

**AGENDA MANAGEMENT SHEET**

**Name of Committee**

**The Cabinet**

**Date of Committee**

**12<sup>th</sup> October 2006**

**Report Title**

**Bishop Wulstan Catholic School**

**Summary**

This report informs the Cabinet of progress to date on alternative proposals for Catholic provision in the town and proposes further reports to the Area Committee and to Cabinet in due course, in response to consultation on the future of Catholic provision in Rugby by the governors of the schools concerned and the Diocesan Schools Commission of the Archdiocese of Birmingham.

**For further information please contact:**

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**Would the recommended decision be contrary to the Budget and Policy Framework? [please identify relevant plan/budget provision]**

No

**Background papers**

- School Organisation Framework document 2005/10
- Cabinet reports 12.1.06, 9.3.06 and 13.7.06

**CONSULTATION ALREADY UNDERTAKEN:-**

Details to be specified

Other Committees

Rugby Area Committee 21.9.06

Local Member(s)

Cllr John Vereker – Caldecott – comments incorporated in the report  
Cllr Ian Smith – Caldecott

Other Elected Members

Cllr Richard Dodd  
Cllr Jerry Roodhouse  
CYP&F O&S Spokespersons for information:  
Cllr Helen McCarthy – *“Strongly support. The improved results at Bishop Wulstan is good*

*news, but academic results, though important, do not show the whole picture. The 'fresh start' will mean that the Catholic schools can continue to provide an important inclusion and diversity dimension to education in the Rugby area."*

Cllr Richard Grant – “agree for consideration by Cabinet”

Cllr Jill Dill-Russell – “read and noted report”

Cllr Katherine King – “I note the report and continue to fully support the work that is being undertaken by the Diocese, WCC and DfES to secure 3-16 Catholic education in Rugby.”

Cllr John Whitehouse

- Cabinet Member  Cllr John Burton
- Other Cabinet Members consulted  Cllr Izzi Seccombe
- Chief Executive  .....
- Legal  Richard Freeth – “fine”
- Finance  David Clarke, Strategic Director of Resources – comments incorporated in the report
- Other Strategic Directors  .....
- District Councils  .....
- Health Authority  .....
- Police  .....
- Other Bodies/Individuals  Father Marcus Stock, Director of Schools, Diocesan Schools Commission

**FINAL DECISION** **NO**

**SUGGESTED NEXT STEPS:** Details to be specified

- Further consideration by this Committee  .....
- To Council  .....
- To Cabinet  2<sup>nd</sup> and 23<sup>rd</sup> November 2006
- To an O & S Committee  .....
- To an Area Committee  .....
- Further Consultation  .....

## The Cabinet – 12<sup>th</sup> October 2006

### Bishop Wulstan Catholic School

#### Report of the Strategic Director for Children, Young People and Families

##### **Recommendation:**

It is suggested that at this stage:

- Cabinet note the report and welcome the work the Diocesan Schools Commission and the Catholic schools are undertaking to assess the support of the Catholic community for the proposals
- a response to the consultation document be prepared for the meeting of the Cabinet on 2<sup>nd</sup> November
- the Cabinet consider the final proposals of the DSC and the governing bodies of the Catholic schools in Rugby and the outcome of the consultation exercise at its meeting on 23<sup>rd</sup> November.

## **1. Background**

- 1.1 At their meeting on 12<sup>th</sup> January, the Cabinet agreed consultation on a proposal to close Bishop Wulstan School in Rugby with effect from 31<sup>st</sup> August 2006. The proposal rose out of concerns about standards in the school and about the capacity of the school to improve those standards in the light of very low levels of subscription for Year 7 in September 2006. The school achieved only 12% 5+ A\*-C grades at GCSE in August 2005 and at that time the parents/carers of only 25 pupils had expressed a first preference for Bishop Wulstan School for September 2006.
- 1.2 During consultation the Catholic Archdiocese of Birmingham brought forward an alternative proposal:
- to establish a new school for pupils aged 3-16 to replace the existing Catholic primary schools (St. Marie's Infant, St. Marie's Junior and English Martyrs Primary) and Bishop Wulstan School
  - the school would be two forms of entry in the primary phase and three forms of entry in the secondary phase giving a school of around 900 pupils, possibly operating on two or three sites

- the school would be established as a Roman Catholic academy for which the sponsor would be the Archdiocese of Birmingham who would make the capital contribution required to establish such an 'academy'. The remainder of the capital cost would be provided by the Department for Education and Skills (DfES).

1.3 In the light of this alternative proposal the Cabinet resolved:

- (1) That the proposal to close Bishop Wulstan Catholic School be withdrawn.
- (2) That the alternative proposals from the four Catholic schools of Rugby and the Archdiocese of Birmingham as detailed in Section 5 of the Director's report be pursued with a serious and rapid evaluation of the 3-16 options and that the LEA give active support to the evaluation of these options.
- (3) That the Cabinet place on record their appreciation for the hard work and commitment of the headteacher, Brendan Higgins, Father Marcus Stock, the staff, parents, students and governors of the school, and Councillors Katherine King and John Vereker during this difficult time.

## **2. Progress on alternative proposals**

2.1 The Archdiocese of Birmingham have been informed that the DfES has turned down the application to establish an Academy. The official response recognises the support for such a proposal but concluded that the proposal did not meet the criteria for an academy. Academies are principally designed to serve areas of very severe social deprivation.

2.2 The Academy proposal had three important features to note at this stage:

- (i) it would involve the closure of the four existing schools, including Bishop Wulstan School, in order to establish the new school. It represents therefore a 'fresh start' for Catholic provision, primary and secondary, in Rugby
- (ii) the Academy route would have led to the provision by the DfES of very significant capital funding to provide entirely new buildings for the Academy
- (iii) the proposal would have preserved Catholic provision in Rugby which is clearly the concern of the Archdiocese but also of the County Council.

2.3 In the letter from the Archdiocese to the Authority in response to consultation which introduced the proposal for an Academy, it is suggested that if the academy proposal is rejected "alternative proposals will need to be explored. These should include the possibility of federation of Catholic schools in Rugby or the federation of Bishop Wulstan with another Catholic school in Warwickshire".

- 2.4 Officials from the DfES have recently met with officers of the Authority and the Diocesan Schools Commission (DSC) to discuss the alternative proposals:
- establishing a federation of the Catholic primary schools in Rugby
  - asking the Governors of Bishop Wulstan School to propose closure of the school and establishing a new secondary school which would then join the federation of Catholic schools thus providing for the age range 3-16; in DfES terms, this would represent a 'fresh start' for secondary provision within the federation
  - preparing a capital bid as part of the 'fresh start' proposals.
- 2.5 The DfES have made clear that they would wish to see these new arrangements in place for September 2007. The DfES have said that they will make a decision on the 'fresh start' proposal in November. This presents a very short timescale for statutory consultation on these proposals. The details of the proposals are given in the draft consultation document prepared by the DSC attached as **Appendix A**. The proposals from the DSC and the governors of the schools concerned are summarised below:
- the four Catholic primary schools including Our Lady's at Princethorpe will federate under a single governing body with effect from January 2007
  - the closure of Bishop Wulstan School with effect from 31<sup>st</sup> August 2007 and with the DSC the opening of a new 'fresh start' three-form-entry secondary school
  - the establishment of an enhanced federation including the four Catholic primary schools and the 'fresh start' secondary school with effect from 1st September 2007
  - the preparation by the DSC of a capital bid to the DfES in support of the 'fresh start' proposal to provide new buildings for the federated schools.
- 2.6 Details of each of these proposals and comments on them are given below.

