



## KENT COUNTY COUNCIL

### SCHOOL ORGANISATION ADVISORY BOARD

#### AGENDA

**Tuesday, 26 April 2011, at 2.00 pm  
in the Darent Room, Sessions House,  
County Hall, Maidstone**

Ask for: **Geoff Mills/Karen Mannering**  
Telephone: **(01622) 694289/694367**

#### **Membership (8)**

Conservative (7): Mrs V J Dagger (Chairman), Mr D L Brazier, Mr C J Capon,  
Miss S J Carey, Mr M C Dance, Mr M J Northey Mr K Smith

Liberal Democrat (1): Mr M J Vye

#### **Webcasting Notice**

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#### **UNRESTRICTED ITEMS**

*(During these items the meeting is likely to be open to the public)*

1. Introduction/Webcasting
2. Substitutes
3. Declaration of Interests by Members in items on the Agenda for this meeting
4. Minutes - 10 December 2010 ( 1 - 2)
5. Proposal to Amalgamate Kingsmead (Community) Primary School and Diocesan & Payne Smith CE (Voluntary Aided) Primary School by closing both schools and establishing a new 2 FE Primary School, with maintained Nursery Unit, on the current Kingsmead site, as a Voluntary Controlled Church of England School ( 3 - 40)

Peter Sass  
Head of Democratic Services and Local Leadership

**Thursday, 14 April 2011**

*Please note that any background documents referred to in the accompanying papers maybe inspected by arrangement with the officer responsible for preparing the relevant report.*

**KENT COUNTY COUNCIL**

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**SCHOOL ORGANISATION ADVISORY BOARD**

MINUTES of a meeting of the School Organisation Advisory Board held in the Council Chamber, Sessions House, County Hall, Maidstone on Friday, 10 December 2010.

PRESENT: Mrs V J Dagger (Chairman), Mr D L Brazier, Mr C J Capon, Miss S J Carey, Mr M C Dance and Mr M J Northey

ALSO PRESENT: Mr G Cooke and Mr G K Gibbens

IN ATTENDANCE: Mrs A Osborne (Area Education Officer Canterbury & Swale) and Mr G Mills (Democratic Services Manager (Executive))

**UNRESTRICTED ITEMS**

**1. Minutes - 9 November 2010**

*(Item 4)*

RESOLVED that the Minutes of the meeting held on 9 November 2010 be agreed and signed by the Chairman as a true record.

**2. Proposed Change of Age Range for Newington Church of England (Voluntary Controlled) Primary School, Sittingbourne (from 3 - 11 years to 4 - 11 years) by the Closure of the Maintained Nursery Unit (and its replacement by a Voluntary Pre-School Provision)**

*(Item 5– report by Managing Director for Children, Families and Education)*

(1) This report set out the results of the public consultation in respect of this proposal and sought the views of the Advisory Board on the issuing of a public notice.

(2) During the course of discussion members of the Advisory Board raised a number of points of detail to which Mrs Osborne replied as appropriate. Following this the Advisory Board expressed the view that the proposal should proceed and that a public notice should be issued.

(3) Resolved that endorsement be given to the issuing of a public notice in respect of the proposal to change the age range for Newington Church of England (Voluntary Controlled) Primary School, Sittingbourne (from 3-11 years to 4-11years) by the closure of the Maintained Nursery Unit and its replacement by a Voluntary Pre-school provision.

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By: Mr Andy Roberts, Interim Corporate Director Education, Learning and Skills

To: School Organisation Advisory Board – 26 April 2011

Subject: PROPOSAL TO AMALGAMATE KINGSMEAD (COMMUNITY) PRIMARY SCHOOL AND DIOCESAN & PAYNE SMITH CE (VOLUNTARY AIDED) PRIMARY SCHOOL BY CLOSING BOTH SCHOOLS AND ESTABLISHING A NEW 2 FE PRIMARY SCHOOL, WITH MAINTAINED NURSERY UNIT, ON THE CURRENT KINGSMEAD SITE, AS A VOLUNTARY CONTROLLED CHURCH OF ENGLAND SCHOOL

Classification: Unrestricted

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Summary: This report sets out the results of the joint public consultation undertaken with the Diocese of Canterbury on the proposal to amalgamate Kingsmead (Community) Primary School and Diocesan & Payne Smith Church of England (Voluntary Aided) Primary School by the closure of both schools, conditional upon the establishment of a new Church of England Voluntary Controlled school on the current Kingsmead Primary School site, to replace both schools

The Canterbury Diocese has been granted exemption from competition by the Secretary of State and therefore this report seeks the views of the School Organisation Advisory Board on the issuing of a joint public notice. The Local Authority part of the Public Notice will propose the closure of both schools and the Canterbury Diocese part of the Public Notice will propose the establishment of a new 2 FE Church of England Voluntary Controlled primary school to replace them.

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**This paper should be read in conjunction with the report to School Organisation Advisory Board of 9 November 2010**

### **Introduction**

1. (1) Kingsmead Primary School and Diocesan & Payne Smith CE Primary School are both city schools serving the community of Northgate in Canterbury and localities just outside. It is widely acknowledged that the children attending Diocesan & Payne Smith CE Primary School and Kingsmead Primary School are badly in need of better accommodation. The possibility of replacing both schools with a new school has been the subject of discussion for several years.

(2) A number of issues need to be addressed urgently:

- The cramped conditions and failing stonework making Diocesan & Payne Smith CE Primary School unfit for 21<sup>st</sup> Century education.
- The health and safety concerns regarding the Diocesan & Payne Smith's buildings.
- Kingsmead Primary School is housed in accommodation that is desperately in need of refurbishment and reorganisation.
- Both of the existing buildings are very expensive to maintain.
- The need to raise and maintain standards for all pupils.

(3) The Canterbury Diocese wishes to retain a Church designation for the new school, given that with the closure of Diocesan & Payne Smith there would be no other Church school in the city centre. The Local Authority supports the establishment of a new school with an inclusive ethos, serving the needs of the local community. It was therefore agreed that the Canterbury Diocese should seek permission from the Secretary of State to publish a proposal for a new two form entry Church of England Voluntary Controlled primary school outside of a competition. However, it was emphasised at both public meetings, that although the proposal was for a Church school, as a Voluntary Controlled school, the school would adopt the Local Authority admissions criteria, which do not include denominational preference.

