

**Minutes of a meeting held with the staff of King Edward VII School,
Melton held on 18th October, 2006 at 4pm**

Present:

Gareth Williams –Director of Children & Young People's Service
Ann Morgan - Curriculum Adviser, Children and Young People's Service
Bob Dutton - Head of the Learning Environment Team
David Atterbury – Education Officer (Business Development)
Alan Wilkinson – Consultant
Mr Ivan Ould, CC – Lead Member for Education
Mr G Hart, CC – Support Member for Education

64 staff

Pauline Town – Association Secretary, NUT

Gareth Williams introduced the officers present and thanked staff for attending the meeting. He reminded them that this is the second stage of consultation.

The presentation was then made.

Mr Williams then invited questions and comments from the floor.

Comment	With regard to the three options – A, I agree with the reasons for getting rid of 14+, but you are just pushing transition problems to the other end. The fact that the Post 16 centre will be on a separate site means that you're not saving money. Also we utilise the skills of all staff in this school to teach at 16+. With regard to B, we are the only school that has expertise with Key Stage 4 and Key Stage 5. With regard to C, there is high gain but high risk if this goes wrong. A possible alternative would be two schools with one of them retaining Post 16 provision. This would release funds or you could have two 11-18 schools.
Comment	I am a parent governor and a teacher and I have three comments: 1) I welcome change that is coming, new buildings are needed and this is a good opportunity. But I am disappointed that you are not involving national experts to present a vision of best practice for the future, for example John West Burnham and Professor Steve Hepple. You should be including expert advice. We work with experts in the field to consider visions for the future. 2) It is a big thing for high school staff to develop to take on Key Stage 3 and 4. 3) I'm a parent of an 11 year old and a 3 year old. I would like to see more inspiring options that will truly provide benefits for my 3 year old.

Answer	I note your points and we have had full discussion about the need for intellectual rigour. We are taking advice from many people including experts in the field.
Statement	This is the third secondary Review in Melton area that I have taken part in. All the time has been wasted in the past and this is our last opportunity to get things right. This is the most fantastic campus site in Leicestershire and I do not want to see this broken up. I was here when the merger with Sarson happened and know that we lost some good teachers who could not cope with the change to Key Stage 4 teaching. This doesn't happen overnight and other staff could not cope with Key Stage 3. Please make sure that we get this right, so much money and time has been wasted in the past.
Answer	Thanks for this, you're right that 15 years of debate is unacceptable. The design for Leicestershire was originally made in 1957 and we must get this right. I live in Melton and I know that we have a big commitment to get this right.
Question	You say you're sharing this with all the stakeholders – when are you talking to primary parents?
Answer	To date 95% of responses have been coming in from primary parents. We are also talking to primary children and will call a meeting for primary parents when we get to the proposal stage. Information has been sent out to all the primary schools for them to pass onto parents and I am reassured that we are getting to the primary parents.
Question	I was involved with the Heads' meeting and it is not about spangly new schools. We agreed that it was about learners first and must be curriculum driven. I am concerned about some of the statements in your presentation. Has any curriculum modelling been done and why haven't you shared it?
Answer	Some modelling has been done and we included information in the presentation about spangly new schools to emphasise that we are looking to the future to build schools fit for purpose.
Question	My colleague referred to our excellent campus, I hope that you are not thinking of selling off this valuable site for homes. The campus is also a very valuable resource for the whole community, for example the new leisure facilities that we have paid for ourselves. We can offer pupils and the community more and there is synergy between provision for the community and the curriculum offer. Staff must be considered from the management of change point of view. Will staff be given protective redundancy notices or advised to look for jobs