### **3. The proposals in detail**

#### **3.1 The primary school federation**

- 3.1.1 The current proposal is that the four primary schools would come together in a federation with a single governing body but each school retaining its head-teacher. Such a federation would enhance the collaborative working between the four schools. This proposal is linked to the proposal to establish the 'fresh start' secondary school and its joining the federation. Decisions about the leadership of the federation would be taken in due course as the federation is established. The benefits of the federation for the primary schools are set out in the consultation paper but include:
- unified governance for Catholic schools in Rugby
  - greater curricular continuity and progression

- a larger staff group sharing expertise and experience and able to offer a wider range of opportunities to children in the federated schools
- professional opportunities for staff
- possible economies of scale.

3.1.2 Both the DfES and the Local Authority would support more collaborative working between primary schools recognising the benefits of such arrangements outlined above. The federation has been supported by the headteachers and governors of all four primary schools (as well as the Governors of Bishop Wulstan School) who have already formed a joint committee.

3.1.3 The DSC are proposing consultation on this proposal, the outcome of which will be considered by the governing bodies of all four schools who will then take a decision as to whether they wish to join the federation.

### **3.2 The 'fresh start' proposal for secondary provision**

3.2.1 As part of the 'fresh start' proposal, the governing body of Bishop Wulstan School will propose the closure of Bishop Wulstan School with effect from 31<sup>st</sup> August 2007 and the opening of a new school under the Government's 'fresh start' arrangements. The new school would have access to a capital fund to provide new and/or refurbished accommodation.

3.2.2 The benefits of this proposal are:

- a new school in new/refurbished accommodation
- new leadership and staffing
- new arrangements for governance
- the opportunity to develop secure strategies to promote good attendance and behaviour, high quality teaching and learning, recruitment of staff and staff development, recruitment of pupils and strong links with the community, and above all to promote higher standards of achievement and attainment.

3.2.3 A key part of the proposal is that the new school will be part of the enhanced 3-16 federation.

3.2.4 The document prepared by the DSC states that the 'fresh start' proposal "would allow a line to be drawn under the past, and a new establishment with a new identity created".

### **3.3 Site issues**

It is planned that the federation will operate on more than one site to provide for the Catholic community across Rugby. The location of the schools cannot be finalised until the level of capital funding and the planning requirements are known.

### 3.4 School place issues

3.4.1 Members will know of the difficulty in forecasting pupil numbers particularly in an area like Rugby with very significant developments (Cawston and Coton) already agreed and underway and other developments planned (the Cattle Market and Alstom factory sites). It has also been difficult to estimate the number of children of primary or secondary age which results from new development. The figure for Cawston, for example, is much greater than the commonly used national average figure (6.5 in January 2006 compared with 2.5 pupils per year group per hundred houses).

3.4.2 The tables below show the forecast numbers of primary-aged children assuming a lower figure (2.5) from new housing, and using a higher figure (4.5); and similar figures for secondary-aged pupils:

**Table 1**  
**Primary place demand in Rugby 2006/11, including additional demand from housing developments at a rate of 2.5 per NCY per 100 dwellings\***

	Forecast 2006	Forecast 2007	Forecast 2008	Forecast 2009	Forecast 2010
Reception	903	1,003	1,021	1,003	1,035
Year 1	1,034	917	1,016	1,035	1,017
Year 2	1,034	1,048	930	1,030	1,049
Year 3	1,031	1,036	1,053	957	1,032
Year 4	1,011	1,045	1,049	1,067	971
Year 5	1,078	1,025	1,058	1,063	1,081
Year 6	1,044	1,092	1,038	1,072	1,077
<b>Total</b>	<b>7,135</b>	<b>7,166</b>	<b>7,165</b>	<b>7,227</b>	<b>7,262</b>

**Table 2**  
**Primary place demand in Rugby 2006/11, including additional demand from housing developments at a rate of 4.5 per NCY per 100 dwellings\***

	Forecast 2006	Forecast 2007	Forecast 2008	Forecast 2009	Forecast 2010
Reception	914	1,025	1,054	1,047	1,090
Year 1	1,045	939	1,049	1,079	1,072
Year 2	1,045	1,070	963	1,074	1,104
Year 3	1,042	1,058	1,086	1,001	1,087
Year 4	1,022	1,067	1,082	1,111	1,026
Year 5	1,089	1,047	1,091	1,107	1,136
Year 6	1,055	1,114	1,071	1,116	1,132
<b>Total</b>	<b>7,212</b>	<b>7,320</b>	<b>7,396</b>	<b>7,535</b>	<b>7,647</b>

\* This is based on a total number of dwellings in all developments of 25 dwellings and more planned for the Rugby area 2006/11, as advised by Rugby Borough Council, April 2006.

The proposals for federated Catholic primary schools are based on retaining current admission limits to those schools. Given the rising demand for primary-school places this appears reasonable.

**Table 3**  
**Year 7 to 11 secondary place demand in Rugby 2006/11, including additional demand from housing developments at a rate of 2.5 per NCY per 100 dwellings\***

	Forecast 2006	Forecast 2007	Forecast 2008	Forecast 2009	Forecast 2010
Year 7	1,112	1,109	1,140	1,110	1,134
Year 8	1,119	1,126	1,122	1,154	1,124
Year 9	1,098	1,133	1,139	1,136	1,168
Year 10	1,161	1,112	1,146	1,153	1,150
Year 11	1,099	1,175	1,125	1,160	1,167
<b>Total</b>	<b>5,589</b>	<b>5,655</b>	<b>5,672</b>	<b>5,713</b>	<b>5,743</b>

**Table 4**  
**Year 7 to 11 secondary place demand in Rugby 2006/11, including additional demand from housing developments at a rate of 4.5 per NCY per 100 dwellings\***

	Forecast 2006	Forecast 2007	Forecast 2008	Forecast 2009	Forecast 2010
Year 7	1,123	1,131	1,173	1,154	1,189
Year 8	1,130	1,148	1,155	1,198	1,179
Year 9	1,109	1,155	1,172	1,180	1,223
Year 10	1,172	1,134	1,179	1,197	1,205
Year 11	1,110	1,197	1,158	1,204	1,222
<b>Total</b>	<b>5,644</b>	<b>5,765</b>	<b>5,837</b>	<b>5,933</b>	<b>6,018</b>

\* This is based on a total number of dwellings in all developments of 25 dwellings and more planned for the Rugby area 2006/11, as advised by Rugby Borough Council, April 2006.