### Exemption Granted

The Canterbury Diocese received notification from the Department for Education on 18 March 2010 that the Secretary of State has decided to grant consent to the Diocese to publish proposals for a new Voluntary Controlled Church of England primary school. A copy of the letter is attached as appendix 1. The Local Authority will be the decision maker for the closure of both schools and for the establishment of the new school under Section 10 of the Education & Inspections Act 2006 (outside of a competition). In certain circumstances the decision could be referred to the Schools Adjudicator.

### **The Proposal**

2. (1) The proposal is to amalgamate Diocesan & Payne Smith CE Primary School and Kingsmead Primary School by closing both schools and immediately opening a newly amalgamated school with effect from 1 September 2012. The new school would be a two form entry Voluntary Controlled school, including a 26 part-time place maintained nursery unit and would be established on the current Kingsmead site.

(2) To achieve a two form entry primary school on the Kingsmead site it is recognised that there would need to be substantial improvements including refurbishment and remodelling of the accommodation and possibly some new build. Feasibility work has already started and has confirmed the viability of establishing a two form entry school on the site. More detailed work will be undertaken in consultation with both schools to determine the best way of using available resources to provide the best possible learning environment for all pupils and to improve the general appearance and ambience of the site.

(3) A shadow governing body would be appointed, consisting of governors from both schools, to plan for the transfer of the schools into the newly refurbished accommodation. Together Kent County Council and the shadow governing body would ensure that any impact on the children's education was kept to a minimum.

## **The Consultation**

3. (1) The consultation document was distributed to parents/carers, staff and governors of both schools, County Councillors, Member of Parliament, the Diocesan Authorities, local library, Canterbury City Council, and others, in accordance with the agreed County policy. The document was also posted on the KCC website and the link to the website widely circulated via email.

(2) Approximately 650 copies of the public consultation document were circulated, which included a form for written responses. A copy of the public consultation document is attached as appendix 2.

## **Responses to the Public Consultation**

### *Written Responses*

4. (1) Nineteen responses have been received, of which thirteen are in favour, four are against and two undecided. Letters of response have also been received from both Governing Bodies which are attached as appendices 3 and 4.

(2) A summary of written responses is attached as appendix 5.

### *Public Meeting Responses*

(3) A summary of the points, questions and comments made at the public consultation meeting is attached as appendix 6

## **Views of Local Member**

5. The Local Member Mr Graham Gibbens views are as follows

*'Having considered the arguments put forward for amalgamating the two schools and the potential benefits that this will bring, and having taken account of the responses to the consultation, I support the proposal for the establishment of a new school which will build on the strengths of the two existing schools and provide better facilities for all students. This support is conditional upon the new school having Voluntary Controlled status.'*

## **Views of Local Member of Parliament**

6. Mr Julian Brazier, the Member of Parliament for the Canterbury district, has informed us that he has written to Michael Gove in support of the Canterbury Diocese's application for exemption from competition.

Mr Brazier said "I am fully behind the project to amalgamate the two schools, as I think it is an excellent way both of securing new buildings for both current schools, but also of moving the Diocesan & Payne Smith school out of their current site, which they have clearly outgrown. I hope the merger goes ahead, on the lines proposed, as I expect it will also demonstrate how successful co-operation by Church and Local Authorities can lead to excellent education results for pupils".

### **Views of Canterbury City Council**

7. (1) The leader of Canterbury District Council is Mr John Gilbey who has responded as follows:

*It is with pleasure that I comment within the consultation on the possible amalgamation of Kingsmead Primary School and Diocesan and Payne Smith CE Primary School.*

*I can see and would forecast a very bright future for the amalgamated schools. Funding is generally restricted these days to say the least and in both cases I am sure that the buildings of the two separate schools are in need of repair and both are expensive to maintain. A new school, refurbished and brought up to date, with much lower maintenance costs would provide a warm, welcoming and sensible new environment for the pupils. (Presumably) a combination of staff and new appointees will lead to dynamic and progressive opportunities for both the teachers and pupils to not quite start again but to reinvigorate the atmosphere and ethos of the two schools, now one. I am wholly in support of the proposal to merge, believing it to be clearly in the interests of the children and the teachers. I do not see negative impacts rather that there is great opportunity to look forward to a new era for the two schools working and progressing together.*

(2) The Chief Executive of Canterbury District is Mr Colin Carmichael who has responded as follows:

*The City Council has supported the amalgamation of the schools for some time and as you may know tried to provide a new site for a new school on the field next to the Riverside Children's Centre. Sadly economics ruled that out.*

*The advantages are clearly better use of scarce accommodation, the removal of DPS from an area of poor air quality, and an upgrading of Kingsmead, in an area which is one of the most deprived in our District.*

### **Views of the Diocesan Authorities**

8. (1) Dr Wadman, Director of Education, Archdiocese of Southwark responded to consultation via an email saying "we have no objections to this proposed amalgamation".

(2) As a joint proponent of the proposal to establish a new school to replace Diocesan & Payne Smith CE Primary School and Kingsmead Primary School, the Canterbury Diocese is in favour of the amalgamation as long as the resulting school is a Church of England school.



## **Views of the Governing Bodies**

9. (1) Attached as appendix 3 is the written response received from the governing body of Diocesan & Payne Smith CE Primary School.

(2) Attached as appendix 4 is the written response received from the governing body of Kingsmead Primary School.

## **Views of the Pupils**

10. (1) Attached as appendix 7 is a response received from Diocesan & Payne Smith's school council.

(2) Attached as appendix 8 are comments received from Kingsmead following discussions held by pupils in Years 2 to 6.

## **Views of the Area Education Officer**

11. (1) If implemented the proposal would produce a number of significant benefits to pupils and their communities.

- All students at both schools would benefit from much better facilities than they currently enjoy.
- The merger of the two schools would create a new school which has the critical mass of students and staff to provide greater organisational and curriculum flexibility.
- The school would be both educationally and economically more robust and viable, securing the long term future of educational provision within and for the Northgate community.
- Maintenance costs would be substantially reduced.
- New facilities, greater operational flexibility, long term security and the opportunity to combine the strengths of both schools should have a positive effect on standards.

