

Stanburn Junior School
Abercorn Road
Stanmore
Middlesex
HA7 2PJ

Catherine Doran
Corporate Director of Children and Families
Harrow Council
Civic Centre
Station Road
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16th July 2013

Dear Catherine,

At the Stanburn Junior School Governing Body Meeting held on Monday 15th July 2013, it was resolved, that the Governors would support the amalgamation of the First and Junior Schools. This decision was not taken lightly and indeed, after a great deal of discussion, the vote to support the resolution was not carried unanimously.

The general feeling of those Governors present and who voted for the amalgamation was that they were faced with no real alternative, as Harrow Council's Policy offered the Governing Body no viable options.

The Governing Body having evaluated Academy Status, as an alternative, had to reject this as unsustainable due to the financial requirements. Also, having researched becoming a Federated School, the general consensus was that this would only delay the inevitable, resulting in further instability and disquiet.

The Governing Body was mindful of the results of the consultation held earlier in the year, where an overwhelming number of Parents of both Schools and Staff of the Junior School, had grave concerns regarding amalgamation. Given, that the Council's policy would be to amalgamate, the decision by Cabinet due in April was deferred. While this deferment was entirely understandable given the strength of feeling, it resulted in the delay, which in turn contributed to the instability and uncertainty, over the period leading up to the present.

In the light, that Stanburn Junior School Governing Body has now voted to support the move to amalgamation, all Governors, including those who voted against the proposition, have agreed to fully engage in the process. It was the feeling of those present, that they had a responsibility to the pupils, the staff and the parents, to ensure the process was carried forward to a successful conclusion.

To this end a Task & Finish group was constituted comprising Local Authority, First and Junior School Governing Body representatives. At a meeting held on Thursday 11th July 2013 the Local Authority,

First and Junior School Governing Body representatives agreed to put in place certain guiding principles, which were, as follows: -

- The new Governing Body of the combined School, would be constituted by 1st January 2014 and would be representative of both schools;
- To increase the size of the newly constituted Governing Body, in order to garner the widest possible consensus;
- To endorse the appointment of two current Junior School Governors in September, to fill two vacancies for Community Governors on the First School Governing Body;
- During the amalgamation process from September 2013 to 1st January 2014, the First School Governing Body would have the power to make technical decisions. However, the Junior School Governing Body would have the power of ratification, of key decisions on amalgamation made by the First School Governing Body. This principle would be underpinned through legislation enacted by the Local Authority.

To this end, certain Governors would carry on with their role, as members of a Task & Finish Group charged with formulating and making recommendations to the Governing Bodies of the Junior and First Schools, while they remained constituted. The eventual aim would be to re-constitute, as one Governing Body, with members drawn from both School communities.

This re-constituted Stanburn School Governing Body would be charged with overseeing the formation of a Management Team drawn from the existing Staff of both Schools, in order to provide balance while preserving continuity to the new amalgamated School. They would also be responsible for providing the resources, to support through training and mentoring, key members of staff, including the Head Teacher. There would be a significant role for the Local Authority and specifically its Officers, to play during this period of reconstruction.

Finally, Governors, the Head Teacher, Senior Management Team and Staff should make themselves available to parents and the wider community, in order to ensure misunderstandings, contradictions, errors and omissions were kept to an absolute minimum. It would be their responsibility, to ensure a high level of communication was established, in order to keep all stakeholders informed, involved and in possession of all key, relevant facts.

In order to ensure this strategy was effective and ultimately successful, it would be essential, that all members of Staff of both Schools were fully engaged and kept informed of each step in the process. This would enable them, to provide parents with consistent, accurate and essential information.

To re-iterate, Stanburn Junior School Governing Body has now voted to support the move to amalgamation and has agreed to fully engage in the process.

Yours sincerely,



Stuart Johnson

Chair – Stanburn Junior School Governing Body