The proposal for secondary education assumes a Bishop Wulstan School with a capacity (90 pupils per year) only slightly above its current number of 83 pupils per year. Given the increase in forecast secondary-school pupil numbers up to 2010 this may be a reasonable approach but the new school will need to attract significant numbers of non-Catholic pupils if it is both to attract enough pupils to secure viability and to contribute effectively to the pool of secondary-school places available in the town. It is difficult to assess at this stage the numbers of children from immigrant workers from the new states of the European Union, many of whom will want Catholic education.

### 3.5 Revenue and capital funding

3.5.1 The DfES have said that capital funding could be available for a 'fresh start' proposal. The size of the resources available is unclear. In order to secure such funding and a contribution towards the revenue cost of implementing the 'fresh start' proposal the Archdiocese will need to submit a bid in very early January 2007.



3.5.2 In terms of ongoing revenue funding for the 'fresh start' school resources will be allocated from the Dedicated Schools Grant (DSG) in line with the Authority's formula for Bishop Wulstan School. Members will recognise that the cost per pupil in small schools is greater than in larger schools (because of the very substantial base allocation made to all schools in addition to the per pupil elements).

### **3.6 Timetable**

3.6.1 The timetable imposed by the deadlines for submission to the DfES for capital and for seeking permission to establish a 'fresh start' school by September 2007 is very tight.

#### **3.6.2 Federation proposals**

In order to establish the federation of the four primary schools, the DSC were planning that consultation would take place between 9<sup>th</sup> October and 19<sup>th</sup> November. If, following consultation, the governing bodies of the four schools decide to proceed, the federation will come into being on 1<sup>st</sup> September 2007. The Authority will be a consultee during this period.

#### **3.6.3 The 'fresh start' proposal**

The timetable for closing Bishop Wulstan School and opening a new school is more complex and very demanding because of the deadlines required by the DfES and the requirement that the new school should open (albeit at that stage not in new buildings) in September 2007.

The timetable provides for:

- Consultation from 9<sup>th</sup> October to 19<sup>th</sup> November on proposals to close Bishop Wulstan and open a new school which will be made by the Governors of Bishop Wulstan and the Archdiocese of Birmingham.
- If the Governors decide to proceed, the publication of statutory notices to run from 24<sup>th</sup> November 2006 to 8<sup>th</sup> January 2007.
- Consideration by the DfES and by the Authority's School Organisation Committee in the early Spring.
- Appointment of headteacher by the end of the Spring Term to allow
- Appointment of other staff and preparation for the new school in September 2007.

3.6.4 The timetable for consultation may need to be adjusted in the light of concerns expressed by one of the governing bodies who are seeking further clarification. Further information will be reported orally to the Cabinet.

### 3.6.5 The role of the Local Authority

The Authority will be a statutory consultee on these proposals. However, it is clear that the submission to establish a new 'fresh start' secondary school will not be agreed by the DfES without the support and commitment of the Local Authority. The DfES will need to be assured that the Authority will support the new school in particular in developing strategies to secure higher levels of attainment.

## 3.7 **Commentary on the proposals**

- 3.7.1 The timetable required by the DfES is very demanding. It will require the continued commitment and hard work of officers of the Diocesan Schools Commission and within the Catholic schools in Rugby. It will also require commitment of resources from the Authority between now and the opening of the new school and beyond. Some support will be available from the DfES, for example for the funding of a Project Officer, if the proposal is agreed by them in principle.
- 3.7.2 So far as the federation of primary schools is concerned, the Authority would be supportive of arrangements which promote collaboration between schools and which recognise the benefits which could accrue as set out in the consultation document prepared by the DSC.
- 3.7.3 In relation to the 'fresh start' proposal, Members will recall that the original proposal to close Bishop Wulstan School in January 2006 was prompted by concerns about levels of attainment and the school's capacity to respond to those concerns and raise standards. In August 2006, the percentage of children gaining 5+ A\*-C at GCSE increased from 12% to 23.2%. This represents a very significant improvement but still falls below the school's own target, the expected level of attainment and the DfES's threshold. In addition other key indicators were lower this year than in 2005, including attainment at KS3.
- 3.7.4 The Authority has been very supportive of the Catholic authorities in seeking alternative ways forward to preserve Catholic secondary provision in Rugby as part of the diversity of provision available in the town. However, officers remain of the view that the levels of attainment at Bishop Wulstan School are unacceptable, and any alternative proposals have to be judged against the criterion of whether the new arrangements will make a very significant positive impact on outcomes for children and young people in Rugby, and in particular levels of attainment.
- 3.7.5 In due course, therefore, the Authority will need to be assured so far as possible that the new school proposed can deliver the improvement in standards necessary. Part of that judgement will depend on the new school's ability to attract the support of the Catholic community to ensure higher levels of subscription and therefore the capacity to secure and sustain improvement. The consultation process set out in the DSC's document and the information

the DSC are seeking through a parental survey will be very important in helping to make that judgement about viability and the capacity to improve.

#### **4. Consideration by the Rugby Area Committee**

The Committee were very supportive of the proposals and the proposed consultation exercise. They believed the proposal would secure Catholic secondary education for Catholics and for non-Catholics seeking faith education and the diversity of secondary provision in Rugby.

#### **5. Suggested recommendation**

It is suggested that at this stage:

- Cabinet note the report and welcome the work the Diocesan Schools Commission and the Catholic schools are undertaking to assess the support of the Catholic community for the proposals
- a response to the consultation document be prepared for the meeting of the Cabinet on 2<sup>nd</sup> November
- the Cabinet consider the final proposals of the DSC and the governing bodies of the Catholic schools in Rugby and the outcome of the consultation exercise at its meeting on 23<sup>rd</sup> November.

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27<sup>th</sup> September 2006

**PROPOSALS FOR A FEDERATION  
OF CATHOLIC SCHOOLS IN RUGBY  
INCLUDING A FRESH START PROPOSAL FOR  
BISHOP WULSTAN SCHOOL**

**CONSULTATION INFORMATION**



**DIOCESAN SCHOOLS COMMISSION**  
*Serving Schools in the Archdiocese of Birmingham*

Registered Charity No 234216





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# **SUMMARY**

## **What is this consultation document for?**

This consultation document is intended to give parents, staff, parishioners and other interested parties information about proposals relating to Catholic school provision in Rugby.

## **What is in this Document?**

- ❖ Proposal to create a new Rugby federation of schools
- ❖ Details of a fresh start for Bishop Wulstan
- ❖ Age range of children involved 3-16
- ❖ Schools involved: Bishop Wulstan  
St Marie's Infants  
St Marie's Junior  
English Martyrs  
Our Lady's Princethorpe
- ❖ Option on sites for federation structure
- ❖ Explanation of the term 'federation' and 'fresh start'
- ❖ Details of the time frame
- ❖ Details about the Governing Body structure
- ❖ Details of consultation sessions

## **What do I have to do?**

If you are a parent of a child or children currently attending school or due to start school soon, you should read this document and then complete the tear-off questionnaire on the back page and return it to the Diocesan Schools Commission. Alternatively, you can complete the questionnaire online at: [www.bdsc.org.uk](http://www.bdsc.org.uk)

**Your contribution is very important!**

## **INTRODUCTION**

### **What are the objectives of the proposals?**

The overall objective of the proposals is to create a federation of Catholic Schools for pupils aged 3-16 years. There is already a strong sense of shared identity and common purpose between the Catholic schools in Rugby. Strong collaborative arrangements have been forged: regular meetings between headteachers; shared staff days for continuing professional development; sharing of teaching staff; technical support from Bishop Wulstan staff; specialist links; curriculum liaison projects; sports co-ordination arrangements; joint services for parents in parishes, etc. The federation would enable this collaborative foundation to be consolidated further and to develop strategies that will raise standards, secure the future viability of Catholic education, maintain parental choice and enhance educational diversity in the Rugby area.