(2) While recognising that all change brings with it a degree of uncertainty and anxiety, there is every reason to believe that this proposal, if realised will bring about substantive and substantial long term change which will benefit all students and the communities from which they come.

## **Resource Issues**

### *Capital & Revenue*

12. (1) The refurbishment and any new build on the Kingsmead site would be funded by a contribution of up to £2m from KCC (funding previously ring fenced for acquisition of a new site) and the proceeds of the capital receipt from the sale of the Diocesan & Payne Smith site which would be contributed by the Canterbury Diocese (approximately £1m).

(2) The new school would be eligible for a one off amount of approximately £87k to support the transition.

(3) Redevelopment and refurbishment of the Kingsmead site would reduce maintenance costs over the medium-long term.

*Human*

(4) The new school would have a single governing body and a single headteacher. The shadow governing body would appoint the headteacher designate who would then work with the shadow governing body to establish a staffing structure for the new school.

(5) Staff from the existing schools who are in post at the point at which the new school comes into being would have the right to transfer to the new school under the provisions of TUPE. At this stage it is not possible to specify the precise implications for existing staff which are dependent on decisions yet to be made by the headteacher designate and the shadow governing body.

**Proposed Timetable**

13.

Cabinet Member decision (to issue a joint public notice with the Canterbury Diocese) <ul style="list-style-type: none"><li>• Closure of both schools</li><li>• Establishment of the new school</li></ul>	April/May 2011
Public Notice period	23 May to 4 July 2011
Decision by Cabinet Member and appeal period	July 2011
Implementation	September 2012

**Recommendation**

14. The views of the School Organisation Advisory Board are sought on:  
(a) the amalgamation of Kingsmead Primary School and Diocesan & Payne Smith CE Primary School, and  
(b) the issuing of a joint public notice with the Canterbury Diocese to include the closure of both schools and the establishment of a new 2 FE Church of England Voluntary Controlled school on the Kingsmead site.

Martyn Doole  
Area Education Officer – East Kent  
(01227) 284407  
martyn.doole@kent.gov.uk

The Local Member is Mr Graham Gibbens

*Background Documents:*

*None*

*Previous Committee Reports:*

School Organisation Advisory Board – 9 November 2010

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Revd Nigel Genders  
Director of Education  
Diocesan House  
Lady Wootton's Green  
Canterbury  
Kent  
CT1 1NQ

Direct line: 01325 735626

18 March 2011

Dear Reverend Genders

**APPLICATION TO PUBLISH PROPOSALS FOR A NEW 4-11 VOLUNTARY CONTROLLED CHURCH OF ENGLAND PRIMARY SCHOOL (INCLUDING A 2-4 NURSERY)**

Thank you for your recent application, for consent to publish proposals, for a new Church of England VC primary school and nursery, under section 10 of the Education and Inspections Act 2006, (EIA 2006), to replace Diocesan and Payne Smith Church of England VA School and Kingsmead Community Primary School.

The Department has considered the application very carefully and in exercising the powers, conferred by section 10 of the EIA 2006, has decided to **grant consent** to publish the proposals. This decision has been made due to the exceptional circumstances surrounding this new application and drawn from your previous application which was made on 23 October 2007. This original application was approved on 18 December 2007 by the Secretary of State.

Section 10 of the EIA 2006 does not constrain the exercise of the Department's discretion when determining applications for consent to publish proposals for new schools without holding a competition. This is subject, of course, to the usual public law principles of reasonableness, rationality and procedural fairness.

All applications are considered on their individual merits taking into account relevant factors. Accordingly, the Department has looked very carefully at your new application and also the previous application made in 2007.

Section 7 of the EIA 2006 and the School Organisation (Establishment and Discontinuance of Schools) (England) Regulations 2007 make clear that most new schools will be established by competition. The Department considered your application against the criteria set out in *Establishing a New Maintained Mainstream School* and determined there is good reason to depart from that principle.

The Department therefore accepts that holding a competition would not be appropriate in the particular circumstances of this application.

You may now proceed to follow the statutory process as set out in section 10 of EIA 2006. Further guidance and information is available on the Department's website <http://www.education.gov.uk/schools/leadership/schoolorganisation>

Please note that, in granting consent for your proposals the Department is not approving the establishment of the proposed new school. That is for the local authority to decide or the schools adjudicator if there was an appeal under paragraph 14 of Schedule 2 to the EIA 2006.

Please feel free to contact me if you wish to discuss this letter further.

Yours sincerely

A handwritten signature in black ink, appearing to read 'PP Meredith', written over a horizontal line.

Patricia Meredith  
School Collaboration, Organisation and Competitions Unit



## Public Consultation Document



Diocesan & Payne Smith  
Church of England Primary  
School

Kingsmead Primary School



Kent County Council would like to hear your views on a proposal to amalgamate Kingsmead Primary School and Diocesan & Payne Smith CE Primary School with effect from 1st September 2012.

**Public Meetings:**

**Monday 6 December 2010 at 3.30 p.m. at Diocesan & Payne Smith CE Primary School**

**Wednesday 8 December 2010 at 3.30 p.m. at Kingsmead Primary School**



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## 1. INTRODUCTION

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It is widely acknowledged that the children attending Diocesan & Payne Smith CE Primary School and Kingsmead Primary School are badly in need of better accommodation. This will require substantial investment to provide the facilities and learning environment which meet the needs of the children and their communities.

Kent County Council and the Canterbury Diocese tried to find a way to provide a new school on the Kingsmead stadium site in negotiation with Canterbury City Council, but unfortunately this was unable to proceed.

Another proposal to amalgamate on the Kingsmead site is now being brought forward and Kent County Council would very much like to hear your views. On page 10 you will see how you can let us know what you think. All comments received will be carefully considered.

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## 2. BACKGROUND

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The possibility of a new school to replace Kingsmead Primary School and Diocesan & Payne Smith CE Primary School has been discussed for several years.

Over a decade ago, it was recognised that there was an urgent need to replace Diocesan & Payne Smith CE School because of the cramped conditions, health and safety concerns and escalating maintenance costs making it unfit for 21st Century education.

Kingsmead Primary School accommodation is desperately in need of refurbishment and the site in need of redevelopment.

