

NORTH YORKSHIRE COUNTY COUNCIL**THE EXECUTIVE****15 March 2016****REORGANISATION OF SECONDARY EDUCATION IN SELBY****Report by the Corporate Director – Children and Young People’s Service****1.0 PURPOSE OF REPORT**

- 1.1 To report on the outcomes of public consultation on the reorganisation of secondary education in Selby.
- 1.2 To seek approval for the publication of proposals and statutory notices.
- 1.3 To ask the Executive to schedule taking a final decision on the proposal at the Executive meeting on 24 May 2016.

2.0 EXECUTIVE SUMMARY

- 2.1 On 5 January 2016 the Executive Member for Schools gave approval for consultation on proposals to reorganise secondary education provision in Selby.
- 2.2 The proposal on which consultation was undertaken was to amalgamate Selby High School and Brayton High School through the technical closure of Brayton High School and the enlargement of Selby High School onto the current Brayton High School site from September 2016.
- 2.3 The consultation process opened on 15 January 2016 and closed on 26 February 2016. This report details the responses to the consultation and asks the Executive to consider authorising the publication of proposals and statutory notices, and to schedule taking a final decision on the proposal on 24 May 2016.
- 2.4 The report is supported by a number of Appendices as listed below:

Appendix 1: Consultation document
Appendix 2: Notes of the consultation meetings
Appendix 3: Written responses to the consultation document
Appendix 4: Governing body responses
Appendix 5: Frequently Asked Questions (FAQ) Document
Appendix 6: Equality Impact Assessment
Appendix 7: Draft Statutory Notice and Proposals
Appendix 8: Student Engagement Summary
Appendix 9: NYCC CYPS Schools Strategy

3.0 BACKGROUND

- 3.1 There are four secondary schools serving the Selby area all of which are 11-16 co-educational schools. Post 16 provision is mainly delivered by Selby College, an FE College in Selby town.

- 3.2. One of the schools, Holy Family Catholic High School is voluntary aided and provides denominational places across the area. The others Brayton High School, Selby High School and Barlby High School are community schools.
- 3.3. Brayton High School and Selby High School have a shared catchment area covering the Selby town area as well as separate rural catchment areas. Barlby High School serves a catchment area which is separate from the other two schools.
- 3.4. Brayton High School and Selby High School are less than a mile apart (an approximate five minutes' drive). Barlby High School is approximately three miles from each of the other two schools. Holy Family is about six miles away in Carlton.
- 3.5. Between them the four schools offer 3,613 secondary school places.

4.0 REASONS FOR PROPOSAL

- 4.1. There is a pressing need to address the quality of educational provision at Brayton High School, particularly as a result of unacceptably low GCSE results in summer 2015. In addition, Brayton High School has for some time been experiencing very low pupil numbers which has had an impact on the school's budgets.
- 4.2. All schools are experiencing budgetary pressures. The local authority has been providing financial support to both Selby High School and Brayton High School in recent years. In particular, given the low numbers on roll, the current financial position of Brayton High School is unsustainable without significant organisational changes. There is a need to consider whether bringing these schools together could create a high quality and sustainable educational establishment for the benefit of students in Selby in the long term.
- 4.3. There is a strong evidence base that improvements in educational outcomes particularly at times of financial challenge are best achieved through strong collaborative arrangements between schools. Brayton High School and Selby High School have been in discussion for some time over the potential for stronger ties between the two schools either in the form of a federation or through merging the schools. Other partnership options have also been explored by Brayton Governors. Delays in achieving a collaborative solution led the local authority, in the context of the 2015 results and financial challenges faced, to issue a warning notice to Brayton High School.
- 4.4. The local authority and governing bodies of both schools reached the conclusion that the most appropriate option which has the potential to secure rapid improvement of standards and to secure the future of educational provision in Selby would be for the two schools to merge under a single leadership and governance structure.

5.0 THE PROPOSAL

- 5.1. It is proposed to achieve the amalgamation of the two schools through an enlargement of Selby High School to include the current Brayton High School site and the parallel closure of Brayton High School as a separate educational establishment.

Governance

- 5.2. The governing body of Selby High School would continue to have responsibility for the enlarged school, including the current Brayton High School site. There are a number of vacancies on the Selby High governing body and these will not be filled until a decision has been reached on the proposal. The aim is to enable a wider membership to be achieved which may, subject to appropriate appointment processes, include governors (including parent governors) from Brayton High School. If the proposal goes ahead the governing body of Brayton High School would formally be disestablished on 31 August 2016.

Leadership

- 5.3. The current Selby High School head teacher would become the head of the enlarged school. The governing body and head would determine an appropriate leadership structure to take account of the additional number of pupils and configuration of educational provision across two sites. In a split site school it would be usual to have a senior leader on each site. Senior leaders and governors at both schools are involved in advance planning for the transition in the event that the proposal is approved.

Staffing

- 5.4. Given that pupil numbers in the area are forecast to continue rising in coming years there would be no need for a reduction in staffing as an immediate consequence of the amalgamation before the end of this academic year. The governing body and leadership team will undertake a review of staffing and consider how best to staff the newly configured and enlarged school during the first year of operation. Existing staff would be consulted about any changes to their employment status. New staff would be appointed to the enlarged school and could be expected to work on both sites.
- 5.5. It is considered that the proposal would create greater opportunities for training and development of staff. This is likely to make the school more attractive in terms of recruiting and retaining good teachers in the future. It also creates the potential for developing talent and succession planning.

Finance

- 5.6. The enlarged school would have a single budget. This would result in the loss of one £175,000 lump sum but the school would benefit from a £100,000 split site funding factor which would help to offset this. There would be some transitional protection in the first year after amalgamation i.e. 70% of the lump sum from the closing school. Once the transitional protection drops out of the budget there would be a £75,000 per annum reduction in funding for the enlarged school. However the potential for efficiencies and economies of scale associated with operating with a larger budget are expected to offset this lower level of funding.
- 5.7. Any deficit associated with Brayton High would be written off if the school closes. Any surplus would be transferred to Selby High School once any costs associated with the closure have been dealt with. Capital balances would also be transferred to benefit the enlarged school. These arrangements are in line with the policy agreed with the North Yorkshire Education Partnership. A detailed financial model was provided in the report to the Executive Member on the 5th January 2016.

Admissions and Transport

- 5.8. It is proposed that the catchment area for Selby High School be enlarged to encompass the rural catchment area currently served by Brayton High School. The town area is already a shared catchment area. Pupils already on roll at Brayton High School and new Year 7 starters allocated places for September 2016 will be automatically placed on roll at the enlarged Selby High School if the proposal is approved. Future admission rounds will allocate places only at Selby High School. Pupils will attend whichever site is appropriate to the way the enlarged school is organised and in line with published admission arrangements.
- 5.9. Eligibility for home to school transport will continue to be determined in line with the home to school transport taking account of the changed catchment areas and use of school sites. Given the close proximity of the two schools it is anticipated that the cost implications on home to school transport will be modest and believed to be less than £5000 pa based on initial assessments. Some pupils will experience a slightly longer journey to the relevant school site for their year group. For others it will be nearer.

Use of two sites

- 5.10. Taken together the two schools have capacity for up to 2,460 pupil workplaces which would be sufficient to accommodate all future growth in the area. As with any school, operational decisions about the curriculum taught or the configuration of year groups can create a need for additional places. However, this is not considered likely across the two sites for a considerable time. The Local Authority will monitor this as it does for all schools.
- 5.11. Neither site on its own with the current buildings could accommodate all pupils so it would be necessary to retain both sites under any reorganisation of provision. Selby High School has a detached playing field which is adjacent to Brayton High School. However even if the playing field was included in any calculation the site would not be big enough for a single school, assuming that additional and/or new accommodation was added. It is unlikely that the disposal of the Selby High School site would raise sufficient capital to fund a significant expansion or replacement of buildings on the Brayton High School site.
- 5.12. The proposal therefore assumes that the enlarged Selby High School would continue to deliver education across the two sites. Initially, the Selby High School site is large enough to accommodate up to three year groups but in the foreseeable future, as numbers on roll rise, it may only be able to accommodate two. The distribution of pupils in particular year groups between the two sites would be determined as part of a detailed transition plan taking account of the impact on pupils and their families and the available facilities on each site.
- 5.13. Governors from both schools have been looking at how the transition would be achieved and it is currently assumed that Year 7 and 8 pupils would attend the Brayton site from September 2016 and Years 9, 10 and 11 would attend the Selby High site. Specific arrangements would be made for those at critical stages in their GCSE years. There would be very careful planning and communication with parents about the details of this. In particular there would need to be detailed planning to align the GCSE arrangements because the two schools currently operate different timetables. In particular, the Steering Group has been mindful of the fact that Brayton currently runs a 2 year GCSE course and Selby High runs a three year GCSE course. Planning is in place to provide extra support for Brayton pupils to aid the transition to a 3 year GCSE course should the proposal go ahead.

5.14 Local authority officers are supporting governors and leaders of the two schools to undertake some advance planning to ensure that the proposal could be implemented smoothly if approved. A costed support plan is being produced and some additional financial support will be considered to ensure that the transition is appropriately resourced as has been the case with other such amalgamations. This is likely to include some funding for additional leadership capacity, joint working and training between the two staff groups and work to support the integration of information systems.

6.0 CONSULTATION UNDERTAKEN AND ANALYSIS OF RESPONSES

6.1 Public consultation took place from 15 January to 26 February 2016, a period of six weeks. Consultation documents were sent to parents, pupils, staff and governors of schools in Selby, Unions and Professional Associations, local county councillors, local district and parish councils, and other stakeholders. **Appendix 1** provides a copy of the consultation document.

6.2 Two public consultation meetings were held on 25 and 26 January 2016. More than 600 people attended. **Appendix 2** contains notes of these consultation meetings.

6.3 There were 221 individual respondents who replied during the consultation period.

The following table provides a summary of responses from key stakeholders. Where individuals responded to the consultation more than once they have only been counted once but all comments have been included in the analysis.

	Clearly in Favour	%	Clearly Against	%	Reservations/Questions and Suggestions	%	Total
Pupil at Brayton High	4	10.3%	8	20.5%	27	69.2%	39
Pupil at Selby High	1	25.0%	0	0.0%	3	75.0%	4
Staff at Brayton High	0	0.0%	3	10.7%	25	89.3%	28
Staff at Selby High	6	60.0%	0	0.0%	4	40.0%	10
Parent at Brayton High	5	9.1%	13	23.6%	37	67.3%	55
Parent at Selby High	6	11.1%	14	25.9%	34	63.0%	54
Other	11	35.5%	3	9.7%	17	54.8%	31
Total	33	14.9%	41	18.6%	147	66.5%	221

- 6.4 The consultation provided stakeholders with an opportunity to provide a narrative response to the proposals. In addition to parents, pupils and staff responses were received from former and prospective pupils and parents as well as former staff at the schools. A response was received from the Town Council and from the Mayor of Selby as well as a District Councillor and the local MP. Responses were also received from representatives of local primary schools. **Appendix 3** contains the responses to the consultation.
- 6.5 As set out in the table above there were a group of responses whose comments made it clear that they were against the proposal. This group was made up primarily of some parents from both schools. There was a smaller group, including the majority of Selby High Staff who responded, who expressed a positive view of the amalgamation proposal. However, the vast majority of respondents raised reservations, questions and suggestions about the proposal. Some of these responses expressed a number of concerns about how the proposal could be successfully implemented but often in a way that suggested they thought it would certainly happen.
- 6.6 Written responses were received from both governing bodies. These are included at **Appendix 4**
- 6.7 In addition to the above there has been a student engagement exercise led by Youth officers from the County Council supported by the schools and involving students from both school council/parliaments where a range of issues were explored. The students designed their own questionnaire which is being made available to all students in both schools, the content of which will be considered by the joint steering group as they make plans for the implementation of the proposal if approved. The key issues raised by students have been incorporated into the next section of the report. A summary is provided at **Appendix 8**

7.0 ISSUES RAISED

An analysis of the consultation responses identifies a range of issues raised by consultees. The following section of the report aims to reflect the range of issues raised.

7.1 Disruption of Pupil Education

- 7.1.1 The issue raised by the largest number of respondents was that of the potential disruption to the education of pupils already in the schools which would be caused by the change.
- 7.1.2 Respondents were particularly concerned that pupils currently in Year 7 at Selby had just experienced a transition from Primary to Secondary and would, under the proposed organisation, experience another transition to the Brayton High School site in September 2016 and then a further move back onto the Selby High site in September 2017.
- 7.1.3 A number of respondents were concerned with the effect that the proposal could have on the pupils currently studying their GCSEs. Brayton parents in particular were concerned about the transition period and any changes to curriculum for pupils already within the GCSE system. Respondents also raised concerns about the options process for pupils particularly as it was noted that Selby High ran a three year GCSE course whereas Brayton currently ran a two year course.

- 7.1.4 Some respondents particularly parents and pupils from Brayton High School were concerned for all pupils and the disruption that could occur from leaving behind staff and friends that they were familiar with.
- 7.1.5 A number of respondents felt that across all ages groups planning was required to ensure that there was not disruption for certain groups that would create inequitable situations for pupils in an amalgamated school.

Officer Response:

- 7.1.6 It is acknowledged that the proposal involves a significant change and that a high priority for planning the implementation of the proposal would be to minimise disruption for current pupils and communicate changes effectively to parents. There is a joint steering group established with representatives from both governing bodies and school leadership teams supported by local authority officers working on a very detailed transition plan. One of their key tasks will be to ensure continuity for the current cohort of students particularly those at GCSE stage. Consideration is also being given to how best to mitigate the impact on those pupils who will experience a number of site moves during their school lives.

7.2 Organisation of an Amalgamated School

- 7.2.1 A significant number of responses raised questions and concerns about how an amalgamated school would be organised. Apart from one respondent who suggested that additional site area should be acquired to allow the whole school to operate from the Brayton site, there was generally an acknowledgement that both sites would be needed. This realisation drew a number of comments around the potential disruption that would occur from pupils having to work across two sites.
- 7.2.2 Many respondents raised concerns about which groups of pupils would be taught at which site and how this would be organised. A number of respondents said that they felt the logistics of this would be very difficult and some questioned if it would have a negative effect on the pupils and staff.
- 7.2.3 Some respondents felt that the extra stage of transition could prove daunting when pupils moved up from one site to another if the two different sites were segregated by age.
- 7.2.4 One respondent queried how the year groups could be split across the two sites as they understood that only two year groups could fit onto the Selby High Site but that the proposal outlines that three year groups would be based there.
- 7.2.5 Many respondents were concerned about the issue of having pupils moving between the two sites on a daily basis and these concerns appeared to be based on both the safety and the logistics of any movement between sites.
- 7.2.6 Pupils and parents responded on the issue of form groups with a division of views reflecting the current arrangements in the two schools. In the main respondents from Brayton did not want mixed age form groups and respondents from Selby were concerned that they might lose their valued vertical tutoring as part of the proposal.