	elsewhere?
Answer	We are not at this stage yet. With regard to capital we have no intention of looking at the assets tied up in schools sites. If there is shortfall we have commitment that the whole of the County Council resources will be considered.
Question	The inclusion of the new school in your presentation is very important but we need to go beyond the surface. Living elsewhere I do not understand the Melton politics. I cannot see that the options are putting learners first and you are only trying to offer a political solution which will satisfy all parties. We need to see a bright new option. The worst choice is Option B which just tries to meet all political concerns. It is impossible to run 6 th form provision with three Headteachers having input. I understand the view about keeping it local but you are selling parents a myth as their children will have to travel. My answer is none of the above – put learners first.
Answer	Thank you for this point, we are noting what you say.
Question	There is so much change which will put burdens on the budgets. I am concerned that money will be taken from student learning and will be put into more administration and management if you are creating more schools.
Answer	We are noting your comment.
Question	Following on from my colleague, specialist status for all three schools is a myth. It is hard to get and to keep and your suggestion that the schools could get it easily is untrue. Parents want local schools but they would have to travel across towns to get to the specialisms. There is no way schools could easily get specialist status. There is much confusion about items in the press.
Answer	The issue we have is that there must be mention of specialism in our bidding. But we know how hard it is for schools to attain and retain specialist status. Bizarre things always appear in the press.
Question	What guarantees can you give us regarding staff and the possible haemorrhaging of teachers.
Answer	We will need to address the 13-19 curriculum anyway, quite apart from this Review. In provision planning we have to work with professional associations to work through transition and put in timescales to reassure staff. I can say this to you with confidence that we will work with existing staff. There will be similar demands for teachers' skills and talents and the driver is

	always delivering the curriculum for children.
Question	With regard to the Belvoir issue this is going ahead for the 11-16 school. Where are they going Post 16 and will Melton Schools be fighting over them? As a training school we have hidden expertise in specialism and things could be easily lost as training specialisms are not necessarily subject based.
Answer	I must clarify that the Bottesford option is still up for consideration and no decisions have been made. But the money there is ring fenced and would not go into the Melton pot if the option for Belvoir does not happen. We will be working with Belvoir School to ensure children have access to a wide curriculum and will be working with other counties in the area too. The challenge is to ensure networking with Grantham and Bingham.

Thank you for your comments and for attending the meeting.

The meeting was declared closed at 5.25pm.

**Minutes of meeting with the Governors of King Edward VII School,
Melton held on 18th October 2006 at 6pm**

Present:

Gareth Williams – Director of Children & Young People's Service
Ann Morgan - Curriculum Adviser, Children and Young People's Service
Bob Dutton - Head of the Learning Environment Team
David Atterbury – Education Officer (Business Development)
Tony Mulhearn – Head of School Improvement
Alan Wilkinson – Consultant
Mr Ivan Ould, CC – Lead Member for Education
Mr G Hart, CC – Support Leader for Education

10 Governors

Gareth Williams thanked Governors for attending the meeting and confirmed that at the Governors' request he and his officers would be giving a slightly shorter presentation. Governors confirmed that they were happy with this situation.

Gareth Williams emphasised that the County Council is committed to change and the Funding is a direct grant i.e. a one off payment from the DfES. He confirmed that there were strings attached to the grant in that it must meet the Government's agenda for change and deliver the new 14-19 curriculum. He confirmed that if there was a shortfall in the funding there was full commitment from the County Council to add monies to the project.

The presentation was then made to the Governors.

The following discussion then took place:

The Chair of the meeting thanked Gareth Williams and his officers for attending the meeting and for responding to the letter from the Governing Body. She acknowledged that this round of consultation was about possible options and not regarding firm proposals. She reported that there was concern about possible implications of the Review including an adverse effect on 16+ provision. She confirmed that the Governing Body was very concerned to be involved fully in the process.

The Chair of the meeting then summarised the strengths of the Governing Body and expressed the view that it was the most dynamic Governing Body in the Melton area. She asserted that the Governing Body had strength and experience in the areas of urban regeneration and in the provision of 16+ education, both in the local and national arenas. She reported that along with Brooksby/Melton College, Melton King Edward VII School is the key provider in 14-19 education for the area and expertise and experience must not be lost in any changes. Governors are of the view that it is important to maximise the learning potential of every child. Governors were concerned that there were several areas of impact that could lead to instability. They were of the view

that the current structure attracts specialist teachers from outside the Melton area and any instability could lead to the loss of these staff.

The following comments and questions were then raised:

Principal	We are very positive about this matter but we must ensure that change is handled very carefully. We do not want to see a generation of young people disadvantaged and it is about intellectual capital, not glossy buildings.
Gareth Williams	It is important that Governors make a strong case for any possible option. This is not a referendum.
Chair	This School is a town wide resource running very successful community activities in sports and productions and it is situated close to the Melton Hub. We must not lose these facilities.
Principal	With regard to the Melton campus we also cover special school provision.
Chair	We would like to know how you arrived at the options.
Governor	You answered some of our questions in the presentation, thank you for keeping it brief and it is good to hear that the third stage will be fully costed. As you know we have agonised over a financial recovery situation at this School. We acknowledge the political restraints and the DfES requirements. I have looked at the website to see how the process has been run. We are bemused about how you have moved from the options in stage 1 to those in stage 2. We thought stage 2 would give more detail, I acknowledge it is not a referendum, of course parents would want small schools but are these the best for the children? This is also a bigger community decision. Will Council Tax go up and will house prices fall if school standards in the area drop? I will give a list of our concerns regarding the process to the minute taker after the meeting. What are the implications of the move to 11-16 education in the Vale – are we going to be subsidising this?
Gareth Williams	With regard to the costings issue, we have costed the options in general terms, but we do not want to focus on costs at this time. We want to make the offer for children better and the meetings have concentrated on this. We know all of the options are deliverable. Costings and success will depend on schools working in true partnership, possibly with pooled school budgets and agreeing the curriculum offer. We will include others as well as schools in the planning such as LSC and Brooksby Melton College.

Governor	Is that why the popular options at stage 1 disappeared – was it to do with costings?
Principal	We must challenge options that are virtually the status quo. Vale of Belvoir will need work to ensure that a full curriculum is offered. What are the risks regarding recruitment for that school? We are concerned not about capital costs but revenue.
Gareth Williams	You are raising issues now that need to be discussed next time around. On the impact of the Vale School, any impact will be on the whole County Council budget, not just schools in Melton. Work is going on to look at the costings and much more work will be done to look at how the curriculum will be offered in partnership with other counties on the rim of Leicestershire.
Governor	It looks to me as if you're moving problems regarding bussing children from the Vale to Melton just to bussing them from the Vale to areas outside the county.
Chair	Isn't it the intention to use the Vale/Melton as a model for changes across the county?
Gareth Williams	Can I just clarify that the Pathfinder budget refers to buildings and not running costs. We will not clone other areas from the Melton/Vale example but provide a solution appropriate for the area that we are looking at. For example it would not be possible to clone Melton and the Vale in the Coalville area.
Governor	We support you in getting Building Schools for the Future money into Melton but we do not want to get locked down by uninformed decisions. We are concerned that the wrong decisions will be made by parents and then you will be costing the wrong options.
Gareth Williams	Parents do not make the decisions – County Councillors make the decisions and they will consider in detail the costings and full benefits. Next time around you will be able to comment if you are still not happy with the options.
Governor	Have you talked to employers locally as this is very important for the future of Melton.
Gareth Williams	We have contacts with employers through the Business Partnership and we will talk to them. I acknowledge that this is about important regeneration for the future.
Governor	We have had much debate and talked to the students. We have found that students are initially worried about moving from small high schools to the large upper school but this is soon resolved and children soon begin to see themselves as part of

	the whole Borough community.
Ann Morgan	I acknowledge this view but it is worth still looking at the Student Summary.
Governor	We have seen how transition works for the part of the school where children attend 11-18 and I agree that this is very important. We want a strong learning community with a structured curriculum for children. With regard to Option A Governors are on the side of two schools not three in Melton. This would allow staff management and retention and clear budgeting. There are clearly some issues about how 16+ would need to be resolved. We would need to retain the expertise of our staff. With regard to Option B the numbers in the schools would be too small which would lead to a dilution of the curriculum offer. Governors are concerned that this would create a situation where the community is broken down and if schools became specialist they would focus only on their specialisms. With regard to Option C, Governors believe that this has real potential and would be the best way forward to deliver on educational needs, but this may be one bridge too far. Governors believe that this option would allow the maximum amount of funding to go into the education of students.
Gareth Williams	Could you tell us how you think we could get people to go with this option?
Chairman	There are excellent models around the country.
Governor	Our proposal could move you to Option C.
Chair	We have concerns about the instability inherent in Option B.
Principal	We could put in place a model to grow towards a partnership or some form of federation between two main schools on separate learning sites. We already work with Brooksby/Melton College to produce satellites of learning which create flexibility. We want to use the money effectively. With regard to Option B which is presented as the least disruptive option, we believe that underneath this there are problems. In terms of transition, if children stay on into Year 10 – think of how this would affect the intellectual capacity of the schools. This would decrease our intake and decrease staffing levels here. The increased volatility would mean that highly qualified staff here would leave and choose to work elsewhere. Where will be the staff who will deliver to these students? You could put in a subsidy here to maintain staffing during the period of transition or change the admission levels into Sarson. But in terms of transition you must have models to show. It is very difficult, it is like you are