A solution to the unsatisfactory accommodation issues for both schools has continued to be sought. This proposal is now being brought forward for consideration to address these issues.



### 3. THE PROPOSAL

The proposal is to amalgamate Diocesan & Payne Smith CE Primary School and Kingsmead Primary School by closing both schools and immediately opening a newly amalgamated school with effect from 1 September 2012. The new school would be a two form entry Voluntary Controlled school, including a 26 part-time place maintained nursery unit and would be established on the current Kingsmead site.

The main building of Kingsmead Primary School was built around 1903 with additions in 1939 and 1960. To achieve a two form entry primary school on the site it is recognised that there would need to be substantial improvements including refurbishment and remodelling of the accommodation and possibly some new build. The access to the school will also need to be greatly improved. This work would be funded by a contribution of up to £2m from Kent County Council, together with the proceeds from the sale of the Diocesan & Payne Smith site which would be contributed by the Canterbury Diocese. Detailed work would be undertaken in consultation with both schools to agree the best way of using the funding available to provide a good learning environment for all pupils.

At the point of amalgamation in September 2012, there would be an estimated 291 pupils on the combined roll from both schools. The number of pupils entering Reception Year in future years is expected to rise in the Canterbury City locality and a new two form entry school to replace Kingsmead and Diocesan & Payne Smith would be appropriate to meet future need.

The table below shows the current pupil numbers at both schools for Years R to 6

School	PAN *	Yr R	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Total
Diocesan & Payne Smith	29	30	30	25	23	28	24	17	177
Kingsmead	30	28	23	21	12	17	12	12	125

\* Published Admission Number

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### 3. THE PROPOSAL—cont.

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A shadow governing body would be appointed, consisting of governors from both schools. They would plan the establishment of the new school, which would have a single governing body and a single headteacher. The shadow governing body would appoint the headteacher designate who would then work with the shadow governing body to establish a staffing structure for the new school.

Staff from the existing schools would have the opportunity to be considered for positions at the new school, should they wish. Every effort would be made to manage the transition and establishment of the new school to minimise disruption for existing pupils.

The new school formed from the amalgamation of Kingsmead and Diocesan & Payne Smith would be eligible for reorganisation funding based on both schools' current pupil numbers and would also include curriculum protection. This would total approximately £87k.

All pupils attending Diocesan & Payne Smith School and Kingsmead Primary School at the time of their closure and requiring a place for 2012, would be guaranteed a place at the new school.

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### 4. COMMENTS ON THE PROPOSAL FROM THE CHAIR OF GOVERNORS OF KINGSMEAD PRIMARY SCHOOL

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*A new school would embrace the significant strengths of the existing Kingsmead Primary School, maintaining the good quality 'care, guidance and support' recognised in the most recent OFSTED inspection, its successful inclusion history and considerable community involvement.*

**Martyn Vye, Chairman of Governors**

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## 5. COMMENTS ON THE PROPOSAL FROM THE CANTERBURY DIOCESE

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*The Diocese has over the last 4 year period spent over £750,000 on the Diocesan & Payne Smith school building and we are still left with a building that is unsuitable for providing the kind of education needed for the children of the school.*

*The case has already been made, and accepted, for the need to rebuild the school but proposals have not been able to progress due to the inability to find a suitable site.*

*This latest proposal to establish a brand new school out of the two predecessor schools of Kingsmead and Diocesan & Payne Smith, located on a greatly enhanced Kingsmead site, will enable us to bring the best practice from both schools and create a Church of England school which serves the whole community.*

*Part of the success and popularity of Diocesan & Payne Smith has been its clear Christian character as a Church of England school. It received an 'outstanding' for its denominational inspection; parents value the Christian ethos which underpins the whole school and plays a vital part in the life of the school and its place in the community. Recognising that the proposed new school is to be formed by bringing together a County primary and a Voluntary Aided school, it is proposed that the new school should be a Voluntary Controlled Church of England school. This will ensure that the school thrives as a distinctive Church of England school and has the same inclusive admissions policy as all other Voluntary Controlled and Community schools, ensuring that it will serve the local community. Admission will not be dependent on any faith commitment of the family and the school will serve pupils of all faiths and none, within the context of its underpinning Christian values.*

**The Reverend Nigel Genders  
Canterbury Diocesan Director of Education**

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## 6. WHAT HAPPENS NEXT?

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The purpose of this consultation process is to seek your views on whether a new school should be established by amalgamating Kingsmead Primary School and Diocesan & Payne Smith CE Primary School.

### **Competition Arrangements**

All proposals to establish a new school (including a school which emerges from the amalgamation of two existing schools) are subject to the requirement for external competition. This means that once a need for a new school has been identified by Kent County Council, we are required to publish a competition notice which specifies the detailed requirement for the school and allows other interested parties to submit a proposal to run the school. If this was to be the case then the Local Authority would 'judge' the competition and make a decision following comprehensive evaluation of any proposals that came forward. The competition requirement extends the decision making process and delays the point at which a final decision can be made. If this proposal is subject to the competition process it is possible that it may be December 2011 before a final decision is made.



Kingsmead Primary School

### **Exemption from Competition**

Although most new schools are established through a Local Authority competition, it is possible under government legislation for *Proposers* of new schools to apply to the Secretary of State for exemption from competition.

As the new school would be a Voluntary Controlled Church of England school, the Diocese of Canterbury has agreed, in consultation with Kent County Council and the headteachers and governors of both schools, to submit an application to the Secretary of State to seek consent to publish a proposal for the new school, without going through the competition process.

This would mean that a decision about the new school could be made in July 2011.

The suggested timetable for either a competition or exemption from competition can be found on the following pages.



