

Some Questions Answered

Now you have heard the announcement about the proposals for secondary education in north Huddersfield, you no doubt have questions about the changes and what happens next. Set out below are some of the questions and answers that you may find useful.

If, having read this information sheet, you still have some queries, in the first instance, please direct your question to a member of the school's Senior Leadership Team, who will collate new questions, so updated version of this document can be produced.

If you prefer to keep your question anonymous, please email the project team in confidence at bsf@kirklees.gov.uk

Why these changes now?

Establishing a new secondary school for north Huddersfield to create stability, and new and long term opportunities for education in the area for the future is vital. A new school at Fell Greave will mean a fresh start for existing and future students, the local community and for many school staff members.

This is an exciting opportunity for everyone. The prospect of bringing something new to north Kirklees, to get involved in building the future of education in the area is an once-in-a-lifetime opportunity.

Is this part of the BSF Programme now?

Yes, the proposal to establish a new secondary school to serve north Huddersfield is part of the Authority's Wave 6 BSF programme.

When will the new school open?

It is proposed that the new school would open on the current Fartown High School site on 1 September 2011. We are planning to have the new building finished at Fell Greave and open to students from September 2013.

Does this mean that Fartown High School will close?

It is proposed that Fartown High School will close on 31 August 2011. The proposed new school would open on the current Fartown High School site from 1 September 2011 and then move to the new site at Fell Greave when construction is complete in September 2013.

Who will take over the school?

This is not a take over. Fartown High School is proposed to close and a new school would be established by holding a competition and potential bidders will be invited to put forward their proposals against a detailed specification.

Why can't Fartown High School stay open until the new school is built?

It is important that the new school is given the earliest possible opportunity to create and embed its ethos and curriculum and build confidence in the local community. A priority is to continue and accelerate the already improving

educational standards for pupils in the area. This can begin by opening the new school in the current Fartown building, while the new building is being constructed.

Can you explain how the competition process works?

A competition must be run for all new and replacement schools according to The Education and Inspections Act 2006.

This regulation aims to encourage a wide range of new and existing providers to bring fresh energy, ideas and skills to a more diverse pattern of schools, with distinctive character and ethos, promoting excellence and choice.

A competition is expected to last between 10 and 14 months and has six stages:

- Consultation
- Publication of first notice
- Publication of second notice
- Representations
- Decision and Implementation.

Further details of the processes for school competitions can be found via the links on our website www.kirklees.gov.uk/bsf

Does holding a competition mean the new school will be an Academy?

It is far too early in the process to say. When holding a competition, interested parties submit bids to establish the new school. Proposals can be submitted for a range of school types including Academies, Voluntary Controlled schools, Voluntary Aided schools, Foundation schools or Trust schools. Of most significance is the quality of the education provided which would be a driving factor when taking the decision about the successful bid.

Will we get a say in who will establish the new school?

Once the bidders have submitted their proposals, there is a public meeting where interested parties can attend to hear more detail about each bid. At the meeting anyone - that includes school staff, students, and parents - can come along and ask the bidders questions about their proposals. There will also be an opportunity to respond formally to tell the Authority which proposal you prefer.

You should bear in mind that the competition process includes a four month period for bidders to prepare and submit bids.

Who decides who will establish the new school?

The final decision will be made by the Cabinet of Kirklees Council, unless Kirklees decides to submit a bid themselves, in which case the decision is taken by the Schools Adjudicator. The decision will take into account issues raised at the public meeting and the comments received about the proposals.

What will the new school look like?

Kirklees are currently preparing an artist's impression of what the new school could look like. This is by no means the finished design; it will just give an indication of what might be possible on the co-located site at Fell Greave. As the process progresses there will be the opportunity for the new school proposers, students, parents, staff, governors and the community to get

involved in influencing the design of an exciting state of the art building fit for education for the next 40 to 50 years.

Does co-location mean that staff could be working at All Saints as well as at the new school?

No. Both schools will remain separate schools with their own governance, Headteachers, Senior Leadership Teams and school staff. Having both schools on the same site will mean that there are opportunities to share some facilities, for example, playing fields.

Will Fartown High School continue to admit new students in September 2010?

Yes. Student admissions will still continue as normal at the school for 2010. The first Year 7 cohort to be admitted into the new school would be from September 2011. It is hoped that the prospect of a new school will be attractive for local pupils. "Local Schools for Local Children" is at the heart of Kirklees' long term education strategy.

We hope that this is also an incentive for school staff to stay and be part of an exciting future for this part of north Huddersfield.

What would happen to the current pupils on role at Fartown High School if the school closes?

All Fartown High School pupils would be offered a place at the new school, although this does not affect the rights of parents to apply for a place at other schools.

What will happen to the Governing Body of Fartown High School?

When the school closes, the Governing Body of Fartown would cease to exist. What happens when the new school opens will depend upon the nature of the new school as the arrangements for governing bodies differ for different types of schools.