Officer Response:

- 7.2.7 As neither school site is big enough for all students a single school site is not a viable option even if sufficient capital resources were available to provide the required accommodation. It is acknowledged that split site schools experience some logistical issues and this is reflected in their budgets but there are a number operating successfully in North Yorkshire and elsewhere.
- 7.2.8 Movement for pupils between sites during the school day would be minimal as year groups would remain on their prospective sites for most or all of the school week. As stated above the way that the two sites are used may change in the future as numbers grow i.e. the number of year groups on each site. Governors feel that the Year 8 pupils may gain confidence from being the top year group on the Brayton site and that a system of lower school prefects might promote this. It is also considered that grouping the youngest children together could create a nurturing environment that might appeal to parents.

7.3 **Staffing**

- 7.3.1 Several respondents, including representatives of Unions and Professional Associations asked about the individual effects that the proposal would have upon individual members of staff in terms of their conditions of employment and job security.

Officer Response:

- 7.3.2 At present there is not sufficient detail available to discuss the individual circumstances of staff in the event that the amalgamation proposal is implemented. Both schools are Community Schools which means that the employer is North Yorkshire County Council (NYCC). Staff would continue to be employed by NYCC and would be under the direction of Selby High School head teacher from September 2016. Brayton High School staff would have the same rights as those at Selby High School in relation to any restructuring following amalgamation. Meetings for staff were held at both schools during the consultation period. As pupil numbers will stay the same or increase it is not anticipated that there would need to be any reduction in frontline teaching staff. No changes to staffing will be implemented until a final decision is made on the proposal. Any proposals for restructuring of staff (teaching or non-teaching), or changes to working practices, would follow the existing agreed procedures that are already in place at both schools, and the proper consultation processes and timescales applied. There may be an opportunity to make some changes through natural turnover to address any rationalisation, and reduce any impact on existing staff.

7.4 **Education and Standards**

- 7.4.1 A number of comments made reference to the current standards at Brayton and the difficulties that Brayton had faced in maintaining standards in recent years. A number of respondents who currently had children attending Selby High School were concerned these difficulties could impact negatively on their children.
- 7.4.2 In contrast, there were several comments which expressed a view that the quality of teaching at Brayton was good and that there were members of teaching staff at Brayton who were being spoken of unfairly in a negative way considering that at the time of last Ofsted Inspection the quality of teaching was judged good.

- 7.4.3 There were a number of positive comments about the effect that the proposal could have on educational standards in the Selby area. Even in instances where particular respondents had concerns over the change some expressed the view that it would be positive for the children's education overall.
- 7.4.4 Several responses were received from local Primary schools who expressed concern that Selby High does not teach French at KS3. They were of the view that if they continued not to do so in an enlarged school it would be detrimental to the pupils' education.
- 7.4.5 One respondent, responding as both a parent and the Chief Executive of a Multi-Academy Trust, raised concerns about the capacity of the Selby High leadership to drive the rapid improvement across a large school context. He also expressed the view that the proposal was a means to avoid academisation. In his view an academy solution was preferable to the present proposal. This view was shared by the Local MP in his response. This issue is dealt with further at 7.8.

Officer Response:

- 7.4.6 It is understandable that parents of pupils at Selby High have expressed concerns about the impact of the enlargement on standards for their children. The head teacher at Selby High has articulated a clear aspiration to create an outstanding school for all Selby children and the potential educational benefits of a larger organisation with a larger single budget, single staff group and governance arrangements. The financial challenge facing both schools is a key consideration in determining whether the proposal can address the current and future challenges facing both schools. Whilst it is acknowledged that there is good teaching at Brayton and the school has a number of key strengths which were identified in its last Ofsted report, its 2015 GCSE results were simply not strong enough. The local authority considers that the school would not be judged good if inspected now.
- 7.4.7 Ofsted inspected Selby High School in 2013 and Leadership is one of the key elements which is scrutinised. The judgement of the Leadership was Good and the inspectors wrote in their report that *'The exceptionally strong and determined leadership of the headteacher, senior leaders and the governing body has ensured the school's secure and sustained improvement since the previous inspection. As a result, achievement and teaching have improved from satisfactory to good and the school's overall effectiveness is good.'* It is the view of the Local Authority that Leadership and Governance at Selby High School is sufficiently strong to deliver the rapid improvements necessary at Brayton High School to improve the outcomes for children. *"The governing body is highly ambitious and is striving for the school to be outstanding. In light of this, it has restructured its committees to ensure the highest degree of challenge to the school's leaders"*. The same leadership of the school is currently in place. The Ofsted report recognises the school's journey from satisfactory to good, and the ambition to work towards outstanding. LA monitoring of the school since the inspection chimes with the comments in the Ofsted report. The LA recognises that it will be crucial to ensure that there is sufficient high quality leadership capacity within the new school to continue to drive improvement.
- 7.4.8 The school has strong performance in a number of areas. For example, expected progress in GCSE maths in 2015 is significantly positive. In 2015, the gap at 5 A*-C including English and Maths between disadvantaged pupils in the school and pupils nationally narrowed by 5%, and the in- school gap also narrowed. Outcomes at 5A*-C including English and maths for disadvantaged pupils at the school in 2015 improved by 6% and are above national. The leadership of the school has clearly

identified areas for improvement, and appropriately robust plans are in place to address those areas for improvement. The school will continue to receive LA support through any transition period and beyond if the decision is made for the amalgamation to take place. In addition, Selby High School is part of the Pontefract New College Teaching School Alliance and is receiving appropriate and timely school to school support and challenge.

- 7.4.9 Selby High School have informed relevant parties that there no plans to drop French at KS4 and the current offer at KS3 will be kept under review. Although Selby High does only offer Spanish at KS3, the leadership considers that the work that students will be doing in terms of learning a language at primary school will not be wasted because of the transferrable nature of the skills utilised when learning/familiarising oneself with a new language.

7.5 Pupils' Individual Experiences

- 7.5.1 Some respondents made reference to the anxiety that the process and proposal was causing and could cause going forward. Parents wrote in emotional terms of the strains that they felt their children were being subjected to.
- 7.5.2 Respondents, both parents and pupils, mentioned bullying as a worry should the amalgamation go forward. Some parents and pupils said they felt that they could be singled out and treated negatively because of where they had previously been educated. There were also some comments referencing previous experiences of ill feeling between the pupils of both schools. More specifically some pupils and parents expressed deep concern about situations where pupils had moved schools to avoid bullying and may as a result of the amalgamation be placed back in the environment with those who bullied them.
- 7.5.3 Some pupils said that they had friends at both schools and that they thought that the amalgamation would be a good thing. Another pupil observed that as long as their education was good they were not concerned about any other aspects.
- 7.5.4 A number of respondents said that they were concerned about the effect of the proposals on pupils with SEND. They asked how special educational needs would be met by the combined school. One respondent said that the SEND provision at Brayton was very good that the leadership of this SEND provision needed to be brought into an amalgamated school.

Officer Response:

- 7.5.5 It is acknowledged that any significant change will create uncertainty for pupils and their families. Efforts have been made to answer as many parental questions as possible through the meetings, presentations, FAQs and supplementary information. If the proposal proceeds there will be ongoing communication with parents about the arrangements for implementing the change. Both schools have a strong policy on bullying and sound pastoral care arrangements. The intention is for the two schools to work closely together to ensure that best practice is shared as the two schools merge to ensure that arrangements support the most vulnerable students.
- 7.5.6 A student engagement exercise, a summary of which forms Appendix 8, was carried out in both schools, facilitated by the Local Authority. A focus group from each school developed questions that they wanted to ask their peers regarding the proposal. All pupils from both schools were then given a chance to respond to this survey and the

results were analysed and their key concerns have been included in in the *Issues Raised* within this section of the report.

7.6 School Identity

- 7.6.1 A number of respondents felt that an amalgamated school needed to have a new name to create a sense of 'togetherness' and to bring the schools and communities together. A large variety of names were suggested. Several respondents suggested a new name linking with Selby Town's history.
- 7.6.2 Several respondents felt that a new logo should also be created for an amalgamated school for similar reasons. A combination of the two current logos was suggested by one respondent.
- 7.6.3 Some respondents felt that a new shared uniform was very important to ensure that pupils were identifiable as only members of the new amalgamated school and not marked out as pupils of their previous institution. The issue of the cost of a new uniform was raised by a number of respondents. Several of them thought that the new uniform should be provided free of charge, while others suggested that they should be subsidised. Others merely highlighted that the expense for parents would be very high. One said that they should not be forced into buying a new uniform for their children.

Officer Response:

- 7.6.4 The Joint Steering Group have considered the issue of identity in some detail. They have decided that should the amalgamation go ahead, there are no immediate plans to change the name of Selby High School as it is a name which would reflect its position as a school serving all pupils across the wider Selby area. Any future name change would be a decision for the governing body.
- 7.6.5 The Joint Steering Group have agreed that there will be a single uniform which will not distinguish between former Selby High and Brayton High pupils. It has been suggested that a change of uniform might be part of creating a single identity for the enlarged school. However, inconvenience and cost to parents are important considerations. They will take account of views expressed during the consultation before reaching a final decision on the decision and whether any financial support can be offered to minimise the financial impact on parents. Parents would be informed of any changes to uniform as soon as practical.

7.7 Decision-Making Processes

- 7.7.1 There was a view held by many respondents that the result of the consultation was a forgone conclusion. Even some respondents who were positive about the amalgamation or aspects of the proposal questioned whether there were any circumstances in which the amalgamation wouldn't go ahead as proposed.
- 7.7.2 Some respondents mentioned the that fact that both venues for the public consultations had reached capacity and that not everyone who had wanted to attend had been admitted. Some respondents questioned how this had been allowed to happen and one respondent considered that this constituted a breach of procedure that should nullify the consultation.

Officer Response:

- 7.7.3 The Executive Member for Schools made the decision-making process very clear at the consultation meetings. He said that the decision on whether to proceed to publish statutory notices and then the final decision would both be made on the basis of the information available to the Executive at that time.
- 7.7.4 The consultation has been conducted fully in line with statutory requirements which do not prescribe how the consultation should be conducted and has no requirement for consultation meetings. The requirement is only that where they are held they should allow as many people as possible to attend. More than 600 people attended the two meetings and the views expressed were wide-ranging. Members making the decision will do so on the basis of the evidence taking into account all the views expressed in the consultation and the recommendation of officers.

7.8 **Alternative Options**

- 7.8.1 Several respondents said that they felt that no other options were being investigated and that they felt there were other options that should be pursued.
- 7.8.2 Some respondents including the Chief Executive of a Multi-Academy Trust and also the Local MP felt that an academy solution was the best option for Brayton High School and that this route had been unnecessarily avoided or discounted.
- 7.8.3 Some responses expressed the view that Brayton High School should continue as a separate school and that no change should happen until Ofsted has re-inspected them.
- 7.8.4 Several respondents asked why the two school could not amalgamate onto one site to avoid the challenges that they felt a split site would bring.

Officer Response:

- 7.8.5 The views expressed by the local MP and others about North Yorkshire County Council's view of academies are quite simply outdated. The North Yorkshire *Schools' Strategy* (attached as Appendix 9) makes it clear that we celebrate and welcome schools' leadership of their own destiny, and that we hold no ideological position on the status of schools. *The Schools' Strategy* also makes it clear that our preference is for coherent local partnerships driving improvements for local communities. Furthermore the Strategy states "*We are aware that the challenges facing some schools-at all phases- are too great to be addressed alone. We will if necessary take structural decisions for the greater good of quality education across an area. We would hope to do this wherever possible in partnership with local school communities*". This in our view is the case with Brayton High School.
- 7.8.6 The report to the Executive Member for Schools and the consultation document made it clear that the Governing Bodies of both schools and the Local Authority had explored other options including the potential for federating the two schools. Another proposed solution had been for Brayton High School to join a local Selby Education Trust as an Academy. This was not an option which was sufficiently well developed to offer the rapid improvement in standards required although it remains an option for the future. It is considered that the current proposal represents a deliverable local solution for rapidly improving educational outcomes which have fallen unacceptably low. Furthermore, as set out in this report, in the consultation document and at the public consultation meetings, it is considered that this proposal carries a wide variety

of benefits to both schools and therefore the secondary education system in the Selby area.

- 7.8.7 As stated before, the Local Authority has no ideological stance on Academies and works with all schools in the interests of the children of North Yorkshire. In this instance the Local Authority was aware that Brayton Governors had a number of discussions with other potential partners, including academies, but none had come to fruition. It should be noted that increasingly academies are wary of taking on schools where standards and numbers on roll are giving cause for concern.
- 7.8.8 It has been clearly articulated through the consultation document and in the FAQ document that neither of the single sites would be large enough to accommodate all of the forecast demand for secondary places in the local area.
- 7.8.9 Brayton High School's small size and consequent budgetary challenges mean that it is no longer sustainable without significant organisational changes and, although governors have explored academy options, this creates a risk that academy trusts are reluctant to take on. The amalgamation of Brayton High with Selby High will, in the longer term, have significant advantages for education in the local area. The schools serve the same community, and a single school that will serve the local community is seen as the best strategic way forward.

7.9 Financial Issues

- 7.9.1 Many respondents felt that the decision to propose amalgamation was a financially motivated one on the part of the local authority. Some suggested that the best interests of the pupils of Selby were being ignored because of this, and were uncertain how the amalgamated school would provide the budget savings required.

Officer Response:

- 7.9.2 The financial situations of both schools were provided as an appendix to the report to Executive Member on the 5 January. Both schools are forecasting in-year deficits and regardless of the outcome of the consultation both schools would need to be making significant efficiencies going forward. The ability to make efficiencies is particularly limited at Brayton due to it being a very small secondary school given that budgets are driven predominantly by pupil numbers. This proposal seeks to create a larger combined school where budgets can be managed in a strategic way and economies will be easier to achieve than in the current situation.
- 7.9.3 The only saving that would be made by closing Brayton High School would be £75k per annum. This saving is part of the Dedicated Schools Grant which is ring-fenced for education and would be re-distributed via the school funding formula to all other schools in North Yorkshire.

This proposal yields no capital receipt for disposal of land as it has been clearly detailed that both sites are required for the operation of the amalgamated school.

7.10 Impact on Community

- 7.10.1 Some respondents commented positively on the effect that having one secondary school would have on the Selby community. These respondents wrote of the positive

impact on the future children of Selby. They also commented that this proposal can provide stability.

7.10.2 Some respondents, particularly Brayton parents felt that there would be a negative effect on the community through the reduction of parental choice. Some felt that this choice was very important and some suggested that retaining competition would help to drive up standards between the schools.

7.10.3 Some responses mentioned a sense of animosity between the two schools. Parents and pupils noted incidents of bullying that have happened in the past and there was a perception from some respondents that the two communities may struggle to unite.

Officer Response:

7.10.4 This proposal is designed to provide the highest quality education to the children of the Selby and Brayton area, both current and future, making the best use of available resources to achieve that aim. Parental choice is important but it is considered that this must be meaningful choice. The choice to choose a school which does not meet the educational needs of its pupils is not meaningful choice and high quality outcomes for children must take priority. There is no evidence that the existence of choice in Selby has driven up educational standards at secondary level.

7.10.5 The proposal is an amalgamation between schools which is intended to take the best elements of both schools to create one high quality school for the whole community. When it comes to the education of young people it is important to think of the future and the best way to promote a positive sense of community.