Diocesan & Payne Smith CE Primary School

## 7. CONSULTATION TIMETABLE

Public Consultation Begins	22 November 2010
Public Meetings; Diocesan & Payne Smith CEP Kingsmead Primary School	6 December, 3.30 pm 8 December, 3.30 pm
Canterbury Diocese applies to the Secretary of State to publish proposals for a new Voluntary Controlled school outside of competition	17 December 2010
Public Consultation ends	14 January 2011
Decision by Secretary of State on exemption from competition	February 2011
*School Organisation Advisory Board	3 March 2011

### If exemption is granted:

Cabinet Member decision on issuing a joint Public Notice with the Diocese	March 2011
Public Notice Issued	29 April 2011
End of Public Notice Period	10 June 2011
Decision by Local Authority	July 2011
Appeal Period	4 weeks
Decision by Adjudicator if referred	September 2011

\* The School Organisation Advisory Board meeting is held at County Hall, Maidstone and the webcast can be watched via the [kent.gov.uk](http://kent.gov.uk) website. **The meeting is open to the public.**

## 7. CONSULTATION TIMETABLE—cont.

If exemption from competition is **NOT** granted:

Cabinet Member decision on issuing a competition notice	March 2011
First competition Public Notice issued (invitation to bid)	29 April 2011
End of first competition Public Notice period	29 August 2011
Second Public Notice issued (summary of proposals received in response to the invitation notice).	16 September 2011
Public meeting	w/c 26 September 2011
Second Public Notice expires	28 October 2011
Report back to School Organisation Advisory Board on outcome of the competition	9 November 2011
Decision by Cabinet Member	By 28 December 2011



Kingsmead Primary School Play Area

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## 8. HOW TO GIVE YOUR VIEWS

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If you would like to comment on the proposal there are several opportunities available to you:

- ◇ **Complete and return the response form to:**  
Martyn Doole, Area Education Officer,  
East Kent Education Office, Clover House,  
John Wilson Business Park, Thanet Way,  
Whitstable, Kent CT5 3QZ

*(forms must reach us by 14 January 2011 )*

- ◇ **Come to a public meeting**
  - ◆ Diocesan & Payne Smith CE Primary School  
Monday 6 December at 3.30 pm
  - ◆ Kingsmead Primary School  
Wednesday 8 December at 3.30 pm
  - ◆ An elected member of Kent County Council will chair these meetings, at which all interested parties will have an opportunity to put forward their views.
  - ◆ Officers from the Local Authority will also be present to clarify points of detail.

- ◇ **Email your comments to:**  
[school.consultations@kent.gov.uk](mailto:school.consultations@kent.gov.uk)

**(We will note all you say, but will not be able to respond individually to response forms, letters or emails)**





### Public Consultation Response Form

**Proposal to amalgamate Kingsmead Primary School and Diocesan & Payne Smith CE Primary School with effect from 1st September 2012.**

**PLEASE RETURN NO LATER THAN 14 JANUARY 2011**

**To:** Martyn Doole, Area Education Officer (East Kent)  
East Kent Area Education Office, Clover House,  
John Wilson Business Park, Thanet Way, Whitstable CT5 3QZ

**Fax:** (01227) 772290

**Do you agree with the proposal?**

**Yes**

**No**

**I am:** (please tick as appropriate)

The parent/carer of a pupil at  
Kingsmead Primary School

The parent/carer of a pupil at  
Diocesan & Payne Smith CEP

A member of staff at  
Kingsmead Primary School

A member of staff at Diocesan  
& Payne Smith CEP

A governor of Kingsmead  
Primary School

A governor of Diocesan &  
Payne Smith CEP

Other interested party

Name of other school or interested party

.....

**You can also email your views to: [school.consultations@kent.gov.uk](mailto:school.consultations@kent.gov.uk)**

**Name:**

**Address:**

Kent County Council is a data controller under the Data Protection Act 1998 and will comply with the requirements of the Act at all times. We will ensure that your personal information is processed fairly and lawfully and in this instance used only for the purpose of validation, which will enable a fair and just consultation.

**PLEASE WRITE YOUR COMMENTS OVERLEAF**

My comments are as follows:

*Please continue on another sheet if necessary*

This document is available on:  
[http://consultations.kent.gov.uk/consult.ti/kingsmead\\_diocesan/consultationHome](http://consultations.kent.gov.uk/consult.ti/kingsmead_diocesan/consultationHome)

Responses can be emailed to: [school.consultations@kent.gov.uk](mailto:school.consultations@kent.gov.uk)

If you have difficulty reading this document and require it in another format please contact your school.



**Diocesan and Payne Smith**  
Church of England (VA) Primary School

Appendix 3

Broad Street, Canterbury, Kent CT1 2LU

Tel: 01227 462158

Fax: 01227 462205

Nursery tel: 01227 781228

Email: [headteacher@diocesan-canterbury.kent.sch.uk](mailto:headteacher@diocesan-canterbury.kent.sch.uk)

Web: [www.dps-primary.co.uk](http://www.dps-primary.co.uk)

114 JAN 2011

11<sup>th</sup> January 2011,

For the Attention of Martin Doole,

The Governors of Diocesan and Payne Smith CEP School have long recognised the need for an improved educational primary setting in the Northgate Ward.

We are disappointed that this setting cannot be new build but accept that, under the circumstances, refurbishment of the existing Kingsmead Primary site appears to be the only option available.

We have always appreciated the commitment to retaining Church involvement in the 'new' school and support the move from Voluntary Aided to Voluntary Controlled.

Many have spoken of the ethos and values of Diocesan and Payne Smith CEP School and the desire to retain them within any new school that is formed. Our ethos is built around high quality educational provision, community and serving. We are the trusted representation of wrap around care for all of our families and this ethos should be central to any new school that is formed.

We do not feel that there is, as yet, a strong and effective means by which this amalgamation can be achieved with confidence. It is the primary proposal of this Governing Body that there should be immediate involvement, by a small body of people who have personal knowledge of, and commitment to, the residents of Northgate Ward, in the planning and development of the Kingsmead site for a new school. It is our opinion that we should be developing a school that forms the hub of the community and not just a refurbished building that can house a two form entry school with a maintained Nursery.

We consider it to be vital that an interim body is formed that appoints a person with vision to lead and manage this development so that the outcome meets the needs of the community and sooner, not later. Together this interim body could shape a vision for the future of Northgate that is educationally uplifting and the centre for community needs. Clearly this interim body would need a mandate to make decisions in the best interests of

stakeholders. Diocesan and Payne Smith CEP School and Kingsmead Primary are both heavily involved in supporting the local community and we feel that this level of support could be enhanced for the benefit of all current and future pupils.