Will existing school staff be transferred under TUPE to the new school?

This would depend on the type of the proposed new school and further clarification can be provided once the preferred proposer is determined. The HR Framework will be part of the specification for the new school.

Assuming staff members transfer to the new school, would existing terms & conditions, benefits and pension rights be retained?

This would be part of the TUPE discussions, if TUPE applies, but in addition the HR Framework would be part of the specification. Further clarification is documented in the HR Framework reflecting the advice currently available.

Have the trade unions been informed

Yes, the unions have been informed just prior to yourselves so as to be better placed to offer support. Kirklees would wish to continue with ongoing engagement as the process progresses so they are able to provide appropriate advice and support to employees of the school.

What if staff members don't want to move to the new school – what support can be offered?

It is expected that there will be opportunities for most staff to have roles in the new school. Depending on the management structure, this may not be possible for all staff in management roles and those who are therefore displaced would be supported through the HR Framework and associated arrangements. However, we understand that some staff may have valid reasons for not wanting to move to the new school and those individuals would be supported in securing another post through the Framework.

Will there be any redundancies as a result of this change?

It is anticipated that for most staff this change will bring longer term education sustainability and therefore job security. Whatever happens, we will work closely with staff, HR and Unions to make sure that the whole process is managed sensitively and everyone is kept informed at each stage.

We have developed an HR Framework to manage the changes arising from BSF and school re-organisations which would apply to staff at Fartown High School and it is important that the governing body signs up to adopt the Framework.

In addition, we will consider whether TUPE will apply and this incorporates specific employment related issues such as pensions.

What if staff are not successful in securing a job at the new school?

We would look to support your deployment to another school in Kirklees under the HR Framework and associated processes.

Will the Senior Leadership Team change?

It is too soon to be sure what the staffing structure of the new school will look like. This will be the responsibility of the new school's governing body. As the proposed new school is to provide education for 1200 pupils it is inevitable that there will be need to be changes to reflect this.

Where can I find out more information about the staffing implications in particular and about what different types of school means?

Within the HR framework, you will find information about school types, TUPE etc. Copies of the HR Framework are available on Ednet and paper copies will be made available on request. Once the decisions are taken about the type of new school that is to be established, HR colleagues will be able to provide more clarification about the implications for staff.

What happens next?

On 25th March, Cabinet approved that officers develop consultation materials and carry out statutory consultation regarding the linked proposals to establish a new school by competition to replace the existing provision. This consultation should take place in the summer term and there will be consultation meetings arranged for staff and governors as well as students, families of pupils, the local community and other interested parties. An indicative timeline for the process is set out below (all dates subject to cabinet approval).

Indicative Timeline For Statutory Processes	
Date	Activity
25 March 2010	<ul style="list-style-type: none"> • Cabinet approval to consult
April-May 2010	<ul style="list-style-type: none"> • 6 weeks term time statutory consultation on proposal
June 2010	<ul style="list-style-type: none"> • Report outcomes of the consultation on proposal to Cabinet
June 2010 (4 months June to October)	<ul style="list-style-type: none"> • Publish 1st Competition Notice for new school and submission of proposals – this is an invitation to interested parties to bring forward proposals for setting up the new school.
November 2010 (6 weeks Nov to December)	<ul style="list-style-type: none"> • Publish 2nd Competition Notice – to present all the proposals submitted to the LA to the community (with relevant public meeting/s). • Publish linked statutory notice to discontinue Fartown High School.
January - February 2011	<ul style="list-style-type: none"> • Report outcome of the 2nd competition notice and decide proposals (where the LA is not the proposer or it does not have an interest in a Trust school bid) • Local authority refers proposals to the schools adjudicator for a decision, if it is the proposer or has an interest in a Trust school bid
September 2011	<ul style="list-style-type: none"> • Implement proposals

The timescales look very “tight”, is this being rushed through?

It is acknowledged that meeting these timescales will be challenging and we will need your support to help achieve them. However, securing a new school for north Huddersfield as part of the Authority’s Wave 6 BSF programme, is the best way of bringing certainty to future learning for the young people of this area.

Who can I talk to about this?

We will establish a team to support this change as we have done in north Kirklees for schools that are part of BSF. As soon as this team is set up, we will let you know who they are and how they can be contacted. The support team will include representatives from the LA and HR. You may also wish to talk to your Unions.

How will staff be kept informed about what is happening?

The HR team will come back to talk to you at key points and a detailed communication plan is currently being prepared which will be shared with you as soon as it's ready.

The Senior Leadership Team have agreed to collate questions which will be answered through updated editions of this document.

If you prefer to keep your question anonymous, please email the BSF team direct at bsf@kirklees.gov.uk with 'Fartown Question' in the subject heading. We guarantee confidentiality and we will not attribute any question to any member of staff.