






Appendix 1

PROPOSAL TO CREATE AN ALL THROUGH PRIMARY SCHOOL – THE WESTWOOD PRIMARY SCHOOL, MARCH

1. Page 1

1. PLEASE TICK TO INDICATE WHO YOU ARE:

| | | | Response Percent | Response Total |
|---|-----------------------------------|---|------------------|----------------|
| 1 | Member of School Staff |  | 46.00% | 23 |
| 2 | School Governor |  | 2.00% | 1 |
| 3 | Parent / Carer of a school child |  | 42.00% | 21 |
| 4 | Parent / Carer of a younger child |  | 6.00% | 3 |
| 5 | Elected Councillor | | 0.00% | 0 |
| 6 | Member of the local community |  | 10.00% | 5 |
| | | | answered | 50 |
| | | | skipped | 0 |

2. PLEASE ADD ANY ADDITIONAL COMMENTS HERE:

| | | | Response Percent | Response Total |
|---|---------------------------------|---|------------------|----------------|
| 1 | Open-Ended Question | | 100.00% | 46 |
| 1 | 26/01/15 7:28AM ID: 14517045 | I fully support the creation of an all through primary school for a number of reasons but particularly because I am aware of the "dip" in children's academic achievement in Year 3 . I also feel that all through primary schools have the opportunity to develop[] and retain relationships with parents , particularly our hard to reach parents which can only benefit our children | | |
| 2 | 26/01/15 9:29AM ID: 14517914 | Considering the proposal in the consultation document I believe it would be best for the children in this catchment to be provided with one through school under one management team and one governing body. It is clear from recent Ofsted inspections that the infants school needs to improve and that Westwood has the capacity to support the failing school. | | |
| 3 | 26/01/15 3:20PM ID: 14531559 | I think an all through primary school will be beneficial to everyone concerned. The children will benefit from not having to apply to transfer to the junior school and parents and children will have continuity. I believe that disruption to the children will be minimal as they are young and soon adapt. With a September 2015 start they would have changed teachers and classes as normal. The changes in the leadership and running of the school will be the main changes and can only be beneficial in cost savings, continuity and staff development. I totally support the proposal. | | |
| 4 | 26/01/15 3:48PM | I would like to confirm my support for this proposal. Children will receive continuity in teaching | | |

2. PLEASE ADD ANY ADDITIONAL COMMENTS HERE:

| | | | Response Percent | Response Total |
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| | ID: 14532737 | and the relationship between the parents, children and school will benefit over a longer period. | | |
| 5 | 26/01/15 4:28PM ID: 14534421 | <p>I support this proposal as I can understand that there will be many benefits to having an all in one primary school - including the economies of scale mentioned in your letter.</p> <p>Westwood School have shown good improvements in the Ofsted report and it would be very beneficial if it can be replicated at Maple Grove which did not fair nearly as well.</p> <p>It will also enable the Junior School to ensure that the teachings in the infant years get the children up to the standards required for the Junior School age groups</p> <p>However, with a child in Year 5 at Westwood Junior School I would like some reassurance that the implementation process would not negatively effect the improvements made at Westwood.</p> <p>I think it will be quite difficult to balance the work required to make the necessary changes at Maple Grove as the transition takes place without it having a knock on effect to the continued improvements being made at Westwood. As long as this is taken into consideration and provision included within the plan then I think this proposal makes sense for all involved and hope that the whole primary school under Westwoods leadership can improve and provide a good education and many happy times for the children.</p> | | |
| 6 | 26/01/15 6:35PM ID: 14538193 | I am all for the proposal of maple grove turning into Westwood Primary. Both of my children have attended Maple grove it was a lovely school but I have heard standards have slipped over the past years. It makes sense for it to become one, even though it's on two sites. | | |
| 7 | 27/01/15 6:22PM ID: 14572570 | I think there are many positives to an all through primary school. It will be much better for the children and that's the most important thing. An all through primary ensures continuity, maintaining high expectations as well as more opportunities to nurture and build excellent relationships with parents and carers. | | |
| 8 | 27/01/15 7:33PM ID: 14574437 | I think it will be the best for both schools to become one as, there will be no transition for the children, we have longer time to get to know the children and their parents and give support to both. Also we can all work from the same policy. | | |
| 9 | 27/01/15 8:31PM ID: 14576052 | I feel that continuity for all children involved throughout the two schools is the best way forward. So I agree that combining the two schools is the best thing for the children and the community. | | |
| 10 | 27/01/15 8:58PM ID: 14576317 | <p>I have had four children go through Maple Grove and Westwood Schools. I do think that having 'one' school would have been better for their education. There are clear advantages as listed in the letter that has been issued but to me the main one is the consistency of teaching / policies.</p> <p>I do think the consulting phase could have been just that (i.e. before the decision was made) and having a split school will make it harder to manage.</p> <p>In spite of those issues, I do think longer term having one school will benefit the children's education.</p> | | |
| 11 | 28/01/15 9:58AM ID: 14591943 | <p>I support the proposal to create an all-through primary school "Westwood Primary School" which I believe is the best way forward in the interests of the children.</p> <p>The children should be able to attend an educational establishment that offers them a safe environment where there is no transition at age 7. Providing children with the opportunity to build strong relationships with staff and maintain them over several years will, without a doubt, benefit the child in reaching their full potential and achieving well.</p> <p>There is a large gap between academic years 2 and 3 where, at the moment, children have to move schools. I agree with the advantages outlined in the proposal that consistent leaderships (one head, one governing body), consistency of policies and planning and continuity and</p> | | |

