

## **Rationale for amalgamation of Infant and Junior school to an all through Primary School**

### **Leadership and vision**

- Single governing body and one agreed vision and set of values to continue to drive up standards and promote continuity and progression
- Parents and carers of children who attend the primary school will benefit from knowing one school and one staff. They will know and understand how the school works and will not have to adjust to the demands of a different school as their child gets older

### **Transition and supporting pupils' progress**

- An amalgamation will allow for high levels of consistency to be achieved throughout a pupil's time at the school and will provide better capacity for sustained improvement
- Removal of the need to change a school at the transition point between Key Stages 1 and 2 will eliminate the achievement 'dip' that can often be experienced at this time and any anxiety felt by pupils.
- Tracking of pupil progress and early intervention will significantly be enhanced for those pupils moving between Key Stages 1 and 2
- Expectations for behaviour and learning would be more consistent than if the schools were operating in two separate ways
- Pupils will have greater opportunities to access aspects of the curriculum which might otherwise be denied to them because of the phase in which they are working. Some pupils in Key Stage 1 might be ready to access aspects of the curriculum and staff in Key Stage 2 but this is difficult to achieve outside of an all through primary school

### **Sharing of resources / expertise and efficiency gains**

- A better opportunity to build on the sharing of resources and expertise across Key Stages 1 and 2 which in turn will support an enriched curriculum.
- Enable the single Governing Body to make efficiencies in the running of the primary school (particularly in respect of leadership, finance, administration and caretaking but also in other areas such as pastoral care, IT, etc.).

### **Admissions**

- All through primary schools support parents and carers by automatically allowing their children to continue through their primary education to the end of Key Stage 2 without the need for making an application during Year 2 for a place in a Junior School.
- The security of a guaranteed place in Year 3 would be attractive for parents and carers if the two schools were to amalgamate. Portsmouth has a growing school population and there are fewer school places in the City and less choice for parents and carers, particularly in the primary phase. An amalgamated school would therefore be of significant benefit to parents and carers of pupils attending the schools providing them with the certainty of a school place for their child throughout the primary phase.

### **Recruitment and retention of staff**

- Amalgamation is likely to lead to a more effective policy of recruitment and retention of staff. Nationally, there are significantly more primary schools than infant and junior schools, and teaching staff and non-teaching staff find that posts in Primary Schools are more attractive than posts in infant and junior schools as they offer better career development opportunities.
- A larger school, covering the full primary age range, offers improved opportunities to develop staff which in turn aids the retention of staff.
- Expertise can be targeted across the primary age range enabling senior leaders to more effectively deploy staff

**Role models / social development of pupils**

- Opportunities for children to work across Key Stages 1 and 2 and support each other. 4 year olds will not be educated alongside 11 year olds, but pupils will have the opportunity to interact with different aged children. This can include older pupils having some appropriate pastoral responsibilities for younger children

**Ofsted / financial audit**

- An amalgamation will mean just one financial audit each year and one Ofsted inspection.

From PCC's School Organisation Policy 2018 - 2024