



North Elmham CEVC Primary School

Headteachers: Miss Tobin & Mr Isherwood

Holt Rd, North Elmham, NR20 5JS

Tel: 01362 668318, Email: office@northelmham.norfolk.sch.uk

Website: northelmhamschool.com



25th April 2019

Statutory Proposal to change of category from Voluntary Controlled (VC) to Voluntary Aided (VA) from 1st September 2019

1. School details

Name	North Elmham CofE VC Primary School
Type	Voluntary Controlled School
Address	Holt Rd, North Elmham, NR20 5JS
Age Range	4 – 11 years
Capacity	105 pupils; Numbers on roll 1 April 2019 = 85
Ofsted	Last Ofsted; 9 March 2017 Rating; Requires Improvement

2. Local Authority details

Norfolk County Council, County Hall, Martineau Lane, Norwich, Norfolk NR1 2DL

3. What changes are proposed?

It is proposed to change the category of the school, from Voluntary Controlled to Voluntary Aided.

4. Why do we want to do this?

The change of category to Voluntary Aided will enable us to build on some of the best aspects of our school and help us secure a strong and positive future for our school, within the ever changing national and local contexts. In particular it will;

- Give us greater control and flexibility over our finances
- Strengthen our Christian school ethos as we will have more control over recruitment
- Enable us to focus our resources on the specific needs and aspirations of our community
- Be able to access funding only available to Voluntary Aided schools to support building and maintenance

- Remain as a state school, funded by the Local Authority, but the governing body will own the land and buildings
- Enable us to have the flexibility to control the admissions policy to meet local needs, when needed.

5. When will the changes happen?

If the proposal is agreed by the local decision maker; the Executive Director of Children’s Services, Norfolk County Council, it is intended that the change in category will be implemented on 1 September 2019.

6. Will there be any effect on other schools, academies and educational institutions within the area

We cannot foresee any impact on any other schools, as new places are not being created.

7. Will the proposed change result in additional traffic near the school

There will not be any additional impact on traffic at the school, as this proposal does not increase new places.

8. Will there be any changes to the school building?

No.

9. Will this definitely happen?

No. There is a statutory process we must follow to make this type of change to schools.

10. Related proposals

The proposal is related to the proposal to federate All Saints CofE VA Primary School, Stibbard and North Elmham CofE Primary School from 1st September 2019. The consultation runs from 25 March – 20 May 2019 and the consultation document is available from Clerk to Governors, North Elmham CofE Primary School, Holt Road, North Elmham NR20 5JS.

Email: jreynolds28rp@nsiz.org.uk

11. How can I make my views known?

Any person may object to, express support for, or make comments on the proposals by:

- Send an email to; schoolreview@norfolk.gov.uk
- Write to: School Organisation Team, FREEPOST, 1H 2076, Floor 8, Bay 34, County Hall, Martineau Lane, Norwich, NR1 2BR. You don’t need a stamp.

12. What happens next?

The following table sets out the key dates for the consultation and decision making. At any point the proposal may be withdrawn. The dates set out below meet the Department for Education requirements for consultation on school organisation proposals.

School organisation process	Date
Public Notice published	25 April 2019
Statutory consultation (representation stage)	25 April – 23 May 2019
Decision required, no later than	23 July 2019
If approved, change of age starts	1 September 2019

Appendix A – consultation proposal to change category

Appendix B - analysis of responses received during the consultation.

Appendix A – consultation proposal to change category



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Date 25th February 2019

North Elmham CEVC Primary School

Proposal to change of category from Voluntary Controlled (VC) to Voluntary Aided (VA) from 1st September 2019

Dear all,

During the past months, Governors and the Senior Leadership team at North Elmham CEVC Primary School have been looking at how best to secure a strong and positive future for our school, within the ever changing national and local contexts. We are proposing to change the category of North Elmham CEVC Primary School from what is known as 'Voluntary Controlled' to 'Voluntary Aided'. This will have a number of impacts which are detailed below, none of which is significant to you, but you need to be aware

North Elmham CEVC Primary School already has strong links with the local church. A change to Voluntary Aided category is a natural way of strengthening those links within the local church community.

The school has decided that they have a strong commitment towards federating with a like-minded school in the future. The change of category for North Elmham CEVC Primary School would help consolidate and simplify the combined management needs of two schools following federation, if that was approved.

What changes when a school moves to Voluntary Aided category?

Staffing

The governing board would become the employer of all the staff. The terms, conditions and continuity of the current staff of the school would be unaffected. In the future the governing board will be able to use provisions of the School Standards and Framework Act 1998 to ensure that new teaching staff will be as committed to the support of the ethos of a Church school as those currently employed at the school. By the governing board becoming the employer (rather than Norfolk County Council) we would not need to pay the Government Apprenticeship Levy. This would save the school nearly £1,200 per year that we can redirect towards the education of our children.