The social, emotional and health needs of both schools are high. 80% of the families of Diocesan and Payne Smith CEP School access Health and Family services beyond the normal range of dentist, doctor or Early Years, 52% on a regular basis. The retention of highly effective services such as Kingsmead Family Support and MACs on the site will be vital to the smooth management of the future school. This would also keep important services within the city for the benefit of all residents. When Social Services left Stour Street for an industrial site in Chesterfield the most vulnerable families in the city suffered because of the inaccessibility of the site without transport.

We appreciate that the funding currently referred to is specifically for the school but there would be considerable benefit in talking to health and social services to consider how the school site could be enhanced in partnership to deliver a whole remit of support such as is welcomed by the Dfe. and referred to within the Kent Primary Strategy.

As governors we feel that if we are to truly consider Best Value and commit to the raising of standards then getting grass roots decisions right is imperative. We truly hope that any decisions or planning that have already taken place will not be to the detriment of what the new school could deliver.

Secondly, the new school will need the right balance of personnel and the existing schools need to continue to provide excellence for all pupils. You will appreciate that any school is not just a building housed with people; it is a living community that is at its most effective when working in harmony with a clear focus on the desired outcomes. Diocesan and Payne Smith CEP School have a staff that is highly motivated and strives to give every pupil not only excellent learning opportunities but within a context that develops the whole person. Ofsted on three separate occasions since 2008 has recognised that staff are highly motivated, all good or better, and provide a learning environment that enhances outcomes for all. We must not lose outstanding staff because of the lack of job security whilst the amalgamation programme grinds on. That would be to the detriment of current pupils as well as future.

The interim body should make an early decision on staffing needs producing a proposed staffing structure thus allowing current staff to make informed decisions when considering their future and preventing loss of staff because of uncertainty.


Another matter for consideration now are the changes in schools funding and the delivery of historically core services necessitating joined up thinking by both schools. Commitment to future contracts needs in both Kingsmead Primary and Diocesan and Payne Smith CEP School would be best dovetailed so that they are mutually beneficial and facilitate a smooth transition in the future.

Finally, parents will feel reassured if they understand that this project is being properly prepared with solid foundations from the off-set. It gives all parties the best opportunity to exceed statutory education, health and safety requirements and provide the very best wrap around care for the child.

Yours sincerely,

The Governing Body of Diocesan and Payne Smith CEP School.

Graham Duplock      Chair  
Margaret Wells      Vice Chair  
Revd. Michael Stace  
Revd. Mark Ball  
Heather Radcliffe  
Jonathan Christopher  
David Smith Wallace  
Tamsin Peacocke  
Chris White  
Jo Warnock  
Carol Wakelin

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## AMALGAMATION----KINGSMEAD GOVERNORS RESPONSE TO CONSULTATION.

The governors of Kingsmead Primary School wish to make the following response to the consultation on a possible amalgamation of Kingsmead School and Diocesan Payne Smith School.

We support in principle the proposal to amalgamate the two schools. We believe a larger school, on the western side of the City of Canterbury, might offer the possibility of greater financial stability, and of staff being able to offer a wider range of skills.

However, this support is conditional. We are very clear in our vision of what Kingsmead School is striving to achieve for its children, and are totally supportive of the care our headteacher and staff provide for them, and their efforts, in difficult circumstances, to raise their level of educational attainment. We want to be sure that an amalgamation would add value to what is already being done in our school. Therefore we ask that a shadow governing body be formed immediately, which would articulate a vision for the new school. We believe this to be vital, as plans for its physical environment will very shortly begin to be drawn up. We understand that such a body would have no legal status. However, we cannot believe there is any legal bar to an equal number of governors from our two schools meeting as an integral part of the working party already in place.

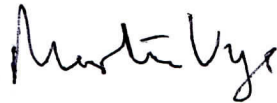
Our second condition is that support be provided by the local authority for the senior management team as they become increasingly occupied with participating in the planning of the new school. The number of meetings that our headteacher has had to attend already is considerable; and clearly this is going to increase since the planning is centred on the Kingsmead site. We look for commitment to provide us the equivalent of another teacher so that our Assistant Head can be liberated to share the burden of the planning.

Our third condition is that the maximum be done to minimise disruption that will undoubtedly be caused by the rebuilding and refurbishment works. Our parents and staff are understandably worried about the impact on the children's learning. We ask that the possibility of starting work during holidays earlier than this summer be seriously considered.

We believe that there must be complete transparency in the process of drawing up the plans for the new schools, and that parents and staff should be given every possible opportunity to have a meaningful input

into the plans. We ask that the question as to how this should be done be a main item on the agenda of the next steering group meeting. Finally, while recognising the legal framework within which we have to operate, we ask that the appointment of the first headteacher be made as soon as possible, so that she/he can play an important part in the development of the new school.

MARTIN VYE

A handwritten signature in black ink, appearing to read 'Martin Vye', written in a cursive style.

Chairman of Governors, Kingsmead Community Primary School



**PROPOSED AMALGAMATION OF KINGSMEAD PRIMARY SCHOOL AND  
DIOCESAN & PAYNE SMITH CE PRIMARY SCHOOL**

**Summary of written responses**

Consultation documents distributed: 650

Responses received: 19

	Support	Against	Undecided	Total
Parents/Carers of pupils at Diocesan & Payne Smith CE Primary School	1	2	1	4
Parents/Carers of pupils at Kingsmead Primary School		2	1	3
Governors of Diocesan & Payne Smith CE Primary School	1	1		2
Governors of Kingsmead Primary School				0
Members of staff at Diocesan & Payne Smith CE Primary School	1			1
Members of staff at Kingsmead Primary School	2			2
Interested party	9			9
<b>Total responses received *</b>	<b>13</b>	<b>4</b>	<b>2</b>	<b>19</b>

\* Please note: The totals on the bottom line refer to the number of individual responses received. Some of these responses fitted into more than one category and are counted in each category but only once in the total.

