



DERBY CITY COUNCIL

**COUNCIL CABINET**  
**13 JANUARY 2004**

Report of the Director of Education

## High View School – Collaborative Re-start

### RECOMMENDATION

1. Subject to the outcome of consultation, to publish statutory notices for the closure in August 2004 and re-opening in September 2004 of High View School & Technology Centre.

### REASON FOR RECOMMENDATIONS

2. The closure and re-opening of High View School & Technology Centre ('collaborative re-start') is one part of a wider package of measures to bring about urgent and substantial improvement in the performance of the school. At the time of writing the report, consultation is being carried out and will be completed on 9 January. The outcomes of the consultation will be tabled at the meeting of the Council Cabinet.

### SUPPORTING INFORMATION

- 3.1 At its meeting on 28 October, Council Cabinet decided to implement a radical range of measures in the light of the continuing failure of High View School & Technology Centre to provide a good standard of education for its students, and the lack of prospects of improvement. These measures included:
  - an interim partnership with Lees Brook Community Sports College, with an Executive Headteacher over both schools, and Associate Headteachers in each school, plus other shared management and staffing support
  - replacement of the governing body with an Interim Executive Board, which has been approved by Ministers
  - 'collaborative re-start' and
  - the planned replacement of the school buildings under the Grouped Schools PFI project.
- 3.2 The third element of the package, the 'collaborative re-start', involves the formal closure and reopening of the school. It is therefore necessary to carry out formal consultation and, subject to the result and the decision, to publish statutory notices.

- 3.3 The consultation document, attached at appendix 2, was published on Wednesday 26 November. It was distributed to parents via pupils at High View and at the main feeder schools, and also made available in other community facilities. Three public meetings have also been held in the area, to discuss the proposals and hear comments.
- 3.4 Consultation concludes on 9 January. A report of the outcomes will therefore be tabled at the meeting on 13 January.
- 3.5 The 're-start' is an essential element of the overall package for High View. This will give the school a new beginning with a new governing body and staffing structure, and is part of a total package which has the support and therefore funding from the DfES. In these circumstances the school will no longer be subject to special measures, but only to the usual monitoring and inspection process by Ofsted.
- 3.6 In DfES statutory guidance relating to school organisation proposals, there are specific references to schools in special measures. The statutory notice period is reduced from six weeks to one month, and there is a presumption in favour of approving closure proposals. In the case of High View, the proposals have always been on the basis that a school would continue on that site, rather than outright closure.
- 3.7 Following the publication period of the statutory notices, a report would be brought back to Cabinet. If Cabinet decided to proceed after considering any comments or objections, then the proposals would be considered by the School Organisation Committee, probably in March. If there were no objections, the matter would be determined by Cabinet as there is no requirement to take proposals to the School Organisation Committee in these circumstances.

## OTHER OPTIONS CONSIDERED

- 4.1 The first alternative was that the collaborative re-start would not be a necessary element of this package. The reasons for proposing this are, however, outlined above.
- 4.2 A further alternative would be to close and reopen in August / September 2005, rather than 2004. It is felt, however, that this would unnecessarily prolong the process and be a potential barrier to planning for the future and to implementation.

**For more information contact:** Andrew Flack / 01332 716850 / [andrew.flack@derby.gov.uk](mailto:andrew.flack@derby.gov.uk)  
**Background papers:**  
**List of appendices:** Appendix 1 - Implications

## IMPLICATIONS

### Financial

- 1.1 The package of proposals put forward by the City Council has very strong support from Government Education Ministers. This has attracted funding that would not be available to the authority if there were not a will to take the necessary radical action to bring about urgent improvement. For the current financial year, approximately £180,000 will be available, particularly to support the partnership arrangements. It is expected that similar amounts, uprated for full financial years, will be available over the following two financial years. This is dependent on the approval of a 'recovery plan' and establishment of a School Improvement Partnership Board.
- 1.2 Council Cabinet has also allocated the windfall from local government reorganisation of £133861 to support school intervention work. The first call on this funding will be to support measures at High View.

### Legal

- 2.1 There is a requirement to carry out consultation regarding the closure and reopening, and to publish separate statutory notices for each element. Further legal implications are noted in the main body of the report.
- 2.2 The Interim Executive Board has now been approved by Ministers with six members, chaired by the Chief Executive, Ray Cowlshaw. It takes over full governance responsibilities from 1 January 2004.

### Personnel

- 3.1 A temporary governing body for the reopened school would be set up on a provisional basis during the statutory notice period. One of the first tasks of the governing body would be to develop a staffing structure, with the guidance of the Executive Headteacher. It is planned that the Executive Headteacher and the current partnership arrangements will continue beyond the collaborative re-start, probably until the opening of the new PFI buildings. During this period a new substantive headteacher would also be appointed, with an overlap.
- 3.2 Existing staff at the school will need to apply for posts in the new structure. Currently there is discussion with the unions over the issues associated with this, and there will be further consideration of the process. An external consultancy company is being engaged to carry out the personnel work and there will be individual discussions with members of staff about their wishes and futures in the new structure.
- 3.3 Current terms and conditions for staff and policies of the City Council mean that:
  - teaching staff appointed to posts of lower responsibility and remuneration will have current terms and conditions protected in perpetuity. Support staff have protection for 3 years. The authority will need to determine the level of support to be given to any governing body for meeting these additional costs.

- Continuity of service will be protected.
- No enhanced early retirement or redundancy packages are available in advance, but consideration may need to be given to individual cases during the conduct of the staffing procedures.
- Staff employed by Commercial Services working in the school are not subject to these processes. A change in management and governance may mean different purchasing decisions on services, but such decisions are made annually by schools.
- Every effort would be made to ensure that there were no compulsory redundancies. Staff would be considered for posts in the new school, in alternative schools (subject to decisions of individual governing bodies), in the wider City Council or in alternative employment. Staff who were not reappointed to the new structure or alternative posts in schools or the City Council would be redundant at 31 August.

### **Corporate Themes and Priorities**

4. The purpose of this plan is to secure a better standard of education for pupils served by High View. It therefore contributes to **'improving children's and young people's prospects'** and **'improving life chances for disadvantaged people and communities'**.