2. PLEASE ADD ANY ADDITIONAL COMMENTS HERE:

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| | | consistency of teaching, learning and achievement across the core subjects will benefit all children and, in my view, will go some way to reducing the gap between years 2 and 3. | | |
| 12 | 28/01/15 9:50AM ID: 14592488 | I support this. | | |
| 13 | 28/01/15 9:59AM ID: 14592788 | I SUPPORT THIS! | | |
| 14 | 28/01/15 9:59AM ID: 14592851 | I SUPPORT THIS! | | |
| 15 | 28/01/15 2:18PM ID: 14601629 | <p>First of all I am in favour of the proposal.</p> <p>Having learnt of the Ofsted report I was hoping for a new management to take over as I think this was the best way forward.</p> <p>I am a parent and also a member of the school staff and I made few observations I'd like to share with you.</p> <p>This is rather a delicate matter and I'd like to stress I am not throwing any accusations at anyone in particular.</p> <p>There few things the new management of the school should look at in more detail.</p> <p>The staff attitude towards the children.</p> <p>Too many times I witnessed shouting at children.</p> <p>I am strongly against that.</p> <p>It breaks my heart seeing upset children.</p> <p>School should be a safe environment for all children and I understand that some children are better behaved than others, shouting at the "naughty" once though should not be allowed.</p> <p>Another thing is to use common sense more often.</p> <p>If a walking school trip is planned, check the weather forecast beforehand and allow the children to rest after the trip before sending them outside for playtime.</p> <p>If there is a head lice infestation at school, don't make the children to share nativity costumes.</p> <p>When it's pouring with rain outside, organise indoor activities for the whole school during lunch break.</p> <p>With regards</p> | | |
| 16 | 28/01/15 1:48PM ID: 14602666 | As a parent of a child who will be going into Year 3 in September, I wholeheartedly support the proposal to change Maple Grove and Westwood into an all through primary school. As long as the changes felt by the children is minimal, as I can imagine it will be unsettling for children and teachers alike. | | |
| 17 | 28/01/15 3:28PM ID: 14606694 | <p>I am proud to have been part of the improvements made to Westwood junior school. Knowing what I now know I believe that the potential inclusion of Maple Grove into the management structure of Westwood would benefit the 4-7 year old age group. It is an exciting time for this community.</p> <p>I believe that if the parents/staff of Maple Grove were aware of the data and fact behind this decision then they would be more understanding and therefore more supportive. This proposal will give 'our children' the best opportunity to succeed.</p> | | |
| 18 | 28/01/15 4:29PM ID: 14609933 | | | |