A summary of the comments on the proposal received from parents, members of staff and governors at both schools and other interested parties:

- There would be more children in each year group. This would give more opportunities for socialising in peer groups, sharing of ideas and working in groups in lessons
- The new school would need to become a local community hub, where services are focussed, if it is to achieve improved standards for primary school children into the future.
- The merger would need to be very carefully managed to minimise disruption for the pupils, who already find any change extremely difficult, and the integration of the two groups of pupils and parents would need to be very carefully planned.
- This is an exciting proposal and will be great in the long term. The interests of all the children in both schools would need to be kept in the forefront throughout.
- Some parents of both schools have strong emotional concerns which although may be unfounded, are very real to them.
- The children and families of the area deserve maximum benefit from this project. They currently receive great support from the two schools and the other services based on the Kingsmead site, in addition to direct education.
- Concerns that the personalised approach that both small schools effectively foster will be lost.
- The management of the new school needs to be strong with a clear vision of what the school can achieve and how to get there.
- Concerns that one of the schools has very low standards.

An extract from the response received from the Canterbury & District Early Years Project that occupies accommodation on the Kingsmead site:

*The Kingsmead accommodation has been extremely important in the work we undertake. The relationship with the school and the families involved with the school has been beneficial to all.*

*We view the potential amalgamation of the schools as having many positive factors. It will hopefully provide the best quality of education for those children from both schools on a refurbished site which will provide a great learning environment.*

*We would like to be able to continue to provide programmes and services from this site. We have a history and reputation of providing high quality services and support and of good partnership working with other agencies and organisations.*

An extract from the response received from the Minister of Emmanuel Church, Canterbury – a church that rents the Hall at Kingsmead School on Sunday mornings.

*We are pleased about the proposed merger for two reasons:*

- 1. The prospect of having one school for the Northgate Area. Our early ministry in the community shows how divided and factional the area is, and one merged school could be a real force for good.*
- 2. The prospect of having a Church of England school. We welcome Christian values remaining at the heart of both schools and in any new school.*

**PROPOSED AMALGAMATION OF KINGSMEAD PRIMARY SCHOOL AND  
DIOCESAN & PAYNE SMITH CE PRIMARY SCHOOL**

**Summary of the Public Meetings held on 6 December 2010 at Diocesan & Payne Smith CE Primary School and 8 December at Kingsmead Primary School**

Both meetings were chaired by Mr Mark Dance.

The key issues raised are summarised below.

Approximately 43 people attended the public meeting held at Diocesan & Payne Smith CE Primary School and approximately 45 people attended the public meeting held at Kingsmead Primary School, including parents, staff, governors, and other interested parties.

**Diocesan & Payne Smith CE Primary School – 6 December**

- **Martyn Doole**, Area Education Officer
  - It had not been possible to continue with the proposal to amalgamate both schools into a new school building on the stadium site and now this new proposal of the two schools coming together in refurbished and remodelled accommodation on the Kingsmead site is coming forward.
  - Discussions have taken place over a number of years on replacing Kingsmead Primary School and Diocesan & Payne Smith CE Primary School with a new school.
  - Both schools are accommodated in buildings that are no longer fit for 21st Century education.
  - At Diocesan & Payne Smith the conditions are cramped, there have been health and safety concerns and escalating maintenance costs.
  - The Kingsmead accommodation is desperately in need of refurbishment and the site in need of redevelopment.
  - Both schools serve the Northgate community.
  - There is a need to raise and maintain standards for all pupils.
  - The proposal is to amalgamate Kingsmead Primary School and Diocesan & Payne Smith Church of England (Voluntary Aided) Primary School and open a new school to replace them on the Kingsmead site with effect from September 2012.
  - The proposed new school would be a two form entry (60 pupils in each year group) Church of England Voluntary Controlled school.
  - The new school would include a 26 part-time place maintained nursery unit.
  - Both schools would close on 31 August 2012
  - A new school would open on the Kingsmead site on 1 September 2012
    - One governing body
    - One headteacher
  - Once the decision is made, a shadow governing body would be established consisting of governors from both schools. The shadow governing body would recruit a headteacher, agree staffing structure and oversee transition to the new school.
  - KCC would want to preserve the best of both schools for the community. At the present time, both schools are vulnerable - this proposal would establish a new school that would provide robust provision for the future.
  - MD advised that there were two possible timetables for this public consultation process and explained both timetables.

1. The Canterbury Diocese would apply to the Secretary of State for exemption from competition
  2. The Local Authority would invite interested parties to submit proposals to run the new school as part of a competition process.
- **Revd Nigel Genders**, Director of Education, Canterbury Diocese
    - Diocesan & Payne Smith is historically a successful school for two reasons; it has a strong leadership and management and has a distinct Christian ethos.
    - Diocesan & Payne Smith serves its local community and he would want this to continue in the new school.
    - Voluntary Controlled status gives assurance that the school would continue to serve its local community as the admission arrangements would be the same as for a community school; therefore no child would be precluded from applying for a place at the new school on grounds of faith or no faith.
  - **Carol Wakelin**, Headteacher
    - The Diocesan & Payne Smith building was given in 1845 to be used as an education establishment and has been accessible to the children of Northgate to receive a good education.
    - A school is not a building; it is just where everyone meets.
    - A school was created for the community and it is the community that makes a school.
    - The Diocesan & Payne Smith building is not providing what our children need. There is a limit on space and this proposal should be looked at in the broadest sense for the children of Northgate to get the level of education they need.

**The following points were made at the meeting:**

- An issue about the new school offering church services and whether this would be agreeable to everyone.
- Concerns were raised about the staffing of the new school, when the staff at the current schools would know about their jobs and staff leaving because of the uncertainty.
- Concerns were raised about the current condition of the Kingsmead school buildings, the site and available space.
- Concerns were raised about the refurbishment project and how it would be managed in order to minimise the impact on the children's education
- Concerns were raised about the available funding to complete the project.

These concerns were addressed at the meeting.

**Kingsmead Primary School – 8 December**

- **Martyn Doole**, Area Education Officer – gave the same presentation as above.
- **Revd Nigel Genders**, Director of Education, Canterbury Diocese
  - Gave background information about the Church of England and stated that in Kent there are 103 Church of England schools – 100 primary schools and 3 secondary schools. In Kent a third of all primary schools are Church of England schools.
  - Diocesan & Payne Smith parents are concerned about losing their Christian ethos and he was sure that Kingsmead parents had concerns about becoming a faith school.
  - Everyone has a set of values that they live by and the values the Church of England are peace, love and faith.
  - A Voluntary Controlled school has the same admission arrangements as a community school; therefore no child would be precluded from applying for a place at the new school on grounds of faith or no faith.