8.0 GOVERNING BODIES AND SENIOR LEADERSHIP RESPONSES

8.1 Response from the Governing Body of Brayton High School

8.1.1 The response of the governing body is attached as Appendix 4. A number of points are raised which can be summarised as follows:

- A view that the school could have performed better if it had received more support from the local authority
- That pupil numbers and outcomes will pick up from the 2015 position
- That the preference of the governing body is to remain as a separate school with financial support from the local authority for up to 5 years
- An acknowledgment that as it stands the financial position of the school is unsustainable
- An acknowledgement that there are benefits that could be achieved from amalgamation in terms of professional development opportunities as part of a larger team and also cost saving efficiencies.
- A desire to see any amalgamation as building on the best from both schools

8.1.2 Officer Response

Support from the local authority

Whilst it is clear that the responsibility for the quality of teaching and learning is that of the governing body, the local authority does have an important role in monitoring, challenging and supporting schools.

For several years, Brayton High School has been in receipt of support from the local authority. Between 2011 and 2012 the school was in the Ofsted category of Notice to Improve and received extensive “hands on” support from the local authority prior to and over that period. It was judged by Ofsted to Require Improvement in 2012 and judged to be Good in May 2014 but the deterioration in outcomes for students followed very rapidly from that time.

Since 2010 the Local Authority has provided a wide range of support, agreeing a number of support plans with the school. This support has been provided/brokered by the Local Authority in different forms. It has included:

- Extensive teaching and learning support from three North Yorkshire secondary schools and from the Education and Skills Service. This has been provided across many areas including: Math, English, Science, PSHE and Special Educational need. This support has been delivered by Principal and Lead Advisers as well as brokered from external consultants and other North Yorkshire schools.
- Senior Leadership support from a number of different North Yorkshire Schools including full time support from a member of the Senior Leadership team of another North Yorkshire School and on-going full time support from two Senior Leaders at Selby High School.

8.1.3 In the academic year 2015/16 the local authority has brokered and/or provided the following support:

- Two senior leaders from Selby High School have been supporting the school from January 2016. They are both highly experienced senior leaders and have established a robust strategic plan for the remainder of the academic year.
- Three Advisers from the local authority are working in the school to support English, Maths and Science, specifically to address concerns about poor predicted data for 2016 and to support improvement in the quality of teaching. This is evidenced in Records of Visit and has been shared with governors.
- Advisory support is continuing for special educational needs, and for the PHSE curriculum, including developing resilience in young people.
- Two Lead Improvement Advisers are working in the school to support senior leadership and governors from September 2015 onwards to implement the LA Support Plan.
- It was clear that the new substantive Headteacher, although only in post for a period of 2 months before becoming unwell, saw the need for substantial support to ensure that the school was turned around. Concerns at that stage related to senior leadership and to the role of governors.

8.1.4 The LA has also provided additional funding direct to Brayton High School in 2014/15 and 2015/16 to assist the school with their financial challenges.

8.1.5 Summary

It is clear that the local authority has provided significant amounts of support for leadership, teaching and learning. This is a level of support rarely seen for any school and certainly one which cannot be continued.

Nor can the local authority continue to provide ongoing financial support in situations where it does not have confidence that there is a solid base on which to develop. Whilst there are strengths at the school, as we have stated consistently, the officer view is that these are not substantial enough to enable standards for students to be improved rapidly, nor has the governing body of the school sufficient awareness of the inherent instability of the position. .

8.2 Response from Governing Body of Selby High School

8.2.1 The response of the governing body is attached as Appendix 4. In it, governors state their support for the proposal, making reference to what they see as positive benefits of bringing together best practice to provide rapid improvement for students, opportunities for the professional development of staff and career opportunities for subject leadership. They also point out worthwhile longer term financial economies through joint procurement and improved contract management, and better use of facilities. They see the proposal as building a secure educational foundation for the young people of the Selby community.

8.2.2 From an officer viewpoint, the statements made by the Selby High School governing body accord with the principles and views expressed in the consultation so far.

8.3 Responses from Senior Leaders in both Schools

Individual responses have been received from those senior staff currently involved in the leadership of both schools; the two assistant heads supporting Brayton and the senior leader from Brayton who has been heavily involved with the leadership of the school in the absence of the Headteacher.

All support the amalgamation.

All reference the strengths in Brayton, particularly in teaching and in the support for students.

All recognise the significant difficulties in terms of the status quo.

What is particularly striking about these responses is the degree to which they look to the future, as shown by these two quotes, one from a senior leader at each school:

“It is time to extend the hand of friendship, harnessing the strengths of both schools through collaboration, cooperation and mutual respect to ensure that the education provided is outstanding.”

“This proposed amalgamation of Brayton High School and Selby High School offers a unique opportunity to make the vision of outstanding education in Selby a reality by combining the very best of the two schools and I truly hope this to be the case. Schools should be the palaces of education, symbols within the community as to the

power of learning and I believe that this proposal could achieve this with the right support from the Local Authority.”

9.0 FINANCIAL IMPLICATIONS

9.1 School revenue funding

The proposal would result in a saving to the Dedicated Schools Grant of £75k.

9.2 Capital Implications

The Joint Steering Group are undertaking a review of the facilities on both sites with a view to creating a development plan for the enlarged school. Where this indicates the need for capital investment, consideration will be given to whether this can be met from the schools capital programme, although no major requirements are anticipated in the immediate future.

9.3 Transport costs

These proposals would create additional home to school transport costs (compared to the existing position) of approximately £5,000 per year. The potential benefit of the new arrangement in educational terms and overall value for money are considered to outweigh these additional costs.

10.0 LEGAL IMPLICATIONS

The Education and Inspections Act 2006 sets out the procedures for closing a maintained school and enlarging a maintained school. These are detailed in School Organisation Regulations and Guidance which came into force in 2014. The Regulations and Guidance apply to Local Authorities and governing bodies proposing to close schools, and to Local Authorities (including the County Council’s Executive) and governing bodies acting as decision-makers. Careful regard has been had to these provisions.

11.0 HUMAN RIGHTS IMPLICATIONS

There are no Human Rights issues in relation to this decision.

12.0 OTHER IMPLICATIONS

An Equality Impact Assessment has been undertaken in respect of this change and is attached at **Appendix 7**. This includes an assessment of the potential impact of the proposals on rural communities.

13.0 CONCLUSIONS

13.1 There is a pressing need to address the educational and financial challenges for secondary education in Selby. The proposal represents a deliverable local solution which has the potential to create a sustainable future of high quality educational provision in the area.

13.2 It is acknowledged that there are a range of concerns which have been articulated by consultees which are understandable. It remains the view of officers that this is the

best solution which will allow the rapid improvement in standards that are needed and therefore it is in the best interests of current and future young people in Selby that Selby High School and Brayton High School amalgamate through the technical closure of Brayton High School from 31 August 2016 and the enlargement of Selby High School from 1 September 2016. Draft Statutory Notices and Proposals are attached at **Appendix 8**.

13.0 NEXT STEPS

- 13.1 It is proposed to publish proposals and statutory notices on 24 March 2016. The statutory notices would be published in a local newspaper and displayed at the main entrances to the schools. These would provide 28 days (up to 21 April 2016) for further representations to be made to the Local Authority.
- 13.2 The Executive agreed a model for decision-making on school organisation proposals on 25 September 2007. If approval is given to publish statutory notices, it is proposed that a final decision on this proposal is taken by the Executive on 24 May 2016. During this further consultation period the view of the Selby Area Committee would be taken.
- 13.3 The amalgamation represents a significant change and careful implementation planning will continue to be required to ensure that the educational needs of children already in the system are not disadvantaged during the transitional period. The implementation plan will need to take account of:
- Curriculum planning
 - Leadership
 - Staffing
 - Sites and Buildings
 - Communication with parents and pupils

If the proposal proceeds the Joint Steering Group which has already been established is committed to implementing the proposal on the basis of this detailed transition plan which acknowledges and takes account of the concerns and suggestions made by consultees during the consultation process. It is their intention to produce a regular newsletter to communicate with parents and staff as the detail is agreed. Support has been and would continue to be offered to the schools by Local Authority officers to help them to carefully manage this important transition period.

14.0 CORPORATE OBJECTIVES

This relates to the following Corporate Objectives:

Ensuring that education is our greatest liberator, with a greater proportion of pupils attending a good or outstanding school or setting.

15.0 RECOMMENDATIONS

- 15.1 That proposals and statutory notices be published to reorganise schools in Selby on 24 March 2016 as set out in paragraph 13.1 above.
- 15.2 That the Executive schedule taking a final decision on these proposals on 24 May 2016.

Pete Dwyer
Corporate Director – Children and Young People’s Service

Report prepared by Suzanne Firth – Strategic Planning Manager and Matt George, Strategic Planning Officer.

Background documents

Reports of Corporate Director Meeting with Executive Members, 5 January 2016



North Yorkshire
County Council

**Brayton High School and Selby High School
Consultation on a Proposal for Amalgamation
January 2016**

You are invited to attend one of the consultation meetings which will take place:

**Monday 25 January at 6.30pm at Selby High School
Tuesday 26 January at 6.30pm Brayton High School**

North Yorkshire County Council and the Governing Bodies of Brayton High School and Selby High School are consulting parents, staff, pupils and the local community on a proposal to change how the two schools are led and managed. The proposal is to merge the two schools from **September 2016** and we would welcome your views on this proposal. This paper sets out what the amalgamation would mean and how you can make your views known.

What is amalgamation?

It is a means of bringing two or more schools together as a single educational establishment to serve an area. It would involve the technical closure of Brayton High School as a separate entity and the enlargement of Selby High School across the two current school sites.

The enlarged school would have a single budget and would operate across the existing sites and buildings with staff from both schools. The combined school would have a single governing body and leadership structure working in the best interests of all pupils.

It would allow the two schools to combine the strengths and values of both schools through a single governing body, head teacher and other resources. This would potentially offer greater opportunities to pupils in terms of the breadth of the curriculum, having access to well-qualified specialist teachers and the extra-curricular and social opportunities open to them. It would allow the recent dip in GCSE results at Brayton High School to be addressed rapidly and effectively.

The enlarged school could continue to work in collaboration with other schools or education providers in the area as other partnerships develop.

Why amalgamate?

The two schools currently share part of their catchment areas, serving some of the same Selby communities. Both schools have worked hard to provide the very best quality of education to children across the area but they share a number of similar challenges, notably in respect of their financial positions where falling secondary school pupil numbers in the area have impacted on their budgets.

Brayton High School's GCSE results this summer were unacceptably low and this requires a decisive and rapid response. Brayton Governors have explored a range of options but now acknowledge there are no other partnerships which could be put in place quickly or securely enough to address the pressing standards issues.

In the short term Brayton High School's very low pupil numbers threaten the school's financial viability as a separate establishment. Its recent results are unacceptably low and this requires immediate action. It is unlikely to be able to secure the necessary improvement without the support of another educational provider.

Educational Standards

In recent years Brayton High School has faced challenges around maintaining and improving the quality of educational provision, often tied to budgetary constraints due to the number of pupils.

The results at Brayton High School for 2015 show that attainment for students is below the minimum floor standards. Not enough pupils made or exceeded expected levels of progress compared with national averages.

The results in 2015 show an unacceptably high level of variation in students' attainment and progress across subjects and in departments.

Results at Selby High in 2015 were comparatively better. This creates the potential for supporting rapid improvement for children at Brayton through the sharing of good practice.

Bringing the two schools together creates an opportunity to rapidly drive up standards across the area within a single organisational structure.

The two schools share high aspirations for their students which governors believe are the foundation for a single mission for all Selby and Brayton students for the long term.

Pupil Numbers

There are 1092 pupils on roll at Selby High School which has space for 1117. It will exceed this capacity in 2016 if numbers continue to grow as anticipated. Brayton High School has a roll of 399 in a building designed for 1208 students.

In the longer term pupil numbers across the Selby and Brayton area are due to rise as a result of housing growth. However, there is no space on the Selby High site to further expand accommodation and significant surplus accommodation on the Brayton site. Bringing the two schools together would ensure that all students can be accommodated in a way which makes best use of the facilities available.

Management Structure

The enlarged school would create a more robust structure that would directly benefit all pupils.

There would be a single Headteacher across the enlarged school. Beneath this there would be a single senior management team with a senior leader on each school site. If the amalgamation goes ahead, there are no immediate plans to restructure staffing any further although over time there will be opportunities to realise efficiencies in the way that resources are organised between the two sites.

Having a single leadership and management structure would mean a consistent approach to teaching and learning across the enlarged school, drawing on the best ideas and practice from each of the two existing schools. It creates the potential to develop richer curriculum opportunities for all pupils.

Staff Development, Recruitment and Retention

The schools draw staff and governors from the same geographical area sometimes competing between themselves to attract the most talented candidates

The strength of any school is determined by the quality of its staff and this amalgamation offers the opportunity to support existing staff in developing their skills and make employment more attractive for new members of staff in the future. It creates greater opportunities for training and development. In the longer term it creates opportunities for developing talent and succession planning.

Governance

The single governing body will provide an effective and accountable mechanism for the enlarged school to combine resources, purchasing, systems and staff which will release strategic capacity for the head

teacher, offering value for money and helping the combined school to remain viable. It will allow resources to be maximised towards teaching and learning.

Finance

Brayton High School is facing a financial deficit of more than £250,000 at the end of 2016/17 even if pupil numbers increase. Selby High School is facing in-year deficits this year and beyond which, if no action is taken, would lead to a deficit of more than £25,000 by 2018/19 as current balances are depleted.

Funding for all schools is uncertain and although the number of secondary pupils in the area is expected to increase in time, both schools are currently vulnerable. Amalgamation would increase the financial resilience of educational provision in the Selby area.

The Governing Bodies of both schools, having explored various options for strengthening the two schools, feel that this proposal would help to secure a better future for all pupils by increasing opportunities at a time of challenge.

How would the enlarged school be organised?

The two schools would legally become a single educational establishment. Existing pupils at both schools would automatically be placed on roll at the enlarged

school. The school would create a single ethos and identity, encompassing its educational vision and its central role in community life.

It is not expected that children will move between the two sites on a regular basis although staff movement may be necessary. The governing body and leadership will look carefully at how best to organise education across the two sites as part of planning the transition to the new arrangements.

Admissions to the school would be made through the North Yorkshire County Council admissions arrangements. The enlarged school would have a single catchment area which would cover the area currently covered by the two schools. Selby High School has in recent years been more popular and bringing the two schools together would mean that more parents would be able to be offered a place at the enlarged school.

Transport eligibility will continue to be determined in line with the Council's home to school transport policy.

As school budgets are funded largely by pupil numbers the enlarged Selby High school would have a larger single budget which, although smaller than the budgets for the two separate schools, would allow the funding to be used more flexibly to sustain a broad and

balanced curriculum, and to be used more efficiently by making savings through a single approach.

A single Governing Body would be created which would include parent governors, at least one staff governor, the head teacher and co-opted governors as appointed by the Governing Body. Co-opted governors can include parents of pupils at the school, staff of the school and other members of the community with the experience and skills needed to challenge and develop the school.

