

Hampshire County Council is undertaking a consultation exercise on a proposal to create a single secondary school for Eastleigh pupils through the amalgamation of Quilley and Crestwood secondary schools. This would be achieved through the closure of Quilley and the expansion of Crestwood to form a single school located across both schools existing sites. This document explains the reasons why this is being considered. The County Council would like to receive your views on the proposal. This consultation will run until 18 December 2015. Officers will then take into account all the consultation responses before deciding whether or not to recommend to the Executive Member for Education, Councillor Peter Edgar, that the proposal should proceed.

If officers decide to recommend that the amalgamation/closure process should proceed a report will be taken to the Executive Member for Education. If he decides to proceed he will give approval to the publication of a statutory notice setting out Hampshire County Council's intention to close Quilley School of Engineering and expand Crestwood College for Business and Enterprise. The anticipated implementation date would be 1 September 2016. Should a notice be published there will then be a 4 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 Quilley and Crestwood schools.

Why is the County Council considering amalgamating the schools through the closure of Quilley and expansion of Crestwood?

The Department for Education's (DfE) preferred measures of both attainment and progress show that Quilley has been performing poorly on academic measures for the past three years despite significant attempts to improve its performance. In each of the last 3 years over 60% of pupils attending Quilley have left the school without 5 good GCSEs. Over the past two years Quilley's governing body has been diligent in its pursuit of improved performance in an attempt to drive up standards. However, improvements have not materialised and governors recognise that another approach is now needed in order to ensure that present and future pupils have a high quality educational offer.

Currently there are 653 pupils in Crestwood and 335 in Quilley. Over the next few years the demand for secondary school places in Eastleigh will rise due to the number of pupils in primary schools in the area who will move through into secondary education. There will not be sufficient capacity on either school site to accommodate all the projected future pupils in the area, so both school sites will be needed in the future.

The governing bodies of both Quilley and Crestwood schools have met to discuss the situation with Hampshire County Council officers to consider taking a new

approach to secondary education in Eastleigh. Both governing bodies are of the view that the interests of pupils in Eastleigh will be best served through a single secondary school based on the two current sites, and have agreed to pursue an amalgamation of Crestwood and Quilley schools.

Pupil numbers

Hampshire County Council has a statutory duty to ensure there are sufficient school places across the county and to promote high educational standards. The need for school places changes in response to population movements and birth rate variations. In Eastleigh the primary school population has been rising for the past 8 years and is forecast to continue to do so (see Table 1). At the same time secondary numbers have been declining but are now forecast to rise in keeping with the growth in primary age children (see Table 2).

Table 1 Primary Numbers

	Actual	Forecast				
Year	2014	2015	2016	2017	2018	2019
Number of primary age children in Eastleigh	9782	10090	10266	10447	10741	10992

Table 2 Secondary Numbers

	Actual	Forecast				
Year	2014	2015	2016	2017	2018	2019
Number of secondary age pupils in Eastleigh	7167	7119	7213	7489	7760	8080

Crestwood School has a published admission number (PAN) of 140 with the capacity for 700 pupils. Currently there are 653 pupils on roll.

Quilley School has a published admission number of 146 with the capacity for 730 pupils. Currently there are 335 pupils on roll, so the school is currently less than half full.

Given a school's budget is largely determined by the number of pupils Quilley's budget share is relatively small and this has a negative impact on the breadth of the curriculum which the school can afford to offer, limits the school's ability to use allowances to attract and retain staff, and limits the extra curricular activities that can be offered to pupils.

Educational standards

The Department for Education (DfE) has set a minimum expectation of a secondary school's performance in terms of the attainment of its pupils.

Attainment is measured by the percentage of pupils gaining 5 or more GCSEs at grades A*-C including English and Mathematics. The minimum expectation set by the DfE for 2013 and 2014 was 40%. Table 3 sets out the performance of Quilley and Crestwood schools against this attainment measure.

Table 3 % pupils gaining 5 x A*-C GCSEs including English and maths

Year	2015†	2014	2013
Quilley	33%	36%	39%
Crestwood	53%	49%	57%

† - note 2015 figures are provisional as published by the DfE and may change prior to final publication.

How will amalgamation work in practice?

Quilley pupils would automatically transfer to the roll of Crestwood. All pupils currently attending Crestwood would complete their education on the Crestwood site. All pupils currently attending Quilley would complete their education on the Quilley site. A key principle of the amalgamated school would be that there will be no pupils travelling between the sites during the day or starting different days on different sites unless there are exceptional reasons.

What will happen to Quilley pupils if the school closes?

All pupils currently on roll would automatically transfer to the roll of Crestwood. Present Year 7,8,9 and 10 pupils would continue to be educated on the present Quilley site from September 2016.

What will happen regarding preferences for Year 7 admissions to Quilley in September 2016?

Hampshire County Council will contact parents who named Quilley amongst their preference schools and invite them to change their preferences if they wish. Year 7 pupils offered a place at Quilley for September 2016 would automatically transfer to the roll of Crestwood.