### **How will the 3-16 federation be created?**

To create the new Rugby federation of Catholic Schools, two proposals are being published for consultation.

The first is a joint proposal from the governing bodies of St Marie's Infant, St Marie's Junior, English Martyrs Primary and Our Lady's Primary schools to become a federation, effective from 19 February 2007.

The second proposal, from the governing body of Bishop Wulstan Business and Enterprise College, is for a 'Fresh Start'. This would mean that the current school would close on 30 August 2007 and re-open as a new school on 1 September 2007, federated with the other Rugby Catholic schools.

### **What is the aim of creating the 3-16 federation and 'Fresh Start' School?**

If successful, the proposals will access funding that will enable a purpose built suite of buildings to be created. These will house a 2 form entry foundation and primary phase (ages 3-11) and a 3 form entry secondary phase (ages 11-16). One of the existing infant, junior or primary schools would be refurbished to house another 1 form entry foundation and primary phase. Our Lady's Primary School in Princethorpe would continue to operate on its current site.

These arrangements would enable the provision of a diverse curriculum for all pupils whilst ensuring that those who seek a Catholic primary education for their children can be served in distinct geographical areas of Rugby and the surrounding area. It is anticipated that there is also strong potential for further recruitment of Catholic children from parishes in the Daventry area.

The building design and construction would enable the education of primary and secondary age pupils to be in distinct areas of the federation campus whilst having the benefit and use of shared specialist science, technology and expressive arts, modern foreign languages resources and facilities as well as technical and administrative facilities.

However, achieving this vision will require, in addition to successfully accessing funding from the DfES, the sale of one or more existing school sites to fund the changes.



### **Where would the 3-16 federation schools be located?**

Until the new buildings and/or refurbishment have taken place the federation will operate in the existing school buildings.

The location of the schools can only be finalised subject to the following: funding allocations; capital receipts from the sale of redundant school sites; agreement of the Institute of Charity Trustees; and planning permission.

The two main combination options for the location for the new build would be as follows:

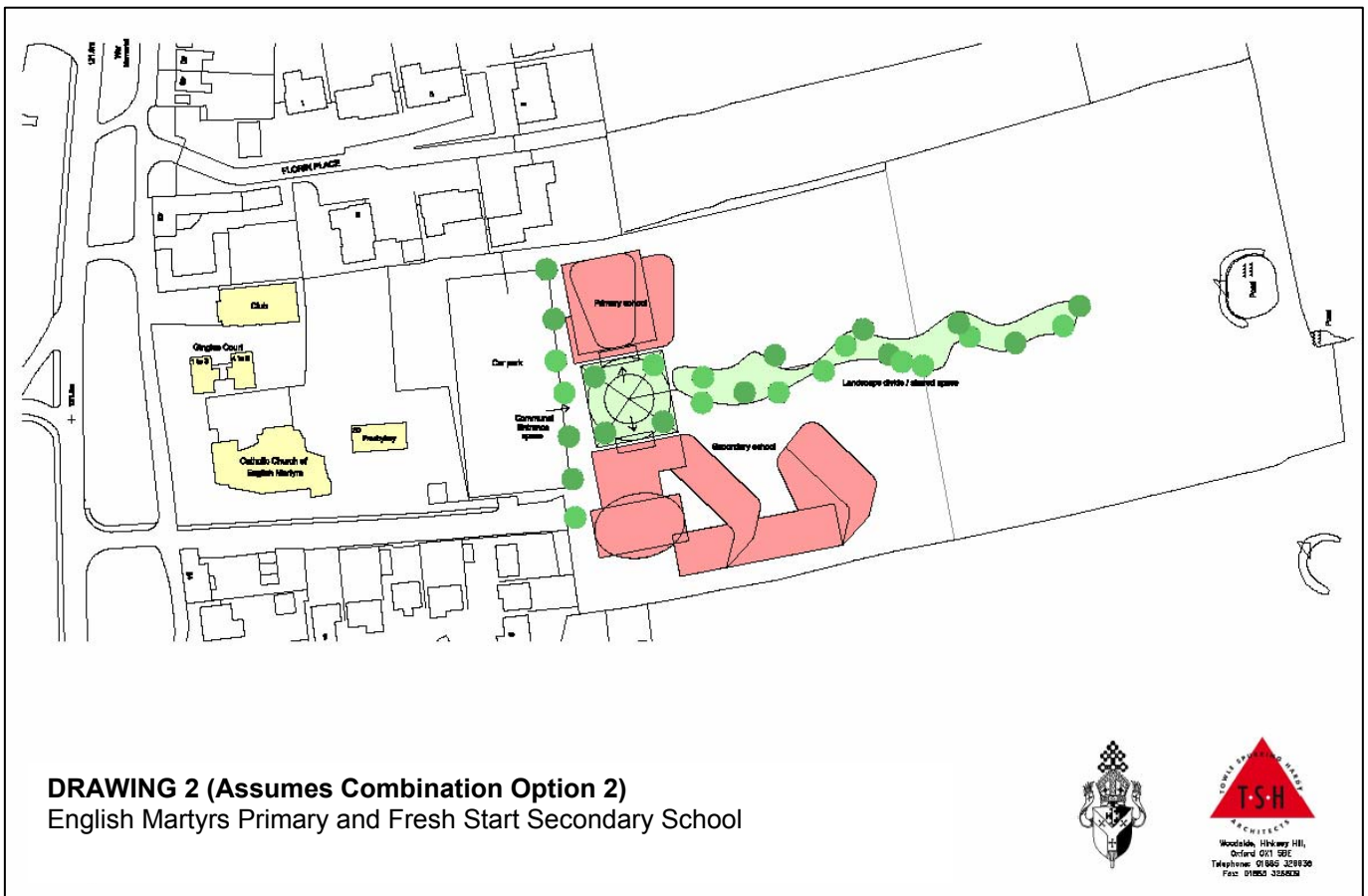
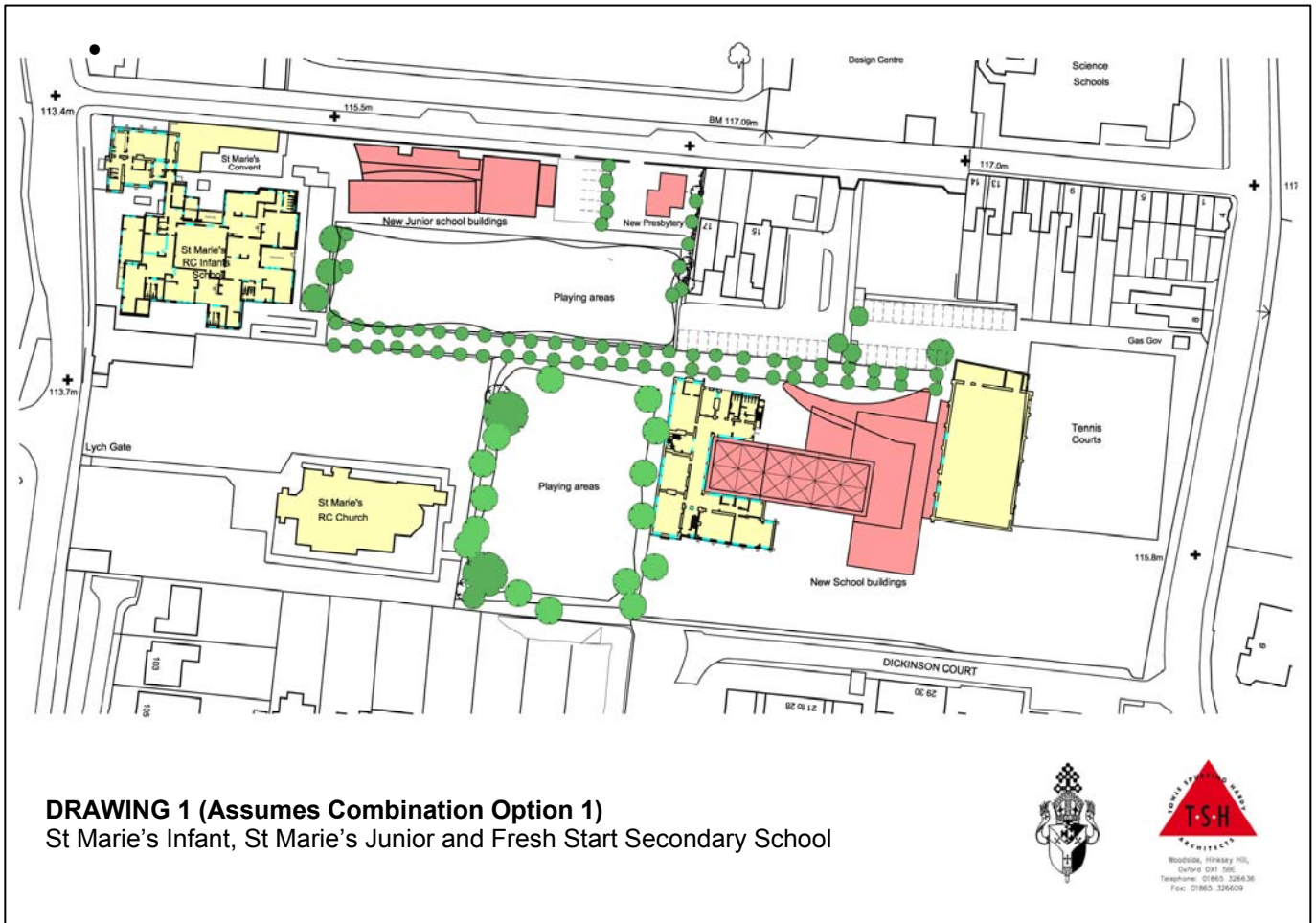
#### **Combination Option 1 (Rugby Oak Street Campus) - See Drawings 1**