It is likely that existing governors from both current schools would express an interest in being put forward for these posts.

School staff would continue to be employed by North Yorkshire County Council and would be under the direction of the single Headteacher. Existing staff would be consulted about any changes to their terms and conditions of employment arising from the amalgamation. For example, it could be expected that some staff may work across both school sites. Newly appointed staff would be appointed to the enlarged school and expected to teach across both school sites if required.

Next Steps

At the end of the consultation period, the responses will be analysed by North Yorkshire County Council.

The County Council's Executive will decide on 15 March 2016 whether to publish statutory proposals for the amalgamation and a final decision will be taken in May for implementation in September 2016.

How You Can Find Out More

Meetings will be held in both schools for parents of pupils attending either of the schools, and for any member of the community who would like to learn more.

Meetings will be held at 6.30pm on Monday 25 January at Selby High School and at 6.30 pm on Tuesday 26 January at Brayton High School. Interested individuals can attend whichever of these meetings is most convenient.

Separate meetings will be held for staff.

The Local Authority can also provide further information. Suzanne Firth, Strategic Planning Manager can be contacted at suzanne.firth@northyorks.gov.uk or on 01609-533294.

How to Make Your Views Known

You can attend the meetings, a note will be taken of the issues raised at the meetings and will be considered as part of the consultation response but we would also appreciate written responses.

Please complete the response sheet online at:

<https://consult.northyorks.gov.uk/snapwebhost/s.asp?k=145268930986>

OR

You can complete the attached response sheet and return it to:

Freepost RTKE-RKAY-CUJS
Brayton High and Selby High
Amalgamation Proposal
FAO Suzanne Firth
North Yorkshire County Council
Children & Young Peoples Service
County Hall
NORTHALLERTON
DL7 8AE

The closing date for responses is
Friday 26 February 2016

**Brayton High School and Selby High School
Consultation on a Proposal for Amalgamation**

Observations and/or suggestions on the proposal:

You are not required to complete the personal information below. However, it will be helpful if you do so.

Name

Address

Postcode Date

Your interest in Brayton High School and/or Selby High School - please tick appropriate box

Parent/carer of pupil at Brayton High School	<input type="checkbox"/>	Parent/carer of pupil at Selby High School	<input type="checkbox"/>
Pupil of Brayton High School – please state year group	<input type="checkbox"/>	Pupil of Selby High School – please state year group	<input type="checkbox"/>
Member of staff at Brayton High School	<input type="checkbox"/>	Member of staff at Selby High School	<input type="checkbox"/>

Other (Please state)

The closing date for this consultation is Friday 26 February 2016

Under the provisions of the Freedom of Information Act 2000, responses to the consultation may be accessed by members of the public

NORTH YORKSHIRE COUNTY COUNCIL

CHILDREN AND YOUNG PEOPLE'S SERVICE

Notes of a consultation meeting held at Brayton High School on 26 January 2015

1. Introductions

Neil McDonald introduced himself as the Assistant Head at Brayton and said that everyone here today was concerned about the future of Children in the Selby area. He introduced the panel to the audience and explained the locations of fire exits and the muster point outside the school.

Cllr. Arthur Barker introduced himself and explained that this meeting formed part of a consultation being undertaken by the County Council. He then handed over Carolyn Bird, Assistant Director for Strategy and Commissioning, to present the proposal being consulted upon.

2. Presentation

Background

Carolyn Bird said that it was great that so many people were in attendance and that she was aware that there were people standing around the room. She said that for that reason she would try and be as brief as possible.

She said that children only have one shot at an education and it is so important that this is the best possible opportunity. She explained that the County Council's strategy is to ensure the best for the young people of North Yorkshire.

She noted that managing schools is a very complex business and there are lots of factors that need to be taken into account. For example the quality of teaching and the pastoral care provided. However, these factors are underpinned by the school's financial situation and in turn this directly affected by pupil numbers.

She then explained that there were some concerns from the Local Authority about some key issues. In particular the LA was worried about the quality of education for some pupils. The LA was also worried about the financial situation and about pupil numbers at Brayton, which she explained constituted a very small secondary school. She also commented that Brayton has a very low pupil roll compared to the size of its site.

It was noted that pupil numbers locally are rising due to housing and she said that it was important to say at this point that the capacity on both sites will be needed in the foreseeable future. She noted that this is all dependent on the build-out rate of housing locally.

Financial Challenges

CAB said that there are financial challenges being faced at both Brayton and Selby which is not uncommon and indeed financial challenges are being faced at many other schools.

At Brayton there is forecast to be an in-year deficit of £250k in this year and the next two years. This in-year deficit is a cause for concern as it means that the school cannot cover its costs. She noted that Selby High school is also forecasting deficits and that in any case both schools would need to be reviewing their finances.

Both schools have been provided with financial support but this not sustainable going forward.

Educational Standards

Student numbers are so small at Brayton High School that results can be very volatile. There is good teaching in this school but that results have been below the national floor standards. She explained the floor standards data which was shown on the presentation slide.

It was explained that Brayton High School is very vulnerable to an Ofsted inspection and it is currently the County Council's opinion that that would be a judgement of 'Inadequate'

The LA has a duty to challenge and support and that is why they issued a warning notice and that is why they are here tonight consulting on amalgamation.

Selby High was rated good in all areas in its last Ofsted report as indeed was Brayton. Carolyn Bird then noted Selby High School's results and explained these to the audience. She summarised that according to the last set of results Selby was above floor standards and Brayton was below floor standards.

CAB said that one of the key points is that there needs to be improvement rapidly.

What other options have been considered?

The governing bodies from both schools have seen the benefit of the two schools collaborating. Last year federation was explored by the two governing bodies and it was quickly realised that this would likely be a stepping stone to amalgamation. This is not unusual and many schools may look at federation before amalgamation. In this case the steering group decided to take a proposal to amalgamate back to the governing bodies.

In June of 2015 the proposal to amalgamate was taken to the governing bodies. The Selby High governing body voted unanimously in favour of amalgamating.

Whilst the Brayton Governing Body wanted to first explore some other options, this was perfectly understandable and it was their right to do so. This led to discussion with a number of other schools and organisations. Including a local academy trust in the form of Selby Educational Trust.

Carolyn Bird explained that it had been concluded that the trust was not currently sufficiently well developed to provide the rapid improvement that was required at Brayton. Therefore, following the issuing of the warning notice at the end of 2015 it was decided to revisit the proposal to amalgamate. As both schools are community schools it was the local authority which began to take this process forward.

What is amalgamation?

CAB said that with any change it is important to minimise the disruption particularly to the pupils. However, avoiding disruption completely is not possible.

The proposal that is being explored is the technical closure of Brayton High School and the enlargement of Selby High School. This is important to ensure that the strengths of both schools are brought together.

There would be a single budget for the amalgamated school which would allow for greater economies of scale and efficiencies.

Both schools currently spend 75% of their budget on staffing which is quite usual. At Brayton there are only 3 departments that have more than one full time equivalent member of staff.

Economies of scale are not just about staffing but about procurement opportunities for example when buying printing or IT equipment.

The single school would also have a single governing body and a single leadership structure.

The proposal would offer pupils more opportunities in terms of more shared expertise and a broader curriculum.

How would it be organised?

It was explained that a joint governor steering group has been looking at options for how an enlarged school could be organised. During the consultation period and before, the steering committee have been getting alongside planning for how an enlarged school could be operated. They understand that if the proposal is not approved then this could be wasted effort. However, they appreciate that in order for the best plan be in place for September then planning had to be started before the decision date.

The current proposal is that Years 7 and 8 would be taught on the Brayton site and that Years 9, 10 and 11 would be located at Selby High.

There is a desire to minimise travel for pupils and parents. For the first year it is envisaged that Year 11s from Brayton High School would stay on the Brayton site to ensure continuity into their GCSE exams.

The combined roll for the two schools would be 1500 pupils. There are six large secondary schools currently in North Yorkshire and all of them were judged Good or Outstanding at their last Ofsted inspection. There are schools nationally that are much larger including one in Devon which has 2900 pupils. Pupil rolls at the proposed combined school are forecast to rise but are not envisaged to reach these levels.

It was emphasised that the key point is that a school of 1500 pupils would not be unusual. She suggested that the split site proposal here could actually provide a more nurturing environment on one site for the younger pupils.

It was noted that this presentation and the FAQs document could be accessed online.

What would it look like for pupils?

There would be an increase in teaching expertise as skills and practice was shared across the two schools.

There would be a uniform identifying the pupils as part of a single combined school.

Transitions could be streamlined even further as the single school would have one relationship with the feeder primary schools and one relationship with the further education establishments.

What does it look like for staff?

It is ordinary practice for the Headteacher at the enlarging school to stay in post as the Headteacher of the amalgamated school and this would be the situation here. This would also require the bringing together of a single leadership team.

Staff would continue to be employed on NYCC contracts. There would be no change in the number of teaching staff required as a result of the amalgamation. There will of course be the usual school management activities of looking at staff levels on a regular basis.

The proposal provided greater opportunity for career development and sharing of different experience and expertise.

How to respond

Details of how to respond were shown on a presentation slide. It was explained that there is a note being taken and then a report will be written for Cllr Barker and his Executive colleagues combining analysis of notes of meetings and consultation responses.

3. Questions and Answers Session

Cllr Barker invited questions from the audience asking people to identify themselves and the nature of their interest

PARENT OF YEAR 7&11 AT BRAYTON said they had received tremendous support here at Brayton. He said that they attended the Selby High meeting yesterday and it was clear that there was some very venomous comments coming from Selby High parents towards Brayton High School and their staff. He felt that Selby High's leadership must shoulder some responsibility for these feelings. He said that he was not clear if this is an amalgamation or a takeover. He said that his primary concern is to ensure that the interest of Brayton staff and High School are being looked after.

PETE DWYER, DIRECTOR OF CHILDREN'S SERVICES responded that the likely Ofsted status, should they be inspected would be Inadequate. It has also been made clear that the likely effect of this would be a national MAT

taking over. He said that he felt that that would be a takeover. A takeover completely of ways of working. Both sets of governors were taking heed of difficult conversations and this process has been difficult for governors. However, these difficult discussions have absolute focus upon what is best for the children of Selby.

PAUL ECKERSLEY, HEADTEACHER, SELBY HIGH SCHOOL stated that this process was absolutely not about power or ego. It is about a belief that education in Selby should be outstanding for everyone. We don't currently have that situation in Selby. He noted that the Selby High governing body had already said they would reconstitute and this belief would be the moral imperative for the combined leadership team going forward.

STEVE FOWLER, GOVERNOR AT BRAYTON HIGH SCHOOL said that this was certainly a question that needed raising. He said that the history between the schools is there and there is no denying that. However he said that the governors at Brayton do not see this a takeover. He said that they see this as the best option for children. He described that as, in a respect 'turkeys voting for Christmas' knowing that the Brayton governing body will technically dissolve. He agreed that Selby needs an outstanding school and the schools need stability. He said that with current pupil numbers Brayton cannot have that. He said that whilst working together with Selby governors and the Brayton Governors have been pleased that they are of one mind and with mutual aims.

A PARENT said that Selby and Brayton clearly have massive deficits. They asked how this would be turned around by the amalgamation.

CAROLYN BIRD responded that the funding model would be different if they were one school rather than two. She said that this is not a financially driven agenda. The funding for schools comes into the council according to the formula and then directly from the council to schools according to that formula. The saving would be to the schools grant and could not be used by the County Council for any other purpose.

She explained that the schools each receive a lump sum and a combined school would only receive one lump sum, which would be a reduction of £175k pa. However the school would be entitled to split site funding of £100k pa which would be a £75k reduction. To smooth out this gap in funding there is gradual reduction of the lump sum rather than an immediate removal.

She concluded that in reality there would initially be a slight gain in funding in the first year but a reduction overall after that. She emphasised that the key points here are that schools always need to be looking for economies.

Furthermore that the proposal would give a larger total block of funding and that it is easier to make savings at the margins of a big block than a small one.

PAUL ECKERSLEY said that with a single combined budget the schools could look at procurement, printing, IT and catering. He said that there were issues at Selby High with not having enough space to teach teachers as part of the teaching school alliance. As a combined school there would be enough space for teachers from both schools to teach other teachers. This could enhance the income of the school.

A PARENT OF TWO CHILDREN AT BRAYTON said that Selby High have already taken options and could be 6 months ahead in some subjects

NEIL MCDONALD said that the working group had been looking at dovetailing the curriculum. This includes balancing the 2 year and 3 year GCSE curriculum in the two schools. He explained that they are planning for both eventualities. He said they will be looking at how map changes for pupils and to look at cases studies where possible for similar amalgamations.

PAUL ECKERSLEY added that they were looking at the number of periods that may be required to bring the two courses together. He said they were looking to ensure that there was adequate intervention and resources to support pupils. He said that they would be making a robust case to the LA to ensure that additional support is provided.

THE PARENT responded that they were concerned that it would put more pressure on pupils entering a critical stage of their education and that pupils at Selby High had already had some of their exams. They asked about bringing classes from the two schools together.

PAUL ECKERSLEY said that they wanted to bring classes together as soon as possible. However, he noted that some groups may require more time.

A MEMBER OF THE PUBLIC asked that since there was clearly animosity between the two schools what going to be done to bring the school together if there were separate classes for ex-Brayton students?

PAUL ECKERLSEY clarified that not all classes would be separate, just perhaps some where it was necessary educationally. He also said that they do not see the animosity that is described. In terms of the support provided to bring the school together they planned to organise activities, speak to school councils and individual students to ask for how they thought the schools could be brought together.

A PARENT asked if the pupils moving from one site to another as a result of an amalgamation would still have access to the same SEN support from the same individuals.

NEIL McDONALD said that the desire from both groups to be good for the good of Selby, would outweigh any perceived divide cause by animosity. There were obviously key individuals who worked with vulnerable young people and these relationships were very important and because they are of paramount importance these were being planned for.

CAROLYN BIRD said this planning was really important and that the planning of pupil involvement was really important. She said that this involvement had worked well in the past in a situation where there were miles between the amalgamating schools and lots of history between them. She said will treat the situation with resources and support. We will ask the pupils for solutions to the issues that are being faced. When it came to the young people of North Yorkshire the focus should not be on the past but on their future.

DAVID GREEN, PARENT and MINSTER FM said that last night the LA had a meeting where people were turned away and tonight they have had a meeting where people were turned away. As the station controller at Minster FM he offered offer the opportunity for the panel to come into the radio station and debate the issues there so everyone can hear.

CLLR. BARKER responded that this could be discussed with the panel after the meeting.

DAVID GREEN said that as a parent that the panel had talked about the issues of transition for the Year 11s but what about the Year 7s who have just started at one site but will now be undergoing a second transition immediately?

PETE DWYER said that in response to the offer to appear on air, the LA welcomed the opportunity for further dialogue. He said that the consultation was ongoing, no decisions had yet been made and that the steering group would look at it closely and discuss what is best for each year group. He noted that parents are always very concerned about the transition for children between primary and secondary education. However, invariably what happens is that after a term their friendship groups have changed and expanded. Children soon become used to larger cohorts.