2. PLEASE ADD ANY ADDITIONAL COMMENTS HERE:

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| 19 | 28/01/15 4:33PM ID: 14610025 | I feel that having both schools under one umbrella will provide consistency for the children and staff. which in turn will enhance both schools educational achievement. | | |
| 20 | 28/01/15 8:14PM ID: 14618904 | Totally agree with this. Children should not have to change schools at the end of Year 2, it is way too stressful for them. Merging the two schools, located in Maple Grove across the road from each other, into one primary school should have been done a lot sooner! Hopefully common sense will see this approved and the new school up and running from September. | | |
| 21 | 28/01/15 10:13PM ID: 14622856 | The proposal is one that I support. I believe an all through primary with consistent policies; management and behaviour strategies would be suitable for all involved. The all through primary eliminates the worry of transition between year 2 and 3 which seems unnecessary. Upset for a 7 year old child. Westwood junior would also be able to continue their support of the infant but in a more conducive productive manner. | | |
| 22 | 29/01/15 1:45PM ID: 14646908 | Fully support the idea as it is in the best interest of the children. The initiative has my full support and I will be involved in making it a smooth transition if it goes down this path. | | |
| 23 | 30/01/15 1:29PM ID: 14683848 | <p>Have the parents of children applying to Maple Grove Reception been consulted? This change now means they are applying to a primary school – reducing their choice of where their child will attend Junior school (Yr3 – Yr6). I know this affects parents in Village locations who have Maple Grove as a 2nd or 3rd choice after the village school.</p> <p>The Ofsted School Report was issued to Parents in December 2014 and the 1st Meeting with Maple Grove, Local Authority and Parents / Carers was held on 11 Dec 2014 (18.30). Why was this proposal not brought forward at that point? Was it because Westwood Junior School was still graded as 'requires improvement' until 9th January 2015?</p> <p>As the Local Authority prefers all through primary school (4-11) why hasn't it been pursued at other times? Surely when the Head Teacher left back in 2013 and with the slip of performance from good to Amber seen in November that year, there was an opportunity to merge the schools then?</p> <p>The proposal is pitched as the least disruptive option and the best way to deliver the educational improvements required. I feel the below points counter that.</p> <ul style="list-style-type: none"> • The Head of Westwood is already supporting Maple Grove 2 days a week, surely taking on running 4-7 curriculum will take a similar amount of time from her schedule? • Maple Grove teachers have made rapid improvements to resolve the issues raised in the Ofsted report, with the help from Westwood and the Local Authority. Until this proposal was suggested I was confident that improvements would have continued to gain the school a better result in the next Ofsted report. • Minimal disruption by closing Maple Grove at the end of Summer Term, and opening as 'Westwood Junior' on Sept 1st could be achieved any school year, not just in 2015. • The handling of this proposal has not been very professional in regards to the treatment of the staff at Maple Grove. They were told the school needs rapid improvement. They have been working hard to resolve these issues and before fruition been told "you are being made redundant". This has been disruptive for staff and parents. • The press coverage of this proposal, which is constantly followed by the Ofsted 'inadequate' label, reads like Maple Grove is being shut down due to the inspection result. This has disrupted the reputation of Maple Grove. Parents and potential parents for both the Pre-School and Maple Grove have been left wondering 'how bad must it be to be shut down?' <p>Not all of the advantages of all-through primary schools will apply to this proposal, such as:</p> <ul style="list-style-type: none"> • Maple Grove have brought in many schemes to raise the standard achieved by year 2 pupils to be in line with the Westwood assessments at the start of year 3 (Accelerated Reading and Mathematics to name two). Improvements and close working links with Westwood have been made since Theresa Luter took Headship of Maple Grove. • Maple Grove has 2 teachers leave (to my knowledge) so improving staff retention is unlikely to be an advantage felt by merging the schools. • Changing schools at 7 can also prepare pupils for the transition they face when moving from | | |