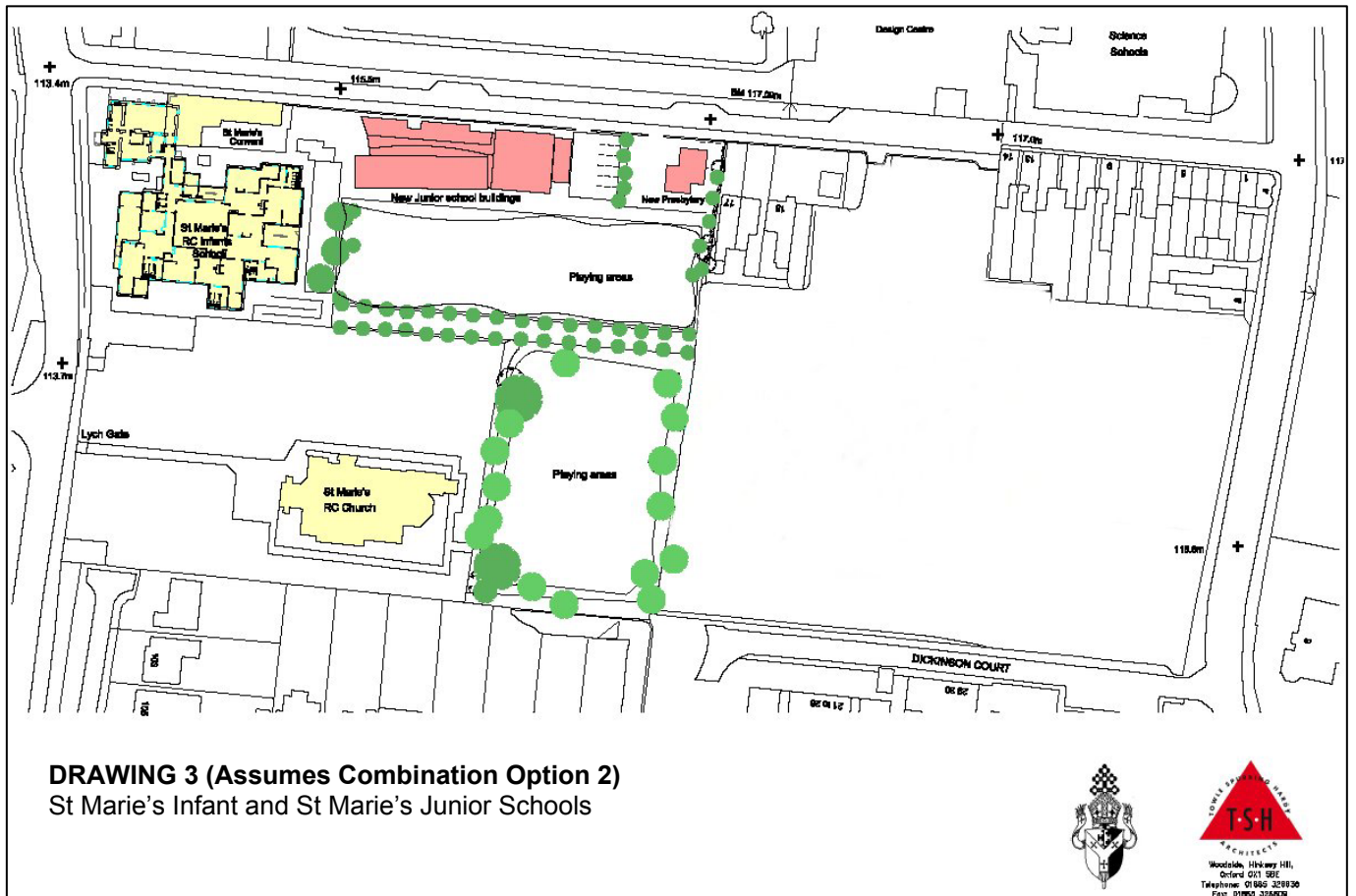
Fresh Start Secondary School	Located on the current Bishop Wulstan site with new-build and some refurbishment (provision of existing off-site playing fields will remain)
St Marie's Infant School	Retained on current site with current net capacity and some refurbishment/new-build
St Marie's Junior School	Complete new build with current net capacity, sharing the same enlarged site as the Infant School
English Martyrs Primary School	Retained on current site with current net capacity and some refurbishment
Our Lady's Primary School, Princethorpe	Retained on current site with current net capacity and some refurbishment