PARENT OF TWO CHILDREN AT BRAYTON said that they thought the school needs a brand new name and a brand new identity.

PETE DWYER said that the panel are open to hearing these views and they will be fed into the consultation.

A MEMBER OF THE PUBLIC said that the support that had been provided by LA clearly hadn't been working sufficiently well. How could the parents be confident that the support will be available to make sure an enlarged school would improve?

PETE DWYER responded that the duty for school standards is a delegated duty to the individual school governing bodies. However he acknowledged that it is true that NYCC has a role to support this. A dialogue was being had in advance of last year's results. It was understood that change was already going to be needed and the schools and the LA had already started on a journey. If the amalgamation goes ahead there will still be an active role around support and challenge from the local authority.

MEMBER OF THE PUBLIC asked if the LA could forecast these results why did this happen?

PETE DWYER said that the meeting had heard about the timeline and other options were investigated for example local education trust. This is why we revisited proposal with the schools.

PARENT OF TWO PUPILS AT BRAYTON HIGH asked what had happened to parental choice. They said they chose this option for its ethos and questioned where the parental choice would be.

PETE DWYER said that that choice can be overemphasised if there was no change to the situation. It has to be meaningful choice not a choice between inadequate and good. He said that the meeting had heard the commitment from the Selby High headteacher to aim for outstanding. He commended the great learning and workforce of both schools.

ANDREW SMITH, HEADTEACHER, CAWOOD PRIMARY SCHOOL said that when focusing on the proposed amalgamation part of it is about outcomes. He said that picking up on the transition between primary and secondary, parents have chosen secondary preferences and then circumstances are changing. He asked what is happening with planning to reduce the effects of the transition.

PAUL ECKERSLEY said that the transition work that both schools currently do will not be taken any less seriously. Both schools already committed to it,

both travel out to primaries and have transition days. He didn't feel that their responsibility would be any less if the proposal went forward.

NEIL McDONALD added that the year 6-7 transition is vital. As part of the planning, similar to SEN, he said they will look at this further. They will look to continue best practice from both schools. He said that the change could be new and exciting.

PAUL ECKERSLEY said that both schools are already collaborating with Primaries as separate institutions for Year Six competitions etc. He said they already done it separately would continue to do it together.

SUZANNE FIRTH, STRATEGIC PLANNING MANAGER said that the local authority has recognised that some prospective parents may be uncomfortable and a letter has gone out to them extending the deadline to make changes to their preferences.

A YEAR 6 PARENT asked if there is there an opportunity for parents to visit Brayton School before deadline?

SUZANNE FIRTH explained that NYCC have extended to January 29th and will explore further extensions.

CAROLYN BIRD noted both schools' leadership representatives seemed keen to enable visits. She invited parents to make contact with the secondary schools and that NYCC will seek to extend deadlines. However, this must be within the statutory timescales.

NEIL McDONALD said that Brayton High School are more than happy to do so but it will not be an accurate representation of what the school could look like in September.

A PARENT and MEMBER OF STAFF, BRAYTON HIGH raised the concern that the Year 8s at Brayton wouldn't have chosen options for GCSE.

PAUL ECKERSLEY explained that Selby High School have postponed their options date and would be looking at equal options and choice if the amalgamation went forward.

A PARENT asked if parents and pupils would have chance to see the subjects ahead of having to make a decision on options.

PAUL ECKERSLEY confirmed that they would

A MEMBER OF THE PUBLIC said that with any type of merger there are drivers behind it. He asserted that for this proposal the drivers seemed to be performance and finances. Without reducing staffing or estates how will finance deficits be reduced?

CAROLYN BIRD said that NYCC can't change the amount for money that comes through. Any school in any position must look at reducing costs. Other Headteachers present will know that this is the same year in year out. She said she could not give any guarantees. CAB explained that both schools needed to look really carefully at all of the options. It has been discussed that income can be brought in because initially there is a lot of spare capacity.

A MEMBER OF THE PUBLIC asked if NYCC have budgeted what can be achieved.

PAUL ECKERSLEY said that the LA has done some budgeting and that the steering group are looking at it. He recalled that when he started at Selby, there was a 1.5m projected deficit. He said that they didn't lay off people wholesale to cut the deficit they pruned gradually to be more efficient. As larger school they could make these balanced decisions

COUNTY COUNCILLOR JOHN MCCARTNEY said he was concerned. He said that it was his understanding that in an amalgamation there was usually a new governing body and a new headteacher. However, he said that in this case his impression is that the Selby Heart is staying on. He asked the panel to clarify if this was an amalgamation or a takeover.

CAROLYN BIRD reiterated that this is a proposal for an amalgamation brought about by a technical closure of one school and enlargement of another

COUNTY COUNCILLOR JOHN MCCARTNEY repeated that it was a takeover.

CAROLYN BIRD said there is a process that needs to be overcome that involves the technical closure of one school but people aren't acting like it is a takeover. People can cast it however they want, however the way that it is being proposed is an amalgamation.

NEIL McDONALD said that there was clearly a misconception of a takeover. However, he said that the process and planning shows the evidence of this being an amalgamation. He said that given the commitment to amalgamation if it had felt like a takeover, it would have been unpalatable. He said that Brayton has fantastic skill sets, language, independent learning and that they

wanted to build this in. He said that there was a single identity not divided identity.

MEMBER OF STAFF, BRAYTON HIGH said they believed the preferred option is amalgamation, takeover or whatever you wanted to call it. But they asked what is the criteria to upset and change people's lives with this decision.

CLLR BARKER explained that he and colleagues will carefully consider responses and officer recommendations. Ultimately what is best for the children of North Yorkshire. He said it was not about the quantity of responses but quality of debate. He assured that no preconceived ideas would be taken into the discussion by members and that they would decide on the day on the merit of the argument.

A PARENT OF A YEAR 8 PUPIL said it is great that NYCC are listening but asked if parents got a chance to vote?

CLLR BARKER said that it is not a referendum. The quality of the argument not the quantity of responses would be the deciding factor.

A PARENT OF A YEAR 8 PUPIL commended the objective for every child to get outstanding education. However they asked that given a reducing budget and the same staff. How in the short term would standards be increased at both schools?

PAUL ECKERSLEY said the key was the right form of intervention. He said the planning was to get the right pupils in the right classes. Routinely good lessons and a lot of outstanding. He said that if this was not our daily task of both leadership teams then they would be failing. He said this was always his driving force.

CAROLYN BIRD referred to the very early part of presentation. Pupil numbers are the key to secure finances. More school places will be required in area. In time these increased numbers will start to come up into secondary. There is no projected downwards spiral of forecasts. More youngsters mean finances will come into the schools.

- **NEIL McDONALD** said that returning to question of short term objectives. No member of teaching staff or support staff are waiting for September there is already a plan, changes are already being made. In planning for the proposed creation of a united school the leadership are fixated on getting best results across both schools for all pupils.

A PARENT OF A YEAR 9 PUPIL said her daughter is not happy. She said that she herself was going to have 3 children across 3 different schools as a result of the proposed split site. Starting at same time and finishing at two different times this was going to be impossible to manage. She asked why haven't numbers been kept down at Selby High and raised up at Brayton. She also said that her daughter had a disability and has getting a lot of support from Brayton. She asserted that at Selby they put children with disabilities in a confined area and didn't let them out.

PETE DWYER said that an Ofsted judgement looks at how a school look after vulnerable children. Selby had a Good Ofsted judgement. He also commented that directing children between sites cannot be done it inhibits parental preference and is not legal. He said that Brayton High School had received a poor set of outcomes and was suffering from low numbers. He commented that he had great respect for work done by the staff at Brayton.

NEIL McDONALD said that there was clearly a lot of passion from the room. He said that he was asked equally pointed questions yesterday by Selby parents. He said the steering group were looking at support with issues such uniform and SEN transition. He said that commenting about educational standards, Brayton had suffered a dip. 5 pupils equalled 7% in terms of outcomes at Brayton, 5 pupils at Selby is 2%. He said they were making progress. He said that even looking at results with new floor targets Brayton were now not below. One year of results and every member of staff is dedicated to improving and those low results never being repeated. But he said that Brayton are increasingly vulnerable going forward they must look at different options going forwards. Doing level best to look at getting the best for children.

PAUL ECKERSLEY said he felt he needed to respond on the issue of disabled pupils. He said Selby have been revolutionary in making changes to the building to allow independence for disabled children. He said they do not have an area to keep children with disability. He said that in terms of getting 3 children to three different sites he would be expecting the older children to get themselves to school.

THE PARENT responded that she was unhappy to allow her children to walk or go on the bus.

A PARENT commented that they cannot afford to have four children on the bus from Thorpe Willoughby. She said that the issue of transportation had not been addressed.

SUZANNE FIRTH said that the steering group need to look at these issues and that elsewhere where there have been split sites the governing bodies have found solutions such as changes to the school day.

A PARENT A YEAR 6 PUPIL said that there was also still an issue of transition, a consultation process is not foregone conclusion. However parents need to make a decision before the end of the month on secondary choices. What are their other options? She said personally their alternative schools are in other LA areas. How do South Selby parent choices work. Will neighbouring authorities understand?

SUZANNE FIRTH said they have to comply with admissions regulations and they cannot decide for other authorities but the LA will co-ordinate with neighbours. Parents could still change preferences after allocation date but may have lower priority for a place.

PARENTS OF TWO PUPILS AT BRAYTON said that both head teachers said their results were very good at open days. The parent said they felt cheated that this was not the truth.

NEIL McDONALD said he could only apologise for any perceived misinformation. He said that at the time Brayton were waiting re-marks. The results weren't as Brayton expected. Staff at Brayton and at Selby are doing their level best.

PAUL ECKERSLEY said that he had never quoted any different figures at open evenings to the ones that had been awarded.

A MEMBER OF THE PUBLIC asked how large the new class sizes would be on average in an enlarged school.

PAUL ECKERSLEY said that current planning was for average class sizes similar to 27 as currently experienced at Selby rather 23-24 which was the norm at Brayton. He said there would be some higher groups and some lower groups. He said that they would be nearer 23-24 at key stage 4.

A MEMBER OF THE PUBLIC said that four people have asked about the budgeting and there had still been no clear answer. Only 25% of that budget has been accounted for as non-teaching costs that can be reduced. The member of the public said that they had heard some good ideas tonight. He said he felt they needed to be taken into account. He asked how they could get involved and help.

CAROLYN BIRD said this exactly the point of the meeting. Ideas, energy and another month to share views. She encouraged people to put their ideas into writing. It's about taking the best ideas and putting them into action. She encouraged people to feed into the process now while it's fresh in their mind.

A MEMBER OF THE PUBLIC asked again how are people going to get involved. How are we going to get feedback?

PETE DWYER said he thought the joint group needs to think about additional input from interest groups.

PROSPECTIVE SELBY HIGH PARENT said they felt this was the first step on ladder. They asked what further plans they have if this consultation is successful. Is there going to be a Sixth Form?

PAUL ECKERSLEY said at the moment the combined roll is 1543. By 2025 about 2000 in size. Wouldn't want a sixth form on site and we already have Selby College which is Outstanding. Would work very closely at all options. Looking at ways of increasing income. Perhaps a bid to DfE. He said he would like to build one school but neither site is currently big enough. The short term focus need to be about quality of education and transition.

CLLR BARKER thanked the audience for attending and for the energy in the room. He reminded the attendees that the consultation finishes on 26th of February. He thanked the panel and closed the meeting.

Selby High School Consultation Meeting

25/01/2016

AB- Arthur Barker
CB- Carolyn Bird
GG - Grant Gibson
PE- Paul Eckersley

JWF- Jamie Webb-Fryer
NM- Neil McDonald
SF- Suzanne Firth

1. Introductions

ARTHUR BARKER welcomed everybody in attendance and said it showed their interest and commitment that so many people were in attendance. He said that the running order would begin with CAROLYN BIRD presenting a powerpoint presentation on the proposal. He indicated that comments and views would be welcomed after this presentation was complete. He said that he hoped that he would be able to bring the meeting to a close at 20:30 but that as long as questions were not being repeated he would keep discussion going.

ARTHUR BARKER then introduced the panel to the audience and handed over to CAROLYN BIRD.

2. Presentation

CAROLYN BIRD introduced herself and told the audience that a note of the meeting was being taken and that this was a very important part of the process to allow ARTHUR BARKER and his colleagues to be in possession of all the information required to make a decision.

CAROLYN BIRD began the powerpoint with a slide showing the front cover of *Young and Yorkshire*. Everyone wants the best possible for children and they only get one chance.

CAROLYN BIRD Managing schools is a very complicated exercise and quality of teaching most important but this driven by finance.

CAROLYN BIRD asked Why are we here? The LA are worried about the quality of education for some children. just over 1500 pupils on roll. CAROLYN BIRD said that when she came to NYCC both schools were a similar size and now one is lots capacity and few pupils and the other vice versa.

CAROLYN BIRD commented that Selby High is very full, demonstrated by how full the room is here tonight. She said that she thought PAUL ECKERSLEY would agree that Selby High is a strange hotpotch of buildings.

CAROLYN BIRD explained that pupil rolls are rising in the area due to housing estates e.g. Staynor Hall. She assured that the proposal is not a way of shutting the Brayton site, both sites are needed going forward.

CAROLYN BIRD explained that there are currently 6 larger schools (than the combined Selby Brayton roll) in North Yorkshire and all are good or outstanding. Many larger nationally for example one in Devon of two and a half thousand pupils. She said it was not envisaged to get this big in Selby but it just demonstrates that big schools aren't bad. She said that being one school will bring lots of advantages.

CAROLYN BIRD said both schools are facing financial challenges as indeed are most schools. Both have deficits but this is not unusual. 250k for Brayton but there is also a deficit at Selby High. She explained that in-year deficits are most disturbing as that means you cannot cover your costs.

CAROLYN BIRD summarised that the LA and both schools have concerns about the financial issues, we have been supporting but the ability of the LA to do so is now hampered by a lack of central resource.

Educational Standards

CAROLYN BIRD explained that Brayton's 2015 GCSE results were below floor targets and fewer than 40% got 5 A*-C and were making less than expected progress. This is a very serious matter for NYCC and DfE.

CAROLYN BIRD said that a key measure was Are children making expected progress between primary school and GCSE? She said there were concerns about that in this instance. This is why NYCC have issued a warning notice to Brayton, because of unacceptably low standards. She apologised for perhaps sounding harsh but said this was the fact of the situation. She said that as a result the school is vulnerable to being inspected by Ofsted. The current LA projection would be inadequate judgement.

CAROLYN BIRD explained that the LA and the schools are now looking at a local solution rather than one being imposed on Selby. She apologised that this isn't politically correct.

Selby High

CAROLYN BIRD explained that Selby High was last inspected in 2013, which she said

was a little while ago but that it was rated good in all areas.

CAROLYN BIRD then read out statistics on outcomes from the presentation slide.

CAROLYN BIRD said the headlines from these outcomes were that although English had a little way to pick up the results were good all round.

CAROLYN BIRD reiterated that there were no concerns about standards at Selby High School.