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| | | <p>Junior to Senior school.</p> <p>Aside from the above points, I have (many) questions regarding the proposed merger:</p> <ul style="list-style-type: none"> • Why wasn't Maple Grove's governing body advised of the drop in standards in 2013? It would be very difficult for them to stop further drop in standards in without having the full knowledge of performance levels at the time. • Why weren't the 3 teachers identified as 'requiring improvement' from the LEA visit in February 2014 made known to the governing body? Training could have been provided to improve standards before the Autumn Ofsted visit. • Why wasn't our MP (Steve Barclay) aware of this proposal before it was issued? • Have the improvements made by Maple Grove since Sept 14 all been for nothing? • Was the effect on morale of staff factored into this proposal? Continuing to teach and achieve improvements while being given the message that they are not good enough for 'Westwood Primary' has been difficult? • What extra support will Westwood receive (not just financial support) to ensure that can successfully take on the curriculum for 4-7 year olds? Maintaining 'good' at 7-11, and increasing standards to 'good' at 4-7 will require the support currently supplied to Maple Grove. Or if not, will 'inadequate' pull 'good' down to 'requires improvement' and the merged school (and the parents) be back to square one? • Has a risk assessment been taken to consider the effects of 'Westwood Primary' on Westwood's management team / board of governors? Will the pressure become too much in the long term? • What Ofsted rating will 'Westwood Primary' have? • Why have the council rejected the government preferred option of making Maple Grove an academy? Academy status seems to be working for All Saints School in March. • Can the merger be postponed until Maple Grove has achieved a 'good' rating from Ofsted? This would make the merger easier. • Will academy status be considered in the future for 'Westwood Primary School'? | | |
| 24 | 30/01/15 2:45PM ID: 14687513 | I agree it's in the best interest of both schools that they become one. | | |
| 25 | 01/02/15 8:45AM ID: 14730090 | It is a good thing to make westwood and maplegrove an all through primary as it will provide consistency for the children. | | |
| 26 | 02/02/15 7:21AM ID: 14747766 | I am in full support of Maple Grove becoming part of Westwood School. Westwood school has proved itself to be a very good school and the joining of the two can only be good for the education of the children who attend. | | |
| 27 | 02/02/15 12:42PM ID: 14757874 | i am waiting for my child to be enrolled at maple grove. | | |
| 28 | 02/02/15 12:46PM ID: 14758227 | I think it's a good idea. | | |
| 29 | 02/02/15 1:20PM ID: 14759759 | I feel it's a good idea as long as it's minimum fuss and doesn't cause problems for my son plus I don't want the current staff to lose their jobs they are fantastic and have done so well with all my children so far but I do believe the current head teacher hasn't really been given the chance to make things better | | |

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| 30 | 02/02/15 8:13PM ID: 14774391 | I feel that the proposal to create an all through school is the best option given the position Maple grove infants is in and have absolutely no objections at all. | | |
| 31 | 02/02/15 8:14PM ID: 14774460 | Fully agree with the proposal. | | |
| 32 | 02/02/15 10:37PM ID: 14777492 | I agree with the merge of the 2 schools, as long as it doesn't effect the great work that Westwood has achieved. Also that there has to be enough support for the Westwood teachers, those that will be teaching in what was Maple Grove over this merger & for Mrs Thomas who has worked hard with her own team of teachers at Westwood & basically taking on another whole sch. | | |
| 33 | 03/02/15 3:03PM ID: 14799110 | <p>Closing Maple Grove Infant school and creating an all through Primary School, in my opinion is a positive move. The newly named Westwood Primary School will provide many opportunities for pupils, parents and staff.</p> <p>For pupils, the leadership of the school will mean that policies and rules will be consistent. This will benefit the children through their entire Westwood Primary career, as they will not have to adapt to new rules and routines when they transfer to KS2. This will help aid the transition and will not require the children to have the current 'settling in' period. The transition will then be smoother and less time will be required for the children to adapt to the new school. The children will also be aware of the KS2 staff through their KS1 career and will therefore not be as daunted by the move into KS2.</p> <p>For parents the good relationships formed between staff and themselves will remain so over a longer period of time, helping the smooth transition when pupils transfer across key stages. Parents will be are of the teachers in KS2 and the anxiousness that some parents feel during this transitional time, may be eradicated as a result. The parents will also benefit from the consistency of whole school policies being implemented and the the strong, conipsistent leadership of the entire school.</p> <p>For staff, the all through Westwood Primary School, provides opportunities for professional development that are currently not available. Teaching in a different key stage is is an attractive proposition would provide opportunities to develop careers further when looking for promotional opportunities. The strong leadership of the school will support staff on both sites and result in a strong working relationship amongst all Westwood Primary School.</p> | | |
| 34 | 03/02/15 3:19PM ID: 14800015 | <p>This is what is needed to improve this school. Under the strong leadership of Westwood there would be a consistent approach to the teaching and learning of the children. All staff would be following the same policies. Vulnerable children could be identified earlier through the great work of Westwood Inclusion Manager which would help them to achieve in their learning. Being part off a school that has dedicated staff ,that have worked hard to acheive' Good' would benefit all.</p> <p>Maple Grove has needed a good shake up for a long time Westwood Primary is just what's needed.</p> | | |
| 35 | 04/02/15 10:41AM ID: 14826282 | I think this is a good idea | | |
| 36 | 05/02/15 12:05PM ID: 14861377 | <p>My son is in year 2 at Maple Grove currently, so I do not think the plans will affect him too much and if they will it will only be for the benefit.</p> <p>I am all for the proposal.</p> <p>However I am disappointed with the communication from the LA, during the first meeting it was asked would the school close, the answer was a simple no. In fact they advised how all the support was already in place to turn the school around. I feel that we have been lied to and not told the truth.</p> <p>At the last meeting we approached the answer given in the last meeting. 1st Person to ask got</p> | | |