	<p>showing people a BMW 3 series and a Ford Fiesta but then saying well you get the Fiesta anyway. The intellectual capacity of the area is very important. We will be putting forward two other possible options, what we believe is we could have an 11-16 school and an 11-18 school working in partnership, or two schools working in some form of federation. We could help the other school to develop their expertise by nurturing and developing the staff. That school may then develop its own specialism. This site would host 16+ provision and would be truly inclusive by including work with a special school and MLD provision. It would be a really inspirational move to replace Melton/Brooksby College buildings as their site is worn out. A shining example of college and school partnership could be developed. This would be an exciting vision offering the best academic and vocational provision. But time is against you in developing this. We do not think three sites is good value for money and there would be too many support staff with not enough money going to children.</p>
Gareth Williams	<p>90% of the issues raised by the Principal have already been considered. I am glad that you mentioned LSC and I can confirm that we are working with them. With regard to the timescale, this is not necessarily a problem. By mid April we do not have to have all the detail confirmed but an idea of the clear direction of travel.</p>
Chair	<p>We will be responding formally to the options.</p>
Governor	<p>I am a chartered planning consultant and have much experience of working with schools throughout the region. We are concerned about resources and while we note that capital should be okay, revenue is a problem. How are we going to write off one of the schools in Melton that we fought so hard for. We do not like Option C but we need to have clear costings for A and B. As a Governor I am interested in working in federation. It is about time that this was resolved and we should have a simple system like other counties.</p>
Governor	<p>The potential for the education of pupils is tremendous. We can make this a success or a complete disaster.</p>
Chairman	<p>Thank you for attending the meeting and I can confirm that the Governing Body will work closely with officers regarding this important matter.</p>

The meeting was declared closed at 7.10 pm

**Minutes of a meeting held with the public at King Edward VII School,
Melton on 18th October 2006 at 7.30pm**

Present:

Gareth Williams – Director of Children & Young People's Service
Ann Morgan - Curriculum Adviser, Children and Young People's Service
Tony Mulhearn – Head of School Improvement
Bob Dutton - Head of the Learning Environment Team
David Atterbury – Education Officer (Business Development)
Alan Wilkinson – Consultant
Mr Ivan Ould, CC – Lead Member for Education
Mr G Hart, CC – Support Member for Education

36 members of the public including Mr Roffey CC

Gareth Williams welcomed everyone to the meeting, thanked them for attending and introduced the officers.

The presentation was then made.

Mr Williams then asked for comments and questions from the floor.

Comment	I'm for the idea of small schools with personalised learning. The kids know who to turn to in small schools. When they come up to the large school they don't know who to turn to and they need to feel safe. They can get to lessons more quickly and there is not confusion about children being absent when they are really present.
Comment	A lot of this stuff is very negative about King Edward, both my children have done better at GCSE here than their Key Stage 3 results predicted. Staff are more approachable and the 6 th Form is excellent. Also there will inevitably be disruption, staff will be disrupted and distracted as they think about changing jobs. I want my next child to do well here. Isn't the situation at Castle Rock where you just swapped one high school building for another?
Answer	We are proud of all the schools in Melton, none of them are bad. We are not vilifying one school and that is certainly not the intention of the Local Authority.
Question	How has Melton/Brooksby College been involved in the discussion?
Answer	Regardless of what happens with the buildings here we would have to talk with Melton/Brooksby. The Principal here tells me that he has good existing links. We are already talking to them and we have to have consultation with key stakeholders. My colleague Tony Mulhearn has already started to talk with the College.
Question	At school today we were worried about the subjects at 6 th Form perhaps being cut down in the options. We are also concerned about having to walk from school to school for