What options have been considered?

CAROLYN BIRD said that everyone present had probably seen in the press that options have been investigated in the past. She said that both governing bodies realised that a solution is required. Therefore, in March both schools looked at Federation as a stepping stone to amalgamation. The resolution went to governing bodies and Brayton wanted to continue looking at other options. This was perfectly reasonable and that governing bodies are entitled to make such judgements.

There was potential for Selby Educational Trust to grow in the area but that after discussion all sides agreed that this couldn't bring about the rapid improvement in standards that was needed. Following warning notice governing bodies wanted us to look at amalgamation and that is the LA is here now consulting the community. Both community schools, important for Councillor Barker to hear what the community has to say.

What is an amalgamation?

The LA always look for least disruption but this cannot be avoided completely. She said the proposal here is technical closure of Brayton with an enlargement of Selby High School. The LA feels from talking to both groups that the strengths of both schools can be utilised. It may seem bleak at Brayton but there are good teachers and governors there who want the best for children.

Thinking back to finances, deficits at Brayton are high and this is difficult to deal with in a very small school. Both schools are spending 75% of budgets on teaching staff but doing so is more difficult at Brayton. The proposal includes a single budget and leadership structure.

How will enlarged school be organised?

The steering group is working on planning but are prepared for wasted work. They don't want delays if it does need to be done and acknowledge they are working at risk given that the proposal may not be taken forward.

People will have views on how the combined school could be organised. She shared the bullet points on slide about year groups on each site. She said that a key consideration was to keep pupil travel to minimum and indeed staff travel too because they need to be maximising teaching time. She then showed a slide with the proposed breakdown across the two sites.

What would it look like for pupils?

One of the main benefits would be greater access to high quality teaching.

The schools would respond on the issue of uniform, but it will not be allowed to be a case of 'us' and 'them'. Schools need to be sensitive that uniforms cost money.

There was an opportunity given the proposed split of pupils across the two sites that if this goes ahead Brayton could keep the small school atmosphere. However, she said she had no reservations about the proposal to combine the two schools however the years were organised.

It is important that they are one community and that secondary, Further Education and primaries must all work together.

It is understood that parents will have preferences and will have the opportunity to change preferences.

What for Staff?

The proposal includes the Headteacher of Selby staying on as headteacher of the enlarged school. There would clearly be a requirement to bring the leadership of newly enlarged school together.

All staff would stay as employees of NYCC and there was no envisaged reduction of teaching staff. However, usually look at staffing structure once a year anywhere. No initial reduction in teaching staff.

This was a positive proposal creating greater career opportunities for staff, pupils get access to a better variety of staff but also staff have better opportunities to learn.

Carolyn Bird passed back to Councillor Barker.

3. Question and Answers

ARTHUR BARKER thanked Carolyn Bird and asked panel to move to front of stage and could people commenting please identified themselves. He then shared the date of the end of the consultation. At the end of consultation the executive will decide whether to publish statutory notices. He asked that those attending to try and ensure each question are asked just once.

A MEMBER OF THE PUBLIC said he had read through notes and thinks he understands that the single budget will be less than the two separate budgets and that both schools spend 75% on teaching. What other costs/savings have been identified. Could a smaller budget not just be a step backwards?

CAROLYN BIRD replied. There will be a change in funding and there will be 75k less due to less lump funding. However, this would be a split site school so there would be more funding available. Also there will be transitional funding to cushion.

She said that actually to begin with the change in funding would be cushioned but she agreed that in the longer term there would be less funding. Always challenges in the longer term and Brayton would have difficulty surmounting these alone. Across two sites and as a larger school these would be easier. Costs are not just to do with staffing. Procurement, IT and printing are other examples. She said that generally schools try and avoid affecting staffing.

PARENT WITH CHILDREN AT BOTH SCHOOLS asked what will happen at Brayton if this amalgamation doesn't go ahead?

CAROLYN BIRD said that the honest answer is that it is not at all clear. Looking at their budgets and the fact that Brayton's outcomes could bring intervention from central government. It is a very difficult thing to resolve. Difficult future for the children of the community of Selby not just Brayton.

NEIL MCDONALD responded on behalf of Brayton and introduced himself as the Assistant Head.

A MEMBER OF THE PUBLIC asked where the head is.

NEIL MCDONALD said that the headteacher was on leave. He quoted the Selby High motto 'In adversity faithfulness' and said that the staff at Brayton have been living that for the last year. He explained that they have cut subjects and there is not much left to cut. He said the leadership are planning for the future whether the consultation is a success or not. He said that whilst there isn't a magic bullet, this proposal could be the best solution if planned correctly.

PAUL ECKERSLEY said on the subject of finances that the expanded school can increase revenue by utilising extra space. He said that at Selby High they would love to be able to do this on our current site but they can't. He commented that size does bring opportunity for wider utilising of resources. He stated that there was a clear opportunity here to make an outstanding school for Selby not just a good school.

PARENT OF YEAR 7 SELBY HIGH said she looked at every secondary school within a 10 mile radius. She said that she doesn't want staff who get appalling GCSE results teaching her daughter. She said she would fight the proposal every step of the way!

PAUL ECKERSLEY said that he wants his staff to be producing good and outstanding teaching, nothing could be closer to his heart.

NEIL MCDONALD said that the last Ofsted inspection gave Good for teaching and staff at Brayton do not want the dip in outcomes to happen again. Weak in two of the subjects that are the key indicators but strong in other areas. Poor English have happened in other areas and this was a trend in those exams last year. He said that there are good teachers at Brayton High School.

A MEMBER OF THE PUBLIC asked when year 10 students coming together, she said that year 10 from Selby have started GCSEs.

PAUL ECKERSLEY said there would need to be a hybrid model where they are brought together in as many subjects as possible; there may be a need for slightly different numbers of periods. He said that was as far as planning has got but the working group needed to get the curriculum right so they can get staffing right and get finances right.

A PARENT said their son came to both Selby open evening events. Chose Selby High and was very keen on the facilities which blew him away. Are facilities going to be shared because Brayton is tired. They said that high quality equipment was important as well as good quality teaching.

CAROLYN BIRD said some facilities at Brayton are tired. She said they aimed to update some of Brayton's facilities. She was clear that there wouldn't be a wholesale refurbishment but some updates. She said that resource would be targeted by steering group into areas to inspire pupils to try hard and achieve. This proposal will allow greater resources across sites and there may be a decision prioritise across sites.

PAUL ECKERSLEY comment what happened in Selby in terms of creating high quality facilities didn't happen overnight and it wouldn't at Brayton either. He assured that he will press local authority and also imaginatively fundraise. He said that some solutions will be quick and some will take time. He agreed that the schools needed the best teaching, equipment and leadership. He said this view was shared by NEIL MCDONALD and staff Brayton.

PARENT of Selby Child said they were concerned that resources will be shifted to Brayton to make amalgamation work and this will affect children at the Selby site.

PAUL ECKERSLEY said they will do everything within their power to have good teachers on both site. He also said that there was not as much capital investment needed on the Selby High site.

NEIL MCDONALD said that the Brayton site can fund some important changes if the proposal is taken forward. Year 7 and 8s would have more site for learning and play and at the moment Selby can't provide this opportunity.

CAROLYN BIRD said there is no question of moving everything to Brayton High site. We have looked at it not feasible and that there are already good facilities at Selby High site. CAROLYN BIRD said that this meant making use of site that is currently available. There will be chunks of the Brayton building not initially needed for teaching. An example would be one wing being made available for conferences and bring in money that could be imaginatively invested back into both sites.

A MEMBER OF THE PUBLIC asked how the new leadership team would be organised? Will Paul Eckersley stay on? She comment that both governing bodies come together but at present it seems all Brayton has to show is poor results.

CAROLYN BIRD said it is about relationship. Historically there haven't been good working relationships between the two schools. This is a different time where both governors and leaders have been coming together and bringing skills. She said that was certainly how she found it and what other people on the ground have said. A committed group working together for the youngsters of Selby.

GRANT GIBSON said that Governors at Selby High were very committed. He explained that Governors do terms of four years and he has done 12 and feels he is very committed, within 18 months of being a governor, he was the Chair. He said that he is similarly committed to providing opportunities for young people of Selby.

PAUL ECKERSLEY said there would be reconstitution of the enlarged school's governing body to include Brayton Governors, whom he said were a small group anyway and very committed.

A PARENT said she was a first year pupil in a situation where three schools amalgamated. In long term she felt it could be good but her daughter is in Year 11 and she was concerned that this would be detrimental to her education.

PAUL ECKERSLEY said there was a commitment to give high quality education but also they need but also intervention where it was needed. This would be provided across both sites as a shared leadership team.

CAROLYN BIRD said the transition does need to be well planned. LA will bring resource to the table, not blank cheques but where it has been costed to show what is needed to provide high quality education, the LA will seek to support. She commented that this has previous been done in North Craven and events were held to bring the schools together. She commented that everyone can talk as adults but relationships between children are very important and similarly with staff.

She said everyone would move heaven and earth and bring resource where needed. She noted that in North Craven within first term children said 'what was the big issue?'

A PARENT OF YEAR 10-11 PUPILS said was there a dip in standards before the previous amalgamation? And how rapid was the improvement afterwards?

CAROLYN BIRD said there had been a dip in standards yes and that those standards rose very quickly post-amalgamation

Cllr LUNN said are we to understand that if teachers were good, poor management and leadership the issue at Brayton.

NEIL MCDONALD said that being a small school, a few children falling in attainment had huge impact on results. English grading changed and this had a large impact on a small school. Current data shows we are improving, have taken LA advice to make sure it doesn't happen again, he assured there was no complacency at Brayton.

CAROLYN BIRD said that Neil has been really open about qualities and challenges. It is true that at a small school small numbers affect the school a lot. Floor targets can be a blunt instrument. She commented that wide range of pupils in small numbers in a large school can be a real challenge over a couple of years. Small schools results can therefore go up and down, this isn't good. She said that if there was an amalgamation performances management of staff, equal scrutiny for parents at both schools.

PARENT at Selby High said that they didn't even consider Brayton site, What options do they have now.

SUZANNE FIRTH said that clearly further information had been made available after choice and there is therefore the option to change preferences. She urged parents who have not decided to look at Brayton to go and find out about the school and vice versa.

A PARENT at Selby High said he sent his child to Selby. He claimed that NYCC have caused this by lack of support at Brayton. He said that Brayton was clearly in Special Measures and if Ofsted need to intervene then so be it. He said only concerned with effect on Selby High School and he believed the whole proposal was a cost saving exercise.

ARTHUR BARKER said it was not a cost saving measure as it has no effect on the NYCC budget.

CAROLYN BIRD explained that schools funding was a totally separate funding stream, not linked to pot holes or any other NYCC budgets. All money saved would returned to dedicated school grant. Cannot go anywhere near any other problems being faced by the Council. She also said it was necessary to clarify that Brayton was not in special measures. She said this whole proposal was about looking after best interests of children in the wider Selby area.

PARENT AND TEACHER at Selby High said there is a need to forecast the in-year costs for the amalgamated schools. They also asked what size classes would be at the enlarged school and what are the teaching capabilities at Brayton?

PAUL ECKERSLEY said that in terms of organising of forecasting of in-year cost as soon as in position to do so they will share that information. However, he said without pre-empting the decision which would not be appropriate, it had not yet been possible to get into that detail. He said he was a firm believer in letting people know what is going on as soon as possible.

CAROLYN BIRD said it was indeed about being true to consultation and not predetermining. She said that the NYCC website will have two important reports on it. The first is the one that Arthur Barker looked at before consultation and the second is what Arthur Barker will look at after this consultation. We will also update FAQ document. She said please put any further questions in your consultation response.

PAUL ECKERSLEY said that the class sizes on average would be higher class sizes will be near the Selby Class sizes i.e nearer 27 than 23. He said that there were plans in place to consult pupils both as a group and individually as part of consultation.

A PUPIL asked if there would be a new name and uniform?

GRANT GIBSON said that this something that will be discussed, haven't decided on new name but pupils will be consulted. The steering group want everyone to be dressed the same at the newly combined school.

PARENT of Year 6 said their son went round every single school. He chose Brayton because of SENCO department. He said he didn't get good feeling from the SENCO at selby high. They said they wanted to feel that the support would be continued to support his needs.

NEIL MCDONALD said thanks for the comments about SENCO at Brayton. He said this would form part of the steering group looking at all issues across both sites. He reiterated his complete confidence in the Brayton SENCO department. He said there was an opportunity here for a large well planned school looking at individual needs.

PARENT asked will there be one SENCO on each site?

NEIL MCDONALD said that needs would be well catered on both sites.

PAUL ECKERSLEY said that complete review of SEN staff as part of the amalgamation could incorporate the very best experience you have had from Brayton.

A MEMBER OF THE PUBLIC said he was surprised that there hasn't been financial modelling over the combined school. He said that the panel had mentioned central government as though a demon. He asked why NYCC were not listening to central government policy and questioned whether the only reason was because NYCC would lose control of the budget. He said that bringing in Ofsted needs to be done. He asserted that having two schools keeps competition which will drive up standards.

CAROLYN BIRD said that it is not NYCC's budget in the current model. She said that the LA support schools they do not tell them what to do. Funding comes in the same way to academies as it does to maintained schools through the dedicated schools grant. She said that NYCC work with academies and they too are of varying quality. Indeed DfE could say there needs to be an academy solution although she said she is not sure that solution is there with capacity to support them. They do not generally step up to support small schools, primary or secondary. She said she was of the opinion that this needed a local Yorkshire solution. She said that if an academy solution had been identified it would have been explored. However, NYCC haven't found one and neither has Brayton.

A PARENT of a Brayton High Pupil said she was interested to know how a new school would affect children with SEN and particularly with a view to autistic pupils.

PAUL ECKERSLEY said the leadership want to ensure all youngsters make necessary progress. We have had success on this but looking forward to put together the best SEN for pupils in Selby.

A MEMBER OF THE PUBLIC said Barlby is small as well so is Barlby in a similar position was this being included in thinking?

CAROLYN BIRD said that she can't say about Barlby and can't say that about a lot of different schools. Finances and recruitment are challenges across the country. Not looking at Barlby now they may find another solution to the challenges all schools face.

ANDY MILSOM, MEMBER OF STAFF AT SELBY HIGH said there is a recruitment crisis in teaching. He said there had been allusions to support from LA. What support will there be for staff in terms of time given to development and transition.

CAROLYN BIRD says the LA recognise to balance planning time with teaching time during any amalgamation. There will be a costed plan from Paul Eckersley, he is providing robust challenge to the LA. The steering group are going look at personal development and planning time. This will then be looked at as a costed plan, although there are not a lot of funds centrally to support.

PARENT of 3 Pupils said they thought good news for younger pupils. She commented that she had an older child who was at Brayton and her results made up part of the dip. She said that she didn't blame the staff at Brayton that she blamed daughter for not trying hard or applying herself

A RESIDENT OF STAYNOR HALL said they felt it would be important to improve bus routes from Selby High to Staynor Hall estate.

SUZANNE FIRTH said that the LA were modelling children that may be affected. She noted that there have been recommendations made in the past that transitional support be provided.