#### **Combination Option 2 (Hillmorton Campus) - See Drawings 2 & 3**

Fresh Start Secondary School	Complete new-build with current net capacity on land adjacent to the current English Martyrs Primary School site
English Martyrs Primary School	New-build as 2fe* on current site
St Marie's Infant School	Retained on current site as 1fe and some refurbishment/new build
St Marie's Junior School	Complete new build as 1fe, sharing the same enlarged site as the Infant School
Our Lady's Primary School, Princethorpe	Retained on current site with current net capacity and some refurbishment

\* 'fe' means 'form of entry' - year group of 30 children





**DRAWING 3 (Assumes Combination Option 2)**  
St Marie's Infant and St Marie's Junior Schools



### How many pupils could go to the 3-16 federation schools?

The federation would maintain the net capacity of the existing schools. The total number of pupil places (3-16 years) available across the phases in all the schools within the federation would be 1,260. This is comprised as follows:

#### Main Rugby Campus:

Nursery	30
Infant	180
Junior	240
Secondary	450

#### Satellite Rugby Campus:

Nursery	30
Primary	210

#### Our Lady's, Princethorpe:

Primary	120
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This would retain the small school experience for pupils across the phases in the different schools, which is greatly valued by parents, yet creating economies of scale and securing viability.

## **SECTION A**

### **PROPOSAL TO FEDERATE ST MARIE'S INFANT, ST MARIE'S JUNIOR, ENGLISH MARTYRS PRIMARY AND OUR LADY'S PRIMARY SCHOOLS**

#### **A1. Why is there a proposal to federate?**

A strong collaboration already exists between the Catholic schools in Rugby. The governing bodies of St Marie's Infant School, St Marie's Junior School, English Martyrs Primary School and Our Lady's Primary School now propose to federate and confirm that they have resolved to seek federation with effect from 19 February 2007.

Their proposal to federate is set within the wider context of creating a 3-16 Federation of all the Catholic Schools in Rugby (See INTRODUCTION).

#### **A2. What does "federation" mean?**

Under sections 24 and 25 of the Education Act 2002, the term 'federation' describes a formal agreement by which up to five schools share a single governing body.

Federations can involve a mix of primary and secondary schools. Within the federation:

- each school retains its separate legal identity in respect of its budget, admissions and performance tables;
- each school is also subject to a separate inspection by Ofsted

Federation is a contractual arrangement that does not involve any school closures. The federating schools continue to run as separate legal institutions.

#### **A3. What would this mean for the four schools?**

St Marie's Infant School, St Marie's Junior School, English Martyrs Primary School, and Our Lady's Primary School, Princethorpe would remain as four legally separate schools. However, instead of there being four separate governing bodies, one for each school, it is proposed that from 19 February 2007, there should be just a single governing body responsible for all four schools.

#### **A4. What would be the principal benefits of the federation?**

The principal benefits of the federation would be:

- a a single governing body with responsibility for the overall strategic direction of the schools within the federation; it will formulate policies, monitor the curriculum, appoint and employ staff, manage the budget, determine admissions policies, report to parents and be responsible for raising levels of achievement
- b increased attainment and achievement through continuity and progression
- c the opportunities to enrich the curriculum for children by staff sharing expertise and experiences across a number of schools with coherent teaching and learning policies, greater continuity and progression

- d the opportunities for joint staffing arrangements, including specialist teachers, wider career opportunities and broader staff development and formation
- e creation of strong links with parents enabling them to become involved more closely across the phases in supporting and contributing to their own child's learning
- f economies of scale in developing one integrated staff structure determined by the single governing body
- g the impact upon the quality of education offered – Ofsted strongly supports links with other schools
- h the minimisation of support staff roles and tasks being duplicated across the existing individual schools, allowing for more effective deployment of staff to a greater range of activities and wider support to be adopted
- i economies of scale for purchasing resources, facilities, contracts and services

**A5. What size will the federated governing body be?**

The proposed size of the governing body of the federation will be 23.

The proposed number of governors for each category of governor on the governing body of the federation will be:

Foundation	12
Parent	4
Staff	6
LA	1

The Diocesan Schools Commission (operating as agents of the Archbishop and the Trustees of the Archdiocese of Birmingham) will appoint the foundation governors. Appointments will include parents and some of the existing foundation governors from the current schools' governing bodies.

One parent will be elected or appointed by the federated governing body from each school.

Headteachers are appointed automatically as staff governors.

Warwickshire County Council will appoint the LA governor.

If, at their meeting on 15 January 2006, the governing bodies agree to proceed with the federation of the four schools from 19 February 2007, preparations will take place and immediate arrangements will be made to establish the new single governing body.

Parent governors will be appointed following an election process held between 15 January and 19 February 2007.

The new governing body will then meet formally for the first time as soon as possible thereafter to deal initially with immediate matters such as the appointment of a chair of governors, vice chair, clerk, committees, etc.

**A6. Will each school have a headteacher?**

Each school currently is fortunate to have a headteacher in place. This will continue to be the case until any vacancy arises. It would then be for the governing body to review the leadership structure and decide on changes that may take place. The aim would be to take account of the potential and the changes that the federation of the schools creates and to distribute leadership in a creative manner to raise standards in each key stage.

**A7. Will the federation affect teaching and non-teaching staff?**

As all four schools will continue to exist as separate establishments, there is not expected to be any substantial change in the number of existing teaching and non-teaching staff arising from the proposal to federate. Indeed, there are expected to be benefits, for example: a stronger teaching team through shared staff including specialist teachers, better training, wider career opportunities, etc.

There will be a requirement to make a technical amendment to the teaching and non-teaching staff's contracts to reflect that the single governing body will be their employer from 19 February 2007.

After federation, the federated governing body might consider moving to joint staff appointments. This will contribute to raising educational standards by sharing ideas and good practice across all curriculum areas.

**A8. What will be the admission arrangements for pupils to the federated schools?**

The admission authority for the schools within the federation will be the federated governing body.

Each school will retain its own admission policy but for the academic year commencing September 2008 and beyond, the admissions policies will be drafted and published by the single federated governing body.