Will the school uniform change?

There would be one uniform as amalgamation would create a single school. Both Quilley and Crestwood have black blazers and this commonality would help. The school would provide sew on or iron on blazer badges and ties for Quilley pupils.

Who will be the headteacher of the amalgamated school?

Krista Dawkins, headteacher at Crestwood would continue as headteacher overseeing both sites. As Crestwood would be expanding and Quilley technically closing the head teacher at Crestwood would remain in post. Quilley's headteacher left the school in October, currently Juliet Lehrle-Fry is Quilley's acting Headteacher. Both school's senior leadership teams would join together to form one team.

What will happen to Quilley staff if the school closes?

The single senior leadership team and governing body of the amalgamated school would determine the staffing structure designed to deliver the KS3 and KS4 curriculum on both sites. It is anticipated that most Quilley 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.

Will teaching staff undertake teaching on both sites?

In the first instance consistency is the key to minimal disruption. The large majority of staff will continue to teach on the school site where they are presently located. Some staff with specific responsibilities such as subject leaders or members of the senior leadership team may be required to work across both sites to conduct quality assurance and development activities.

Why not just close Quilley and transfer all pupils to Crestwood?

The Crestwood site is not big enough to cater for the rising number of pupils in Eastleigh.

What is the timescale?

The consultation will run until 18 December 2015. A report on the outcome of the consultation and recommendations on the action to be taken will go to the Executive Member for Education in January 2016. If, once all due process is completed, it is decided that the amalgamation will go ahead this will happen on 1 September 2016.

Will I have the opportunity to discuss the proposal and ask questions?

There will be opportunities for parents, pupils and other interested members of the community to meet with Hampshire County Council officers where more information will be provided and you can ask questions and comment on the proposal. Comments made and issues raised will be fully considered before any decision is made.

Meetings for parents and other interested parties will be held at:

Quilley School of Engineering on 30 November at 6pm.

Crestwood College for Business and Enterprise on 1 December at 6pm.

How can my views be heard?

At either of the meetings set out above and/or via the consultation response form which can be found at: <http://.....>

What happens next?

The responses to the consultation will be carefully considered. If the proposal to amalgamate the schools is taken forward the Council will move onto a second, formal stage of consultation involving the publication of statutory legal notices. These will propose the closure of Quilley School and the expansion of Crestwood School through the utilisation of Quilley's site and buildings, and provide another opportunity for you to make comments on the proposal which would be fully considered before a final decision.

Appendix 3

Consultation on the proposal to amalgamate Crestwood College for Business and Enterprise and Quilley School of Engineering

Many thanks for taking the time to respond to this consultation

The closing date for responses is 18 December 2015

Q1 In what capacity are you responding to this consultation?

	Mainly	Also
Parent of a pupil at Quilley	<input type="radio"/>	<input type="radio"/>
Parent of a pupil at Crestwood	<input type="radio"/>	<input type="radio"/>
Parent of a pupil at another school	<input type="radio"/>	<input type="radio"/>
Governor at Quilley	<input type="radio"/>	<input type="radio"/>
Governor at Crestwood	<input type="radio"/>	<input type="radio"/>
Pupil at Quilley	<input type="radio"/>	<input type="radio"/>
Pupil at Crestwood	<input type="radio"/>	<input type="radio"/>
Pupil at another school	<input type="radio"/>	<input type="radio"/>
Member of staff at Quilley	<input type="radio"/>	<input type="radio"/>
Member of staff at Crestwood	<input type="radio"/>	<input type="radio"/>
Member of the public	<input type="radio"/>	<input type="radio"/>
Other please specify		

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

Q3 Do you agree or disagree that Quilley and Crestwood should amalgamate through the closure of Quilley and the expansion of Crestwood including the utilisation of Quilley's present site and buildings

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

Cllr for Eastleigh East
Parents, staff and governors of
Crestwood and Quilley Secondary
Schools
NUT representative
Bishopstoke PC
Cllr for Eastleigh West
AEP representative
CYWU representative
UNISON representatives
Fair Oak and Horton Heath PC
ASCL representative
Cherbourg Primary School
Crescent Primary School
Crestwood Primary School
Fryern Infant & Junior Schools
Chief Executive Eastleigh BC
Voice representative
GMB representative
Leader Eastleigh Borough council
RCN representative
West Meon Primary School
ATL representatives
UNITE representative
Prospect representative
Director of Education, Portsmouth
and Winchester Diocese
Interim Director of Schools,
Portsmouth Catholic Diocese
Wyvern Secondary School
Toynbee Secondary School
Thornden Secondary School
St Francis Primary School
MP for Eastleigh
Shakespeare Infant & Junior schools
Chandler's Ford Infant School
Scantabout Primary School
Otterbourne Primary School
Norwood Primary School
Nightingale Primary School
Merdon Junior School
Hiltingbury Infant School
Hiltingbury Junior School
Knightwood Primary School
Scantabout primary School
Shakespeare Infant School
Shakespeare Junior School