PARENT with son in Year 6 said their son first chose Brayton because of class sizes and then chose Selby due to facilities. They asked how are we going to get over the preconceived ideas about each school.

PAUL ECKERSLEY said the leadership would try and work closely with staff and students with a focus on communications and logistics. He said it was important to balance addition inset days to aid staff transition against the needs of parents. He said it was so important to bring staff and students together. He said that both governing bodies and leadership from the two schools are already making tea together and sitting on a shared platform here taking challenge from the community.

NEIL MCDONALD said that there has been a history that can't be washed over but the schools must look forward together, to better the situation for children. He said this was demonstrated by planning forward for more collaboration whatever happens with regards to the consultation.

A PARENT of Selby Year 7 said they have been very pleased with Selby High so far. They said they really like the house system and the mixed year group tutor system. How will the split site affect this? What is the power of parents if the majority oppose this? Has the decision been made?

ARTHUR BARKER said that the decision has not been made.

CAROLYN BIRD says that consultation brings out lots of issues. She said she was glad im not a governor or local councillor having to make such challenging decisions. Need to weigh opposing responses from consultation. It's a

consultation not a referendum, so there will not be a vote. Clearly there is an opposition and that is what we are asking about. Arthur Barker and colleagues must weight up these responses. After Brayton's meeting there will be a weighing up of all of the responses and a report to members with an officers' recommendation to approve or not. Then if approved the statutory notice will be posted then consultation period then a decision by councillors.

PAUL ECKERSLEY said regarding house system that no one site is big enough for all students so there will be a difficult and calculated decision. Can still be vertical on site and families across site. He said he would certainly like to keep the vertical house system on the Selby High site.

A MEMBER OF THE PUBLIC said that the 24th May decision day was a long way away and this will disrupt pupils, can it be sooner?

ARTHUR BARKER said it was a statutory process.

CAROLYN BIRD said that it seems long and drawn out but that is the law. Seems difficult and it will be but parents are the only people along with teachers who can help with process's impact on pupils.

PARENT of Year 6 said could Staynor Hall Primary money have been spent on Selby secondary.

ARTHUR BARKER said that then children at Staynor wouldn't have a primary school.

CAROLYN BIRD said that it seems tempting but didn't make sense for secondary education.

PARENT of Children at both schools said that if they need rapid rapid improvement but aren't amalgamating until September, what about before?

NEIL MCDONALD said that Brayton are utilising LA support and advice. Prioritising and getting support from Selby High. He said nothing would be left undone. Evidence shows they are taking appropriate opportunities.

A MEMBER OF THE PUBLIC asked how parents could re-preference their admissions choices.

SUZANNE FIRTH said that the LA will put process on the FAQ paper.

STUDENT at Selby High said that older pupils were current tasked with assisting the younger one and asked how older pupils can help younger students if they are not on the same site.

PAUL ECKERSLEY said that it was a good question and that Year 8s would get more responsibility. The prefect system at Selby would remain in place and there would be some joint events between the sites.

LADY- Pupils currently getting paid transport?

SUZANNE FIRTH- Cost being born by local authority.

ARTHUR BARKER- Hope everyone who wanted to speak was able to. Thanks to audience thanks to officers.

	Please comment on any observations and/or suggestions on ...	Please state your interest in Brayton High School and/or Selby High School
1	Please ensure you don't split pupils across the two campuses based on year group. This would prove a logistical nightmare for getting our children to school on time.	Parent/carer of pupil at Selby High School
2	I am concerned about year 11's suffering in their last year while you try and merge schools, it will disrupt their learning at a very vital time. I chose Selby High for my daughter due to the high standard of education on offer, I don't want Brayton to drag that standard down and her grades suffer. Brayton has a definite lower standard of attainment.	Parent/carer of pupil at Selby High School
3	I am sure there are many benefits attached to the amalgamation but a massive concern will be the lack of parental choice for us parents in the Selby area. Surely support should have been in place for both schools? There seems to be so much negative comments about Brayton but the school supported my child for 5 years and when they left last year they got better than we expected grades. This was all down to the school putting in extra support both with school work and her emotional wellbeing. They didn't get 5 A-C GCSE's but they did great and are now at college. Is that not a positive outcome? My other child is now there and they really look after her, the support staff are great with her. I am really disappointed that the school we no longer be run the way we want. Many parents feel that it is a 'done deal' and it is pointless responding. Very sad.	Parent/carer of pupil at Brayton High School
4	Uniform.. is the uniform going to stay the same or change parents can't afford to buy new uniform after they have already bought uniform. Are Brayton high students staying at Brayton High? Parents of Brayton high students who live in Brayton chose Brayton high school if students end up at Selby high how are the students to get to Selby high who live at the far side of Brayton when there daily commute is walking to their school. How are the children with SEN and learning difficulties going to be managed?	Parent/carer of pupil at Brayton High School
5		Parent/carer of pupil at Selby High School
6	1. What is the current income and operating costs at Selby High? 2. What is the current income and operating costs at Brayton? 3. What is the intended combined income from all sources and is the reduction only relevant to reduction in senior staff given the single leadership team? 4. If Brayton is £250k in deficit and both schools continue to operate out of two premises with a reduced budget how will the amalgamated school be financially stable and offer the same level of opportunity at Selby High whom are not in too much deficit? 5. Will my child stay at the Selby High premises for the duration of their high school years and not be moved to Brayton? The paper states that it is not expected on a regular basis which does not offer an absolute guarantee. 6. If there are no plans to restructure staffing immediately what are plans going forward as I cannot see two teaching structures being sustainable going forward? It is important for us when considering this that we understand the immediate and future impact. 7. If results are below the minimum standard at Brayton it would be good to understand whether this relates to staff, process or leadership. If staff have been poor, I would want reassurance tha	Parent/carer of pupil at Selby High School

7	<p>There is no clear explanation as to how the two sites will be organised for pupils. Will Brayton High students stay on the Brayton site, or will the two sites become a 'lower' school and an 'upper' school. Also what is going to happen to year 9 pupils who are now in the process of choosing GCSE options. Will the same subjects be on offer? For example, French is taught at Brayton High but not at Selby High. My son wants to take French as his GCSE language. Is this still going to be possible? I also have a child who is moving into year 7 in September. Why go through the rigmarole of 'choosing' a high school when this was already been discussed? I chose Brayton High School for a reason! Also, what about uniform? Its expensive enough without having to buy 2 complete new uniforms!</p>	<p>Parent/carer of pupil at Brayton High School</p>
8	<p>A single tier of management over the two sites should bring management costs down making the sites more efficient. It appears some of this cost saving would go towards reducing the deficit from both sites and leave some money to invest. Higher pupil numbers allocated to one entity should also help with grant funding applications. In order to support the amalgamation I would be looking for guarantees that the emphasis across the two sites would be on better teaching / teachers as this is key to pupil success, sports arenas, IT suites etc are all secondary priorities at this stage. The School as it would become must look to employ good teachers and retain them. It is also expected that parents will fear the costs of new uniforms, gym kits etc and this should be managed on a subsidised or sensitive manner. One option could be to look at an upper and lower school in terms of pupil locations allowing the right teachers to be in the right location for the specific needs of the different age groups, years 7&8 at the smaller site and 9, 10, 11 at the larger? It is critical that the school is seen as one entity allowing pupils to be proud of the school not stigmatised by the old names.</p>	<p>Parent/carer of pupil at Brayton High School</p>
9	<p>As a parent of a child at a feeder primary school I think this is a good idea. I have always had concerns over choosing the right school for my daughter. Working at Selby High, the preference is that she would attend here. However, I would be worried about her being in a minority, if the majority of her classmates selected Brayton High. This would take away that worry and I would hope that when she moves to High School (she is only in Year 3 at the moment), that the facilities at Brayton High would be in line with those currently at Selby.</p>	<p>I am the parent of a child at a feeder primary school and also work at Selby High School.</p>
10	<p>Concerned that the good standard of education at Selby could be 'watered down' by staff having to cover Brayton classes as well. I have another child due to start at Selby in September 2016 and I am concerned over the short term impact of the amalgamation on his education. It looks as though Selby will inherit significant debt from Brayton so how will this impact the school. The funding given to the school is based on pupil numbers and with the low numbers at Brayton and two large premises the funds are not going to be sufficient.</p>	<p>Parent/carer of pupil at Selby High School</p>
11	<p>I am concerned as nothing has been made clear on what will be happening with the children. I understand that it's early days but my child also myself are stressing over the fact that she shall be put back with the children she wanted and needed to get away from for a multiple of reasons. We are very grateful for the fact that people are going out of the way to try and save Brayton High as we chose Brayton against Selby High for many reasons but the main one is as I have stated,</p>	<p>Parent/carer of pupil at Brayton High School</p>
12	<p>I am very angry having read this letter! My daughter is studying for GCSE examinations this summer. She is understandably very anxious, this document has only served to increase her concerns. I feel it inappropriate to make so many references to last yrs exam results in such a negative way. I can fully understand the financial constraints at Brayton High School, I have been more than happy with both my children's education. I chose Brayton High School because it was a smaller and friendlier school, I feel my children have both benefitted from this. I feel the DfE has let our school down, favouring larger establishments. I believe a larger school will mean students become anonymous and the staffs ability to really know students will be lost. I</p>	<p>Parent/carer of pupil at Brayton High School</p>

	am very concerned for my son who has had difficulties settling into high school. Staff have assisted him in this and liasied with me during this process. I fear he will become lost in the system and worry over the consequences of this.	
13	Written by my daughter. I feel that this article is completely biased towards Selby High School. Brayton is a great school. As we have small year groups it only takes a few pupils to get bad GCSE's and bring the whole average down. Until you have an unbiased writer for this article. I completely disagree with everything.	Pupil of Brayton High School
14	There has been a student intake increase at Brayton High for the last few years and nearly all pupils from Brayton Community Primary School went to Brayton High in Sept. 2015 and yet low numbers is blamed for the debt. Public confidence in the school had grown and the Ofsted report March 2014 showed Brayton High as a good school. Selby is nearly at full capacity (25 pupils under) yet still predicts to go in to debt. How can running both schools as one on a smaller budget help? We have the option of choosing which High School our children can attend but this is based on if there is a space. If Selby is at full capacity then the students living in Brayton and the villages beyond would have to attend Brayton, or wherever their next choice is. Brayton High was providing a good standard of education and the growth of students would have continued. I can not understand how it can get in to such debt but surely the Local Education Authority should have provided support. Amalgamating the schools would cause too much disruption to the education of the pupils attending both schools. The leadership at Brayton High does need sorting out quickly but there must be a better solution. Letter to follow no space	Parent/carer of pupil at Brayton High School
15	The complete lack of communication regarding the amalgamation of Brayton and Selby High Schools has lead to panic as we have no idea what is going on. How do they propose to amalgamate the schools? What are the logistics involved? Where will my child attend school? If it is proposed for this to start in September a lot of planning must have been taking place behind the scenes, but we are told the decision has not been made yet. Some bad decisions have been made in the leadership of the school so confidence in the people who make these decisions is low. Constant temporary measures seem to have been in place since Mr Roper left. It was vital that the appointment of a permanent Headteacher was someone that would provide at least 100% commitment to the role, and yet she was only around for a few weeks. Whatever reason she is off sick, it was obviously apparent she would not be returning within a few days, and so should have resigned to enable the school to move forward as quickly as possible. A school is only as good as its leadership. We have seen good teachers dwindle away because of uncertainty. Local community confidence in the school had been rising which was reflected in the intake increase of students over the last 5 years. Now it seems all sorts must have been going on. Disappointing GCSE results for last year cannot be a reason for such disruption. Even though exam results are important in a school, statistics can be deceiving. There are often other factors to take in to consideration, and within the community we can see the bigger picture. Ofsted results in March 2014 confirmed what parents felt, that our children were receiving a good standard of education within an environment that was helping them grow and thrive. How did it all collapse? Are we really in this state? Financial reasons are not an excuse, surely if whoever is responsible for this aspect is not doing their job properly than someone else can. What happened to becoming an Academy? We were told this was the way forward for all schools in the future and Brayton High was ahead of the game! I have not come across any parent or student from Brayton High or Selby High Schools who sees this as a good solution. Pupils are very concerned and anxious, and at such a critical stage in their education this is definitely going to affect them. If in the long term it is the solution, you cannot ignore the fact that it is going to affect the education of the pupils currently attending both schools. If this is not the case, there must have been considerable planning taking place to enable a smooth transition in September	Parent/carer of pupil at Brayton High School

	and we need to know about it. How will it all work? As we are told the decision has not been made this is totally contradictory. To conclude we need to be taken in to consideration when such massive decisions are being made about our children's future. If we are aware of the facts we can understand and piece it all together to try and make the right choices for our children. I look forward to receiving a reply and an opinion.	
16	Are any of the children that are currently attending at Selby High School to be relocated to Brayton thus disrupting their education and them having to learn a new school regime and layout. (This whole scenario is money based not pupils). I did not choose Brayton for my son as I understood all of the Selby High "excluded troublesome" were sent there and I don't want my son to be amongst those sorts, ruining his education. If pupils are going to be moved on the stroke of a pen who will provide transport to the establishment for children living at the opposite end of Selby some distance away. There are not enough buses - no parking facilities and what about the extra time parents will have to find to drop off and collect. Very poor logistics thought. Poor thinking on everyone's part - A disgrace.	
17	I am against the proposal of both schools joining. I think it's not a positive suggestion, it will cause the children disruption to their learning and it is not clear if Brayton students will have some days at Selby High - if this is the case, it will provide confusion & no stability for their education. I think whichever school is under performing - deal with that one alone. The pupil numbers & staffing will change most of the time, every angle of this proposal is no good for the kids. We chose Brayton for location & a positive open evening - believe that Brayton knew of these problems prior to this - appalling. There is lots of rumours going around, which doesn't match the letters that come home, You need to be clear on what your informing parents, we all have our children's best interests at heart, all parents have chosen High Schools for their own reasons, adding 2 high schools together, I've personally never heard of it on such a small town, schools are full as it is, if this proposal goes ahead I will readdress my son's schooling to other areas, because stability is as important as education. Statistics, funding & figures are what seems important here, not the children or learning. My son had the same problem at Brayton Juniors, we were glad to move on to high school, & only 4 months in the same, if not worse is happening. Brayton High have known the problems a long time, miss leading parents to believe it's good, now the headteacher has gone?! 1 head for 2 schools says it all to me, I think this all needs sorting properly instead of trying to save money on staff & budgets. What do we pay our taxes for??	Parent/carer of pupil at Brayton High School
18		Parent/carer of pupil at Brayton High School
19	I have several observations across 2 headings. 1. Standards It is clear that Brayton is performing badly and the danger in this proposal is that it has a negative effect on the results of Selby High. As such the governors, head and staff of Brayton School must be assessed individually and independently at to ensure they are of sufficient quality to be part of any new entity. As the document states " the strength of any school is determined by the quality of its staff" and the converse is also true. "Opportunities to pupils in terms of the breadth of the curriculum" "Richer curriculum opportunities" These statements need to be clearer, what opportunities? what curriculum changes? 2. Numbers/budgets Brayton has a massive £250k estimated at the end of 2016/17 whereas SHS is only looking at a small deficit of £25k by 2019. Student numbers alone cannot solve this issue so staff reductions would be required as would the consolidation to one site. Not stating this overtly is avoiding the issue or deliberately misleading. In the proposal the only clear	Parent/carer of pupil at Selby High School

