

Issues that may concern you

The Council greatly values your views and although you are bound to have many more questions we have tried below to answer some of the questions that have been asked already.

Planning Permission applications

Details of what is to be built, traffic and access issues will be the subject of a very detailed planning application which will follow wide reaching consultation. All schools would be built on existing school sites except Highfield.

What will the development mean for the existing school staff?

- In the case of direct replacement of schools, conditions of service would be automatically transferred for teaching and administration staff. These staff would remain under the employment of the LEA.
- Initial decisions on the staffing in the newly amalgamated schools would be undertaken by a temporary ('shadow') governing body together with the newly appointed school's Headteacher. These decisions would be taken in the light of the school's curricular and organisational needs and the overall budget made available to the school through the Local Management of Schools Scheme.
- The over-riding principle guiding any appointments will be the needs of the children and the school's curriculum. However the Council, as a good employer, would aim to meet this key principle through prior consideration to existing staff.
- Wherever possible staff would be appointed from the existing schools to the posts in the newly amalgamated school in accordance with an established procedure that has been negotiated with professional associations and trade unions.

Which services will transfer to the private sector provider?

This level of detail is still being explored. Staff who would be involved in providing PFI services will continue to do so, although they may transfer to a new employer. Their existing conditions of service would be protected on transfer in accordance with TUPE Transfer of Undertakings (Protection of Employment) Regulations 1981. An existing supplier may continue to provide the same service as a sub-contractor to the private sector provider under the PFI.

How will the availability of places be managed?

Naturally those pupils currently at the existing schools will transfer to the new schools.

The number of places available is being set at a level designed to meet the needs of the pupils in the area for many years to come, including the new housing being developed in the area.

Applications for vacant places will be considered in line with the Authorities published admission arrangements.