- **Michelle Anderson**, Headteacher

- Meetings held about pupils' progress illustrate the key strengths of the school and also highlight what could be improved. The school knows the children well and how they work
- A maintained nursery would mean that the new school would be able to work with children over a longer period.
- It would be an advantage for the children to have more peers.
- Kingsmead has good links with other churches in Canterbury and the new school having a Church ethos would not be very different to now.
- There is a need to think about the future as well as the children currently attending the school.

- **Martin Vye**, Chair of Governors

- All the children attending the school at the time of its closure and requiring a place for September 2012 would have a place at the new school if parents wished.
- The admissions criteria would be the same as it is now for this school - based on nearness of the child's home to the school.
- Managing a small school financially can be very difficult.
- A headteacher of a larger school can employ teachers with wider skills.
- The refurbishment of the Kingsmead site would need to address the problems of the approach to the school.
- The headteacher has been very keen to have a nursery here.
- The children would be taught within their year groups in the new school. Currently Kingsmead has a mixed class for Years 5 and 6.
- The governors of Kingsmead have said that they would like to investigate this proposal.
- The governors would be involved in the planning of the new school and would want parents to be involved as well.

**The following questions were asked and points made at the meeting:**

- Why does it have to be a Church school? Is it because the Diocese will be contributing to the cost of the new school.
- Not everyone wants a Church school education for their children.
- We like the intimacy of a smaller school.
- The access to the school would need to be improved, taking into consideration the larger number of pupils.
- Parents questioned how the refurbishment would impact on their children's education and were reassured that the Local Authority would work very closely with the headteacher to minimise any impact. Any noisy work would be undertaken out of school time.
- Concerns were raised about integrating the children from both schools and reassurance were given by Officers that an integration strategy would be developed to bring the children together before the amalgamation in order to build relationships.
- Concerns were raised about communication and parents were advised that the governors would ensure that information is channelled and concerns fed back to the County Council.
- The new school can bring the whole community together.

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**Diocesan and Payne Smith**  
Church of England (VA) Primary School

Appendix 7  
Broad Street, Canterbury, Kent CT1 2LU  
Tel: 01227 462158  
Fax: 01227 462205  
Nursery tel: 01227 781228  
Email: headteacher@diocesan-canterbury.kent.sch.uk  
Web: www.dps-primary.co.uk

14 JAN 2011

12<sup>th</sup> January 2011,

For the Attention of Martin Doole,

As a school we have very mixed ideas about the amalgamation. 60% of us would rather stay where we are.

We think a lot of money has been spent on our school and we think it is a waste of that money to move now. We think that our school is a good school. We don't accept bullying, we work well together as a team and we like who we are. We like our teachers and the things we do. For some of us Kingsmead would be an even longer walk. We also feel that the youngest children have only just settled into the school and then they would have to change again, possibly with different teachers.

10% of us are unsure and we have not been able to make up our minds because we can see both good and bad things about the amalgamation.

30% of think that the amalgamation would be a good thing because it would give us better facilities such as a field, bigger playgrounds and the opportunity for improvements. We would also have more friends.

If the amalgamation does go ahead then it is important to us that the following things will be part of the new school:-

- Bigger play areas with play equipment and covered seating areas
- A school kitchen that cooks on the premises and a good sized hall for eating
- A sports hall
- Grass
- Bigger classrooms with plenty of computers, maybe a computer suite
- Plenty of toilets
- A library
- Good access
- We would all like to be in the same building, including the Nursery
- A building that has been decorated and grounds that look welcoming
- No bullying

The most important thing for all of us is that the school helps us to become the very best that we can be and is not just worried about results in maths and English.

The pupils of Diocesan and Payne Smith CEP School

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**KINGSMEAD PRIMARY SCHOOL**  
**VIEWS OF PUPILS REGARDING THE AMALGAMATION**  
**PROPOSALS**  
**January 2011**

Pupils from key stage 2 discussed their views informally in small groups with the Headteacher. Pupils in year 2 talked about the proposals in their class with a Teaching Assistant.

**What do you think about the idea of our school joining together with Diocesan and Payne Smith School?**

Most children thought it was a good idea. Just a couple were not in favour or had mixed views – they liked the school as it is or were worried about bullying.

**There will be more children in the school and more classes. What do you think about that?**

Will there be enough room on the playground?

It would be more crowded but more people would get to learn new things.

There would need to be different class names.

It would be good as there will be more people playing football and sports.

Teachers would have more children to help so we would get less time.

Teachers would find it hard to teach more children and there might be behaviour problems.

We could make more friends.

There may be more bullying.

We could go to different rooms for different lessons (ie setting).

We would need more space.

**There would be a lot of money spent on improving the school building and the school site. What do you think could be done to make the school better?**

Extend the playground

Divide the playground up for ball games.

Extend into the Adult Education car park

Extend the playground into the front of the school.

Use the old swimming pool.

We would need more chairs and tables.

The playground football pitch could be made bigger and goal nets put in.

There could be fencing to stop the balls going over into the coach park.

The hall would need to be bigger for dinner.

It could be painted a new colour.

New doors

Climbing frame/ make the play area bigger.

Fill in the cracks.

Make the car park bigger/ better.

Friendship Bench  
Build more classrooms.  
More equipment

**What would be the good things about the schools joining together?**

We already know some children/ have friends from DPS.  
There would be more children to play with so no one will be lonely.  
More children in class to help each other  
We could make new friends in our class (lots of children said this).  
We could improve the school and attendance might go up.  
We could get new equipment.  
Our school and DPS don't get good results. Joining together might help the results improve.

**Is there anything that worries you about the two schools joining together?**

They worry about whether there would be bullying (lots of children said this).  
There might be fights and people getting hurt/stealing/threats.  
There is lots of bullying at DPS.  
The education for all children needs to be the same.  
Things would cost more (I explained there would be more money for this).  
Would the new children like me?  
It might be unwelcoming and different.  
There might be naughty children.  
There will be more children.  
There won't be enough toilets.  
We'd have more queuing for dinner.  
They're Christians and we're not.

**Other points made:**

They think the classes should be mixed up.  
What would it be called?  
Maybe the new school uniform could be a mixture of both.