	different subjects. Also students will suffer when the building work starts.
Answer	<p>We don't want to reduce the options. The issue about moving about will be a problem for all schools from 2008 as no one school will be able to provide all the options. We will need to look at blocking the curriculum in a very different way. Gaggles of young people exploring Melton is not acceptable. We will have to look at national models to find a solution with schools working together.</p> <p>With regard to building work, the management of building work will be a contract between the school, the builders and children to ensure that the needs of children come first. We work with contractors who are fully aware of how these things must be run.</p>
Statement	I like Option B but really don't like Option C. Children need an identity and you will lose the care side even if you gain on scale.
Comment	My child is at Belvoir, thank you for listening to the parents. I am concerned about the shape of the options in the leaflet. You have tried to influence this because the font used in the leaflet is bigger and more attractive for one of them. I am also concerned about losing the 6 th Form at King Edward VII.
Comment	I am a member of staff and a parent of a child who has gone all the way through this school. Yes, children are initially concerned but that's down to logistics. They soon settle down and if the buildings were better designed, there would be no problems about the length of time taken in getting to lessons.
Question	You say that there are problems regarding the breadth of curriculum for Option B but you are happy with it at Belvoir High School which is a similar sized school. My son brought home his report this week and the teacher had got him mixed up. The size of the school is important so that staff can know the children properly.
Answer	Schools would all have to collaborate to offer the full range of curriculum delivery. We as a Local Authority would work with staff in schools to ensure this.
Question	In Option B there will be smaller schools but won't this limit access to classes such as dance.
Answer	Schools will need to collaborate to ensure that offers regarding a range of courses are coordinated and offered at the most appropriate establishment.
Question	I am concerned that we have started to look at 11-16 but now it has gone to 11-19. We would dismantle a very successful 6 th Form.
Answer	We are noting your concerns.
Question	I did not wish to cause offence about my comments about a large school, staff obviously do their best in the large school. Why can we not have three 11-16 schools and then a jointly managed 6 th Form. No 6 th Form or upper school will stay the

	same in the future anyway with the changes to curriculum.
Answer	Thank you for your comments.
Question	I am the Head of 6 th Form at King Edward VII College. The real issue is the difficulty with the 6 th Form being run by three different schools. Funding for 6 th Form studies comes via the LSC. In Option B schools will want to control the funding and put some of the 16+ funds back into their main schools. This could lead to fragmentation of the 6 th Form. I do understand that smaller schools are seen as more comfortable by parents, but if they are too small they cannot offer the full range and students will have to travel. We need a balance between size and choice. If Brooksby is part of the process of reorganisation why is it not included in the options?
Answer	I need to clarify that Brooksby is clearly part of the consultation process but as it is separately funded by the LSC it is not included in this current process of change.
Question	Collaboration is the key word in your presentation. Who will Belvoir collaborate with?
Answer	Belvoir will have to cooperate outside Leicestershire as well as within the County and with Melton. We are looking at collaboration with Grantham and Bingham and opportunities like virtual learning will have to be considered for rural areas. I have been working recently with Rutland Council and as a rural county they are interested in looking at all possible options.
Tony Mulhearn	Examples of collaboration are already in existence between schools in the city and county areas. It will have to happen everywhere.
Principal	These are complex issues and we'd have to consider what would be the implications of transition. We need to consider the effects on children in the system. We've looked at Option B and modelled some options where children stay on in the high schools and there are implications of possible huge staffing losses for the whole area.
Answer from the audience	Won't staff be redistributed anyway among the schools?
Principal	They may leave the area altogether as this will be a difficult situation.
Answer	We have experience in other schools and it will be necessary to slow down the transition to ensure that teachers are in the right area and know what they are doing. I cannot say keep these old buildings to avoid losing teachers. Staff will often leave when any changes occur.
Statement	I think staff will be keen to join the 11-18 schools. Three specialist schools will be very attractive and will provide benefits for students in terms of the curriculum offered.
Question	Surely AS level is more important than GCSE. If there is transition from Year 10 and we move to 11-18 will staff have the ability to teach all ranges of students?

Answer	All examinations are important, we're concerned to resolve the dip in students' progress that we are seeing currently.
Question	In terms of transition, will there be additional revenue funding to help retain staff and attract others?
Answer	We will try to be flexible but we are talking about education and it will not be bonanza time.
Question	I live in the Vale of Belvoir and I am concerned that the Vale seems to be locked out of 16+ provision. The proposal only gives 600 places in the Vale and they would need to have income into the school to ensure the maintenance of these 600 places. Parents may choose to go elsewhere and income to the school may be affected jeopardising the number of places. Parents at the Vale would have no influence.
Answer	This was raised by the Vale parents at their meeting. We contend that all proposals are viable in terms of capital and revenue. We will provide full costings at the next round.
Question	As a Governor at King Edward VII and a parent I can relate to some of the comments regarding the past but things are much improved now. Transition is now seamless for children going through from 11-19.
Answer	We're proud of all the schools in Melton, they are all good and its about moving them to being great and meeting the requirements of the new 14-19 curriculum. We know that staff in all of the schools work well but we have this huge sum of money to consider. Just think about how much better we can make all of the schools with this amount of funding.

The meeting was declared closed at 9.05pm