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| | | <p>told that they simply must have understood the answer. 2nd Person didn't get a response to that part of her question. 3rd Person finally got an apology if the answer of 'No the school will not close' was misleading.</p> <p>The only thing we ask is that the local authority are honest and open with parents. At no point were we advised that this was an option or advised of the option of it becoming an academy, these options should have been made clear.</p> <p>We have recently moved from Grantham where the school my son attended also entered special measures, I do believe CCC could learn some lessons from SKDC on how it was dealt with, and how it communicated with parents.</p> <p>To summarise, I am more than happy for the proposal for the all through primary school to go ahead but I am bitterly disappointed with the communication.</p> | | |
| 37 | 06/02/15 9:37AM ID: 14886849 | I have always strongly believed that Maple Grove and Westwood should be joined to make one through school. I believe it would be in the best interest of the children as from previous experience there has been very little communication between the schools and often the children struggle when they move from one school to the other; For example being moved down in literacy and maths groups as well as reading levels which can have a detrimental affect on there confidence in themselves and having a knock effect in their future work. | | |
| 38 | 08/02/15 10:14AM ID: 14929597 | I think merging both schools is a good idea. I would hate to see the maple grove teachers lose their jobs. They are amazing and imaginative. I love the way they get the kids outside learning and have free flow play outside to learn whatever the weather. I love the style of school plays they do. They are very supportive of pupils and do everything for them. Maple grove is a lovely school and would hate to see it ruined by merging. I do hope a merge works for both schools. I think the way it's come about has been very underhand and question how long it's been in the planning. I don't think the teachers and governors should be blamed for bad ofsted report. I think something has been going on behind the scenes without their knowledge because someone decided to merge the schools to save money long ago. | | |
| 39 | 10/02/15 11:14AM ID: 14982855 | I support this proposal as it will raise the expectations and the quality of teaching and learning in Key Stage One. It will also enable the assessment of children to be more consistent throughout the school. | | |
| 40 | 12/02/15 12:42PM ID: 15054559 | I think it will be good to have an all through school and believe Gill Thomas and her senior team would improve performance and be successful in delivering a 2 site all through school. | | |
| 41 | 14/02/15 12:15PM ID: 15112237 | <p>I do not believe that merging the two schools is the best way forward. Maple Grove Primary school must be allowed to retain its unique identity as a dedicated educator of younger children with its own principal who understands the particular needs of very young children and the teachers of those young children.</p> <p>I do not believe that the current head of Westwood junior school would make an appropriate leader of the infants school.</p> <p>Citing the saving of money as a reason for merging the two schools is short sighted and misguided. Education should NOT be about cost cutting, but about investing what we can into our children's future, and by extension the future of society as a whole.</p> <p>I object in the strongest possible terms to the proposal to merge the two schools.</p> <p>Transfer from the infants school to Westwood junior school is not a complicated procedure, and is no reason to merge the two schools either.</p> <p>The school should be given help and support to achieve its best through other means.</p> <p>I am disgusted actually, at the way the staff have all been put through what must be a horrendously stressful procedure. these people are dedicated and lovely teachers, who now have to continue teaching the children whilst worrying about the future of the school and their jobs. many of these teachers are parents themselves, which must make the whole process doubly difficult to deal with.</p> <p>This whole proposal should be dropped.</p> <p>Alternative proposals should be made to the school, and teachers who have been identified as struggling should be given every opportunity guidance and support to solve their issues without the threat of losing their jobs.</p> <p>Public services like schools and hospitals cannot and should not be run as profit making enterprises or institutions which are subjected to money saving schemes such as this proposal. If implemented, this merger will be disastrous for the younger children and crippling to the</p> | | |