Governing board

Subject to consultation and agreement a new instrument of governance would come into force on 1st September 2019, which will provide the majority of places to church (foundation) governors. In practical terms this would mean there has to be a new Governing Board from 1 September 2019. We would expect the Board to include similar people to now

Admissions

At present Norfolk Children's Services is responsible for admissions at the school. Following the change of status the governing board will be responsible for admissions and these would still be co-ordinated by the local authority. The admissions policy would be approved by the Diocese of Norwich and the local authority.

It is likely that we would adopt the NCC admissions policy, but it will allow us to adapt it, if it is felt to be beneficial to the school

The National Curriculum

All the requirements of the National Curriculum still apply in a Voluntary Aided School. Therefore there will be no changes in the general curriculum of the school and we shall continue to work to the same high standards that we have now.

Collective worship

The collective worship of the school already reflects the wide range of Anglican resources available for school worship; therefore there will be no changes in content.

Inclusion

North Elmham CEVC Primary School serves all children in the local community, irrespective of faith or background. The strong Christian ethos of the school will continue as will the core value of inclusivity.

Religious Education

Currently the school uses the Local Authority agreed Religious Education syllabus. Following the change to voluntary aided category the school is responsible for setting its own syllabus. However, there would be no change as the school would continue to follow the Local Authority agreed syllabus.

Ethos

A change to Voluntary Aided category will help to further secure the Christian ethos of the school in the future.

Capital Expenditure - New Build and Refurbishments

Any new build or major refurbishment works for a Voluntary Aided School are 90% grant aided by the Diocesan Board of Education with funds from the Department for Education and is the responsibility of the governing body. The 10% must be found by other means by the governing body.

What this could mean in practice, is that if we had a capital project that was acceptable to the Diocese that was going to cost the school say £20,000, we could apply for funding from the Diocese for £18,000,

leaving the school to find the other £2,000 through fund raising or something similar. This compares to the current position where the school is allocated a capital spend budget of about £5000 a year.

Appendix B – analysis of responses received during the consultation



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Report to the Governors of North Elmham VC Primary School Produced on responses received up to 5th April 2019

The Proposal: To change the school from Voluntary Controlled (VC) to Voluntary Aided (VA) with effect from 1 September 2019

Reason for the proposed change	<p>There are 2 main reasons :</p> <ol style="list-style-type: none"> 1.Strengthening the link with the Church community and further securing the Christian ethos of the school 2. To align with All Saints Stibbard, our preferred Federation school. The Consultation to Federate commenced on Monday 25th March 				
Consultation details	<p>An informal consultation was held from 25 February – 5 April, to develop the proposal to change the category. The consultation documents were distributed to parents, governors, staff, staff unions, Parish Council and other schools in the Dereham cluster. A consultation event was held with staff on 25 February followed by two general consultation events on 8 March and 11 March. There were approximately 6 staff members and 8 parents/members of the public attendees.</p>				
Number of responses in favour of the proposal	9 (82%)	Number of responses who neither agree or disagree	2 (18%)	Number of responses against the proposal	0
Summary of views expressed in favour of the proposal	<ul style="list-style-type: none"> • Seems it will help the school more • No significant changes from VC other than more access to funds for capital spend and alignment with Stibbard • This will be advantageous to the school and also is important part of the school moving forward in the future when it is federated with Stibbard All Saints • I agree with the reasoning given for making this change, and feel it can only benefit the school as a whole. • Pleased in the way there seems to be more opportunity for the school. I have not put strongly agree as I feel there may be issues that haven't been highlighted. • Because of the positive impact this could have on the school and the continued partnership with Stibbard 				

	<ul style="list-style-type: none"> • Financial advantages to the school, as described • I am very keen on having the strongest possible link with the church; also I think that it makes sense for schools to have the ability to control their own admissions • The governing body have clearly set out their reasons for becoming a VA school. This includes thinking of the future and how a small village school can be securely and sustainably 'good'. A federation with a like minded school makes much sense and having two VA schools joining together strengthens this.
Summary of views expressed who did not agree or disagree	<ul style="list-style-type: none"> • Don't really understand • If the teachers are not happy about the new contracts ie not being employed by the county council with all the benefits they offer, they will leave. How would you attract new teachers as well ?? Also the idea of having a bigger budget for capital expenditure, the diocese fund will give the school a bigger project budget, which can only be good for the school if spent wisely
Commentary	The majority of respondents are supportive of the proposal, and view it as a positive change
Resource implications	There are no resource implications.
Recommendation	To proceed with the formal consultation and Public Notice to change the category of North Elmham VC Primary School to Voluntary Aided