**A9. What if I want to make representations about these proposals?**

Consultation on these proposals was formally published on 9 October 2006. Anyone wishing to make formal written representations about these proposals may do so by 19 November 2006. These should be posted, faxed or emailed to:

Rev Marcus Stock  
Director of Schools  
Diocesan Schools Commission  
61 Coventry Road  
Coleshill  
Birmingham B46 3EA  
Fax: 01675 430321  
Email: stock@bdsc.org.uk

Meetings will be held at each school at which further information about this proposal can be obtained. These meetings will be held on:

<b>Date and Time</b>	<b>Venue &amp; Meeting</b>
Wednesday 18 October 2006 3.45pm	St Marie's Infant School Consultation with staff
Wednesday 18 October 2006 6.00pm	St Marie's Infant School Consultation with parents
Friday 20 October 2006 3.45pm	St Marie's Junior School Consultation with staff
Friday 20 October 2006 6.00pm	St Marie's Junior School Consultation with parents
Thursday 2 November 2006 3.45 pm	Our Lady's Primary School Consultation with staff
Thursday 2 November 2006 6.00 pm	Our Lady's Primary School Consultation with parents
Thursday 16 November 2006 3.45pm	English Martyrs Primary School Consultation with staff
Thursday 16 November 2006 6.00pm	English Martyrs Primary School Consultation with parents

#### **A10. What will happen then?**

The Governing Bodies of St Marie's Infant School, St Marie's Junior School, English Martyrs Primary School and Our Lady's Primary School will hold a joint meeting on 15 January 2007 to consider any representations that have been made on these proposals and the outcome of the Fresh Start proposal for Bishop Wulstan Business and Enterprise College. Each Governing Body will then, on the same date, consider separately whether they wish:

- a to proceed with the proposals for federation as published;
- b to proceed with the proposals for federation with such modifications as the governing body consider appropriate; or
- c not to proceed with the proposals for federation.

*Regulation 9(1) of The School Governance (Federations) (England) Regulations 2004*

Each of the Governing Bodies must agree to either (a) or (b) above for the federation to be approved.

The final decision will be published and notified to those consulted on the proposal immediately after 15 January 2007.

## **SECTION B**

### **FRESH START & FEDERATION OF BISHOP WULSTAN BUSINESS AND ENTERPRISE COLLEGE**

#### **B1. Why is there a proposal for a 'Fresh Start' for Bishop Wulstan School?**

One of the objectives in securing a 3-16 federation of Catholic schools in Rugby include a 'Fresh Start' secondary school to replace Bishop Wulstan Business and Enterprise College. A 'Fresh Start' would help to develop strategies to raise standards, secure the future viability of Catholic secondary education, maintain parental choice and enhance educational diversity in the Rugby area.

Bishop Wulstan School operates in challenging circumstances. In meeting those challenges, the good leadership and management of Bishop Wulstan, and the commitment of its governing body and staff have been widely acknowledged.

However, following the disappointing 2005 GCSE performance data and because of the low numbers of pupils applying for places at the school in September 2006 threatening its future viability, Warwickshire County Council consulted from January to March 2006 on a proposal to close Bishop Wulstan in August 2006.

In addition to the serious threat to the future viability of the school from the low pupil numbers, it was also recognised that Bishop Wulstan is currently the only maintained Catholic secondary provision within the Rugby area. At the end of its consultation period, Warwickshire County Council withdrew the proposal to close to allow alternative proposals to be explored, which had the potential to secure the future viability of Catholic secondary education in Rugby through developing a 3-16 school establishment.

Initially, attempts were made to achieve this through the government's 'Academy' programme. However, the 'Academy' proposal did not meet the specific deprivation criteria employed by the government. Consequently, the funding needed to develop a 3-16 establishment was not available through the 'Academy' route.

In the spring of 2006 the government introduced a special Targeted Capital Fund for 'federations of Schools with shared governance and Fresh Start schools'. The present alternative proposal is therefore being submitted to the DfES to bid for funding through this new route.

#### **B2. What is a 'Fresh Start' School?**

A school is given a 'Fresh Start' when it is closed and reopened. Schools are only eligible for Fresh Start under special circumstances. One of these circumstances is where secondary schools which have less than 25% of their pupils gaining at least five A\*-C passes at GCSE level.

Bishop Wulstan School is eligible for 'Fresh Start' because despite the considerable efforts and achievements of the headteacher and staff, the percentage of pupils who achieved 5+ A\*-C grades in GCSE in September 2005 and 2006 was less than 25%.

If the 'Fresh Start' proposals for Bishop Wulstan are successful, revenue and capital expenditure will be made available to support either refurbishment or new build through the Fresh Start support programme.



### **B3. What difference would a 'Fresh Start' make?**

With the exception of the sports facilities, the accommodation at Bishop Wulstan is old and needs radical refurbishment or preferably new build. If higher pupil numbers are to be recruited into the secondary phase of the federation, it is important that either refurbishment or new build be secured together with a new vision for a 3-16 across-phase Catholic education. A 'Fresh Start' would allow a line to be drawn under the past and a new establishment with a 'fresh' identity created. The differences that a 'Fresh Start' would make are:

- a a new school in new/refurbished accommodation
- b new leadership and staffing
- c new arrangements for governance
- d the opportunity to develop secure strategies to promote good attendance and behaviour, high quality teaching and learning, recruitment of staff and staff development, recruitment of pupils and strong links with the community, and above all to promote higher standards of achievement and attainment.

### **B4. What about post-16 provision?**

The 'Fresh Start' school would, like Bishop Wulstan, be for pupils aged 11-16 and therefore it would not have its own dedicated Sixth Form. However, the collaborative links that Bishop Wulstan has forged through a 14-19 partnership with other institutions in Rugby would be strengthened and enhanced. 14-19 education is currently going through a great deal of change with the aim of widening the opportunities and increasing the breadth of provision available to pupils. The 'Fresh Start' school will be established to ensure that its pupils benefit fully from these opportunities and provision. Innovative continuing pastoral links and facilities for pupils leaving the 'Fresh Start' school roll at post 16 will also be developed.

### **B.5 What would be the principal benefits of a 'Fresh Start' school?**

The principal benefits (taken from DfES information) of a 'Fresh Start' school is that it:

- a is established with a clear commitment from its LA and senior management to taking the necessary steps to provide all its pupils with the right learning environment to enable them to achieve their full educational potential;
- b is established following a substantial review of staffing and governance to ensure that the school has the right people in post to put in place and maintain that learning environment;
- c has clear, well-planned and financially secure strategies in place for tackling the weaknesses and building on the strengths of the closing school, especially in relation to teaching and learning, curriculum and staff development, behaviour and attendance, leadership and management, staff appointments, and responsiveness to the needs of the local community and other local schools;
- d has a raising attainment plan for implementing these strategies, agreed with its LA, Ofsted and DfES, including an explicit commitment that both the school and the LA will work closely with Ofsted and DfES in doing so.

**B6. When would the 'Fresh Start' take place?**

To secure the necessary funding and support of government ministers for the proposal, the governing body of Bishop Wulstan Business and Enterprise College are proposing that the current school would close on 31 August 2007 and open as a 'Fresh Start' school on 1 September 2007.

Simultaneously the new school would open as part of the federation of the other Catholic schools and operate under the one federated governing body.

**B7. What would be the size and composition of the federated governing body of the 5 schools from 1 September 2007?**

The proposed size of the governing body of the Rugby 3-16 Federation of Schools will be 28.

