



HUMAN RESOURCES ASPECTS

N AUSTIN

APPROACH IN PRIMARY SCHOOLS

- All Primary schools concerned in the amalgamation process will be closed
- Replacement school will be designated
- Shadow governing body set up
- New school structure and staffing complement to be established
- Head and Deputy Head posts subject to national recruitment
- Other staff from relevant schools ring-fenced for new school
- Staff appointed, redeployed or redundant

APPROACH IN SECONDARY SCHOOLS

- Secondary school process for amalgamations still to be defined: in principle will follow practice in primary schools
- Process will take longer because of curriculum phasing

OTHER CONSIDERATIONS

- School recruitment in the interim
- Schools not involved to give prior consideration to displaced employees?
- Consultation with teaching and non-teaching trade unions on process and exchange of information
- Statutory redundancy consultation processes will need to be followed
- Employee Assistance Programme, trade union support, Occupational Health counselling
- Intelligence to be gained from other authorities going through the same review processes
- A HR officer will support each school involved

HR SUPPORT TO SCHOOLS

- Guide Head Teachers and Governors through the redundancy procedure
- Meet with all staff
- Help manage the ring-fence for appointments to the new school
- Liaison with shadow governing body
- Help organise appointments and redundancies



NEXT STEPS

G SALMON

PROPOSALS

- Radical
- Robust and professional debate
- Consultation to run to Friday 21st March
- Emails to be sent to G Salmon
 - schoolreview@herefordshire.gov.uk
- Letters to be sent to G Salmon
 - Blackfriars, PO Box 185, Hereford HR4 9ZR

CONSULTATION MEETINGS

- January 10th:
 - 9am: Headteachers
 - 2pm: Trade Unions
 - 6pm: Chairs of Governors
- January 11th – Councillors,
- Monday 21st January – Wednesday 12th March – Meeting with schools affected
- February - LAF, Schools Forum, Children's Trust Board and Shadow Board

CONSULTATION MEETINGS Feb/March

- **Meetings with schools affected**
 - 4.00 pm staff
 - 5.00 pm School Governors
 - 7.00 pm parents and community

DECISION PROCESS

- Cabinet Decision to issue Statutory Notices April
- Consultation on Statutory Notices May/June
- Cabinet Decision on Statutory Proposals July 08
- Implementation for September 2009

NATIONAL ADJUDICATOR

“in considering statutory proposals to close a rural school, the Decision Maker should have regard to the need to preserve access to a local school for rural communities. There is therefore a presumption against the closure of rural schools. This does not mean that a rural school should never close, but the case for closure should be strong and the proposals clearly in the best interests of educational provision in the area.”

DCSF guidance on School Closures