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| | | morale of the teachers. | | |
| 42 | 16/02/15 2:33PM ID: 15157280 | <p>I am against the proposal and I feel that we should have a say in whether we could become an academy or not. The way this proposal has been put forward and the way it has been sold to us, has been a joke. We have been treated like imbeciles and the information given about the proposal has been very confusing - closing; not closing but merging; renaming. We are at risk of redundancy; then we are all losing our jobs and then we are not losing our jobs as they are being ringed for us to apply. Why should I apply for a job that isn't being made redundant and not changing in anyway -shape or form. All you will be doing is changing the SLT and the name of the primary school, nothing else will be changing at the moment. If this is for the sake of the children, like you say it is, then offer the teachers a TUPE agreement for a year, to those who want to stay and then restructure afterwards. that way the children will have at least another year with friendly and recognisable faces.</p> <p>If we are not closing then a TUPE should be in place and it should be in place anyway, as our employer or our jobs are not being made redundant.</p> <p>No-one has been straight forward at all and not even given us a change to get out of special measures, which is appalling. We all feel that this has been the plan all along and the LEA have not helped one bit when we were in trouble because this is what they have wanted all along. You are going to lose some great teachers and some of the parents said that they will move their children out of the school if this proposal goes ahead.</p> | | |
| 43 | 22/02/15 2:29PM ID: 15333121 | <p>A very exciting proposal for all involved. Mrs Gill Thomas is an inspirational headteacher and motivates all her staff. I am fortunate enough to have worked with her for several years and watched her transform a large junior school as recognized by our recent Ofsted. The children are always at the heart of any decision she makes and I know Mrs Thomas and her team will make Westwood Primary school a very successful and enjoyable school for children, staff and parents. Learning will at the heart of the primary school giving the children every opportunity to shine.</p> | | |
| 44 | 24/02/15 10:45AM ID: 15393054 | <p>I am a trade union official responding on behalf of our members.</p> <p>Maple Grove is a "school causing concern" therefore</p> <p>It is eligible for "intervention under Part 4, Schedule 6 of the Education Act 2006 as a school which requires special measures" (section 6.2)</p> <p>There is a "clear expectation that in these circumstances conversion to an academy will be the normal route" (p12, section 2.2)</p> <p>The LA should appoint an interim executive board through the DfE to oversee any improvements (p17, section 4.2)</p> <p>This executive board is likely to recommend academisation, though it will act in the best interests of the school.</p> <p>Maple Grove could collaborate/federate with the junior school and retain its own identify (p21, section 4.4)</p> <p>There is no mention of a SIX MONTH time limit anywhere in the January 2015 guidance for local authorities which is available on the DfE website. Indeed it is impossible to exit special measures in 6 months given that OFSTED will likely return in 12-18 moths for re-inspection.</p> <p>If the LA cannot guarantee the jobs of current staff we have to recommend the school become an academy to preserve it's own identity and safeguard the jobs of all staff. This staff will increase as the school grows due to the increase of pupil numbers.</p> | | |
| 45 | 25/02/15 8:39PM ID: 15447615 | <p>As a teacher I feel it makes absolute sense to create an all through primary school for the following reasons:</p> <ul style="list-style-type: none"> - relationships with parents will be formed much sooner - children's needs will be able to be identified and acted upon much sooner - data showing progress will be much more consistent and accurate - it will give teachers more opportunities for development and progression without having to leave for these. It will develop staff by being able to work across primary age range, rather than | | |

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| | | just in one key stage - consistent and excellent leadership of Gill Thomas across the whole primary age range - consistency of policies across the whole primary age range. | | |
| 46 | 26/02/15 6:42PM ID: 15473215 | Currently there are many differences between the two schools. Becoming an all through primary would undoubtedly mean the children had far less issues at the end of ks1 going into ks2. An all through primary school would I feel provide far greater continuity and consistency for the children in learning, policies and practice. | | |
| | | | answered | 46 |
| | | | skipped | 4 |