The proposed number of governors for each category of governor on the governing body of the federation will be:

Foundation	15
Parent	5 (1 from each school)
Staff	7 (headteacher from each school + 1 teaching staff member + 1 support staff member)
LA	1

**B8. Which children and young people could go to the new 'Fresh Start' secondary school?**

The new 'Fresh Start' secondary school, like the other federated Catholic schools, would be fully inclusive and provide for pupils of different abilities. There would be no selection, but priority would be given in the admissions policies to Catholic children, including Catholic children from Daventry, followed by other children from the local community living closest to the federation Schools.

**B9. What if I want to make representations about these proposals?**

Consultation on the linked proposals to close Bishop Wulstan Business and Enterprise College and open a 'Fresh Start' school were published on 9 October 2006. Anyone wishing to make formal written representations about the proposal may do so by 19 November 2006. These should be posted, faxed or emailed to:

Rev Marcus Stock  
Director of Schools  
Diocesan Schools Commission  
61 Coventry Road  
Coleshill  
Birmingham B46 3EA  
Fax: 01675 430321  
Email: stock@bdsc.org.uk

Meetings will be held at Bishop Wulstan Business and Enterprise College at which further information about this proposal can be obtained. These meetings will be held on:

<b>Date and Time</b>		<b>Venue &amp; Meeting</b>
Thursday 19 October 2006	3.45pm	Bishop Wulstan Consultation with staff
Thursday 19 October 2006	6.00pm	Bishop Wulstan Consultation with parents

#### **B10. What will happen then?**

The DSC will consider any representations that have been made on the linked proposals to close Bishop Wulstan and open a Fresh Start School

The governing body of Bishop Wulstan Business and Enterprise College will, with the DSC, together hold a meeting on 23 November 2006 to consider any representations that have been made on their linked proposals to close the school and to open a Fresh Start School.

The governing body will then, on the same date, consider whether they will:

- a proceed with the proposal to close, subject to Ministerial approval for the DSC's proposal for a Fresh Start; or
- b not to proceed with the proposal to close.

The final decision will be published and notified to those consulted on the proposal the following day.

#### **B11. What is the position of Warwickshire County Council?**

The County Council is anxious to secure Catholic secondary education in Rugby and the diversity of provision in the town. They have a statutory duty however to ensure that any new arrangements will have a positive impact on outcomes for children and young people in the town, and in particular higher levels of attainment. The Cabinet of the County Council will consider the outcome of this consultation at its meeting on 23 November 2006, in order to assess the support of the Catholic and local community, for the proposals and viability of the new Fresh Start school.



# CATHOLIC SCHOOL PROVISION IN RUGBY

## CONSULTATION REPLY FORM

**PLEASE TEAR OFF THIS REPLY FORM, COMPLETE AND RETURN (SEE OVER)**

### INFORMATION CONCERNING PRIMARY AGE CHILDREN

Please indicate with  if you are the parent of a:

#### CATHOLIC CHILD/CHILDREN

Due to start primary school in September: 2007  2008  2009  2010

On roll at St Marie's Infant School Yes

On roll at St Marie's Junior School Yes

On roll at English Martyrs Primary School Yes

On roll Our Lady's Primary School, Princethorpe Yes

On roll at a Community or Church of England Primary School Yes

On roll in an Independent/Private School Yes

Please indicate number of children: (1, 2, 3, etc)

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

#### NON-CATHOLIC CHILD/CHILDREN

Due to start primary school in September: 2007  2008  2009  2010

On roll at St Marie's Infant School Yes

On roll at St Marie's Junior School Yes

On roll at English Martyrs Primary School Yes

On roll Our Lady's Primary School, Princethorpe Yes

On roll at a Community or Church of England Primary School Yes

On roll in an Independent/Private School Yes

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

### CHOICE OF PRIMARY PHASE SCHOOL (Please complete both options)

Please indicate with  in order of preference (1, 2, 3, etc.) the original choice of PRIMARY PHASE for your child/children:

#### PRIMARY OPTION 1

Preference:	1st	2nd	3rd	4th	5th	6th
St Marie's Infant and Junior Schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English Martyrs Catholic Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our Lady's Primary School, Princethorpe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local Community Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Church of England Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Independent /Private Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In light of the Consultation Document provided, please indicate your revised choice of PRIMARY PHASE for your child/children:

#### PRIMARY OPTION 2

Preference:	1st	2nd	3rd	4th	5th	6th
Federated St Marie's Infant and Junior Schools	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Federated English Martyrs Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Federated Our Lady's Primary School, Princethorpe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local Community Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Church of England Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Independent /Private Primary School	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### What are the 3 key factors that influence your choice of Primary school?

(E.g. religious ethos/values, distance from home, academic standards, pastoral care, school buildings/facilities, etc.)

- 1.
- 2.
- 3.

**Now please complete the SECONDARY section on the next page**

**INFORMATION CONCERNING SECONDARY AGE CHILDREN**

Please indicate with  if you are the parent of a:

Please indicate number of children: (1, 2, 3, etc)

**CATHOLIC CHILD/CHILDREN**

Due to start secondary school in September: 2007  2008  2009  2010   
 On roll at Bishop Wulstan Catholic Secondary School Yes   
 On roll at a local Community Secondary School Yes   
 On roll at a Church of England Secondary School Yes   
 On roll at a Grammar or Bilateral School Yes   
 On roll in an Independent/Private School Yes

**NON-CATHOLIC CHILD/CHILDREN**

Due to start secondary school in September: 2007  2008  2009  2010   
 On roll at Bishop Wulstan Catholic Secondary School Yes   
 On roll at a local Community Secondary School Yes   
 On roll at a Church of England Secondary School Yes   
 On roll at a Grammar or Bilateral School Yes   
 On roll in an Independent/Private School Yes

**CHOICE OF SECONDARY PHASE SCHOOL**

Please indicate with  in order of preference (1, 2, 3, etc.) the original choice of **SECONDARY PHASE** for your child/children:

**SECONDARY OPTION 1**

Preference: 1st 2nd 3rd 4th 5th

Bishop Wulstan Catholic Secondary School  
 Local Community Secondary School  
 Church of England Secondary School  
 Grammar or Bilateral School  
 Independent /Private School

In light of the Consultation Document provided, please indicate your revised choice of **SECONDARY PHASE** for your child/children:

**SECONDARY OPTION 2**

Preference: 1st 2nd 3rd 4th 5th

New Fresh Start Catholic Secondary School  
 Local Community Secondary School  
 Church of England Secondary School  
 Grammar or Bilateral School  
 Independent /Private School

**What are the 3 key factors that influence your choice of Secondary school?**

(E.g. religious ethos/values, distance from home, academic standards, pastoral care, school buildings/facilities, etc.)

- 1.
- 2.
- 3.

**NAME:**

(CAPITAL LETTERS PLEASE)

**DATE:**

Please complete and return this form by 19 November 2006. The form can be completed online and emailed directly to the Diocesan Schools Commission by going to: [www.bdsc.org.uk](http://www.bdsc.org.uk)

Or return this completed form by one of the following:

1. By post to: Diocesan Schools Commission, 67 Coventry Road, Coleshill, Birmingham, B46 3EA
2. Fax to the above on 01675 430321
3. Return to the Headteacher of your local Catholic School, via the school office
4. Return to your local Catholic Parish Priest