	cost saving is the reduction of Head Teachers by 1. If there is really more then please explain properly. Split sites is a logistics nightmare.	
20	Hi, I moved my daughter to Brayton in June 2015 as her school took GCSE Drama off their syllabus and chose Brayton over Selby, as Selby only does Drama in 10/11 and has excellent drama teachers. My concern now is that as she is in year 9 currently, if the amalgamation goes ahead it means that she won't get any GCSE drama? As I hear rumours that year 10/11 will be at Selby High site!	Parent/carer of pupil at Brayton High School
21	Ref: - Proposed Amalgamation of Brayton High and Selby High Schools. PART 1 of 2 I am not alone in stating that the recent communication (16/12/15) regarding the above amalgamation has created considerable anxiety amongst parents and, I would very much suspect, the teaching staff at Brayton High school. The schools previous Headmaster (Mr Roper) operated within a "no surprises" environment, providing excellent communication and consultation on both a collective and individual basis. This appears to have been replaced by a non-consultative approach that serves only to fuel suspicion and perceived distrust of those that currently have a duty of care towards the school, its employees and its pupils. Whilst I am not in disagreement for the need to change, I am concerned that the Governance body is resorting to another inadequately considered solution without sufficient regard to the social, psychological and educational needs of the pupils or, indeed, to other potential solutions. Although I accept we are not privy to all that goes on behind the scenes, the school seemed to be in a healthy state as little as 12 months ago with "Good" Ofsted classification and happy classrooms. End of Part 1 of 2	Parent/carer of pupil at Brayton High School
22	Now we are hearing that performance levels from both an educational and financial perspective have reached unsustainable levels. I agree that, from the educational perspective, there has been a visible step change. The communications to parents seems to have dried up since Mike Roper moved on and the last time parents were invited into school was for a seemingly pointless interview that was for the schools benefit only. There has been little consistency since the new Headmistress took over. In part, it could be argued this is due to her unfortunate absence but, in all honesty, she had already proved a questionable choice of leader with her lack of engagement of both parents and children. The perception is that the appointment was not favourably received by staff at the school either with so many good quality and readily qualified teachers choosing to move on. In order to "lead" you need the psychological permission of your employees and, in her case, the pupils. This appears to have been lacking to a significant extent and, as such, could be considered an ill judged appointment. Furthermore, there is an additional perceived sense of confusion with teaching methods which seems to culminate in achievement levels that often wildly fluctuate from one term to another. This may well be due to different teachers having different standards or different interpretations of the achievement levels. However, what it results in is further confusion about pupil progress and required focus areas at a very critical stage in their learning development. Such apparent lack of consistency can create resistance and dis-engagement by the pupils which further impacts their educational needs. This is not, however, a reason to abandon ship. It is a management issue that one would normally expect the NYCC and Board of Governors to be able to resolve without resorting to such drastic action. From the financial perspective, I do not accept the anticipated argument that educational spending cuts together with rising costs are solely to blame (even if these were 100% true). We all have to manage budgets at work or at home and find improvements and efficiencies when external influences put barriers in our way. This is not new. It is life but, more often than not, it is manageable with proper consideration. Again, those responsible for controlling in whole or in part the finances of the school must shoulder responsibility for poor financial performance. Not the teaching staff and certainly not the pupils. Resorting to a co-habitation agreement with Selby High seems premature in the least when other internal operational efficiency options seem to have been ignored or, at very least, not fully considered. In fact, your letter indicates that both schools	Parent/carer of pupil at Brayton High School

	<p>will remain open with both continuing to consume heating, lighting and the plethora of council costs so how will financial performance actually improve? Presumably all of the cost cutting will be on staffing levels, creating larger classes with fewer teachers? Whether responsibility for the educational and financial predicament resides with NYCC or the school governance body is incidental. Where it doesn't reside is with the parents or pupils who selected Brayton High on the basis that it was deemed a progressive and improving educational establishment. Naturally, we will await the opportunity to express our concerns at the forthcoming consultation sessions, however, I believe it is important to make you aware at an early stage that there will be many difficult discussions that need to take place surrounding this proposal and that time should be spent considering alternative solutions to mismanagement problems. On a personal note, one of the reasons we chose Brayton High for our children was because we disagreed with the set up and, in particular, the leadership at Selby High. Above all, we favoured the consistency of having our children educated in the main, by teachers with whom they were familiar and had spent time building a trusting two way relationship. Your proposal indicates that these relationships are broken during the crucial final years as pupils migrate from one school to another (sorry, but whichever way you look at it, it will never be "one school"). Finally for now, if the outcome of the "consultation" is to continue with the amalgamation proposal then you will need to ensure that other local schools are geared up and willing to take those that do not wish to be part of an amalgamated future led by, let me guess, either Amanda Lumb or Stuart Lewis (who are almost certainly on a trial period). Furthermore, if the outcome is actually to amalgamate at the end of <u>this</u> school year, then I know my concerns regarding the leadership and direction of this school are well founded and I am writing to the wrong people.</p>	
23		Parent/carer of pupil at Selby High School
24	<p>There have been rumours that Brayton site will be used for key stage 3 and Selby High for key stage 4. What arrangements would be made for school transport to drop off at both sites to accommodate the change? Will parents and children be invited to visit Brayton High to view the facilities if their children end up attending classes at the Brayton site? When might this happen? Selby High has a 'vertical' form with children made up of all year groups in a form group. How will form groups be made up with the new arrangements?</p>	parent of child who is hoping to start school at Selby High in Sep 2016
25	<p>1) Due to the financial state of Brayton High, why are the current school governors still in post? This is a concern as the governors leadership and decision wasn't effective as the result is a school that needs bailing out! 2) If this planned merger goes ahead, how is the £250000 deficit going to be cleared WITHOUT affecting our children's education and opportunities? 3) No "answers" or "specifics" have been given in this consultation document; it is all very non-committed. We need to know the practicalities as have very worried children. I know this is a "consultation"; but we all know it is a "done deal". This merger has a financial and Selby District Council agenda - that is all! No consideration for our children.4) How is bullying going to be managed? Brayton are notorious for not managing bullying. Selby however have a very strict policy and it is NOT tolerated. This has to be effectively controlled so the environment is not hostile. 5) I don't want my child moving from site to site! They need consistency. It would be a H&S/Security breach if they had to "class hop" from one site to the other. They need block years at Brayton (lower school) and block years at Selby (upper school).</p>	Parent of YEAR 6 at Brayton Juniors. My interest is for my child's education, wellbeing and safety.

26	<p>I think it would be a real shame to lose Brayton High as a separate, stand-alone High School. It will severely reduce the choice for children living in Brayton and the surrounding villages. However, I feel that the amalgamation with Selby High, if properly thought through and planned, would be a good option. The only way I see it working is to have a two-tier/campus system in place - so Key Stage 3 at one site and Key Stage 4 at another. This would mean that students can be more focussed on their exams if approaching their GCSEs, whilst the new starters in year seven will be less daunted by the prospect of 'the big kids'.</p>	Former student of Brayton High
27	<p>I wish to tell you that I am extremely unhappy with the proposal to amalgamate Selby High School and Brayton High School for a number of reasons. 1) as a parent of a year 7 pupil I feel the proposal to have years 7 and 8 at Brayton High means that my child will have effectively changed schools 4 times in 4 years. This is not acceptable. We chose Selby High based on its exam results and IT department, Brayton High does not have the same facilities 2) my child has special education needs and has settled in well in Selby and is receiving the support he needs, I feel that this would be very detrimental to his education as he does not cope with change very well and finds new situations, and places very stressful. 3) you are effectively taking away parents and pupils right to choose a school. How am I expected to get my child to another school everyday. It's just not practical so you give me no choice. 4) it has been proposed that years 9,10 and 11 be at Selby High, but this is not certain. What could happen by the time my son gets to year 9 is that you decide to change this and keep them at Brayton. And even though I sent him to Selby High, he would have only been there 1 year - not acceptable</p>	Parent/carer of pupil at Selby High School
28	<p>as a parent I do not agree on the joining of the two schools. I have spoken too my son as he does not want to go to Brayton, Selby is the school he chose and he wants to stay there.he did not like the facilities at Brayton. My son is extremely upset/anxious and worried about the proposed merger and I believe that this will start to affect his learning and his mental health. He has special educational needs and has extra support in Maths and English. We have been told at the consultation meeting today that Brayton has very low standards in English, this is not going to help my son achieve the best results he can you are segregating year 7 and 8 and creating a middle school, this does not work as most middle schools have now gone. I like the current house system at Selby and all years mix together and help each other.This will not happen with only 2 years in a school. I am also worried that bullying will increase because of this</p>	Parent/carer of pupil at Selby High School
29	<p>As an interested observer, and a teacher at a local primary school, I attended tonight's meeting at Selby High School on the proposed amalgamation of the two schools. I can see that a small school does pose certain problems both financially and in the opportunities offered and these were addressed, to some degree, at tonight's meeting as reasons for the amalgamation. However, I was horrified that the opinion of lots of parents ,especially of SHS students, was that the standard of teaching at BHS is inadequate. As it was pointed out, just over a year ago the teaching was judged as good and so this is obviously untrue. I would like to question how these parents have this viewpoint and wonder at the role of The Local Authority and SHS in portraying this image. Yes the results were low but every school has bad years and as it was pointed out, percentages are not a true reflection of the reality. Has any one considered the effect that these sweeping statements have on the current teachers, at the school, who are striving to do their best for the children. Teaching is hard enough without people, who don't know the true picture, being fed a twisted view of the situation. Is this good for morale?</p>	Other

30	<p>In favour of the proposal , one child yr 10 at Selby high , a year 6 child , and a yr 12 who attend Brayton . Selby High I find too busy , pupils crammed in , so making pupil numbers more even across the two sites has to benefit all pupils. A smaller school environment for the years 7 and 8 I find appealing and less daunting to an 11yr old . My only concern is the dated facilities on the Brayton Site , and whether they are going to be updated. Also transport for the younger children to get down to the Brayton site , as its quite a distance .</p>	<p>Parent/carer of pupil at Selby High School</p>
31	<p>As a parent of two Selby High students, I would be concerned if my children had to use the Brayton School as we chose Selby High because of it's Arts & Science status and therefore it's facilities. I think if SHS students had to use Brayton School building they would be missing out on the specialist facilities. If I had worked my children to use the Brayton School building site I would have chosen to send them there!</p>	<p>Parent/carer of pupil at Selby High School</p>
32	<p>I have a son in year 9 at Selby high and another one due to join year 7 in September. We live in Barlby but chose Selby High over Barlby High as it has better facilities and better grades, because of the distance of Brayton High we didn't even consider it. Although Selby high is out of our catchment area it is only a bus ride and a short walk which in September my older son would have helped the younger one. With the merger of the two schools and the new year 7's having to go to Brayton High this means having to organise two buses to get him there or consider choosing a different school, which we don't really want to do. The journey is 3.2 miles away which means he should be eligible for free school transport but through no fault of ours you are sending him to a school way out of our catchment area. The catchment areas and journey for the children needs consideration and help should be given with cost of the journey.</p>	<p>Parent/carer of pupil at Selby High School</p>
33	<p>Having attended the meeting at Selby High last night, but had to leave early to relive a babysitter, I would like to ask about transport. At present the children of Skipwith and North Duffield only have one catchment school option and that is Barlby. I don't think this gives parents or pupils a fair choice of options and as such we chose to look at Selby, feeling we might be able to manage transport there ourselves. At present there are no decent public transport services to Selby from our outlying villages and the only secondary school transport available through local authority is to Barlby. I actually think that the idea of a "middle school" could be effective and would still consider the new amalgamated school if transport to Brayton were available via the local authority - can you advise if this has been considered please? If we retain our first choice as Selby High, but it emerges that transport will not be provided by the local authority, will we have the option to revert to Barlby High?</p>	<p>Parent of Yr 6 child at North Duffield Primary</p>
34		<p>Parent/carer of pupil at Selby High School</p>
35	<p>We chose Selby high due to the facilities it has,location and as it was able to provide an education suitable for our child. Brayton school dips so why doesnt the school have the chance to see what they do get in the ofsted report? then let them develop there school improvements alone rather than mixing into a well running school which is improving all the time. If you combine both schools and then it goes in special measures what will you do then look at another school even further away that is doing slightly better but has a good results, but have no school in the Selby area that meets the educational needs of the children at all. If this goes ahead we will now have to send our child on an hour walk to school each morning and when their sibling joins they will no longer be able to walk together as they will be on different sites meaning my 11 year old will have an 1hrs walk to school alone not very good for his first walk alone. Will the council be looking at transport issues as no bus route from the staynor hall development to Brayton and this will need to be a reasonable cost. What about uniform cost we have spent over£150 already and only the first term!</p>	<p>Parent/carer of pupil at Selby High School</p>

36	I find the proposal very single minded. It doesn't seem to have taken the children's thoughts and feelings into account. Under the proposal my daughter who is currently in year 7 at Selby high school will need to move to the Brayton high site which does not have even close to the same facilities as Selby high. She will do a year at Brayton and then move back to Selby. This is appalling and will completely disturb her learning. My son who is in year 8 will stay at the Selby high site but in year 7 there were 2 boys that were expelled after an altercation with my son. If this plan goes ahead does this mean that he will now be put back in lessons with these boys. In effect children currently at Selby/Brayton high are going to be your Guinea pigs to see if this works. You need to think past money and think about the mental health of the children you are about to upset.	Parent/carer of pupil at Selby High School
37	The proposal makes sense	I have 2 children at Brayton and 1 at Selby
38	My son is due go into year 11 at Selby high in September and I absolutely refuse to purchase expensive new uniform if this has to be introduced. I would like to know how this can be enforced and what the consequences for him will be if I don't buy it	Parent/carer of pupil at Selby High School
39	I find it difficult to envisage how this merger will improve the education of Selby High school pupils, as the evidence produced to sell this proposal to those effected outlines the dire state that Brayton High now finds itself in, both financially and performance wise! Hardly a selling point! Also why has Brayton been allowed to continue for years of dwindling numbers surely this school has been failed by the local education authority. Parents and pupils at Selby high no doubt are furious that we chose Selby on its reputation not its size and are pupils have to suffer for the minority of parents who chose Brayton on size and didn't look at its problems with performance standards and numerous changes in Leadership. I understand Selby High cannot expand due to its location but I feel this merger will have a morale lowering effect on Selby High pupils who may have to attend Brayton premises when they don't want to! And why should they!	Parent/carer of pupil at Selby High School
40	Personally feel it would be great for the education of all pupils of the Selby area. I'm sure it with further their opportunities in life.	Pupil of Selby High School
41	In my opinion, this is a terrible proposal and it should not be considered further. Selby High School has worked hard to generate the school which is in place today and amalgamation with Brayton will significantly water down the capabilities at Selby. The budget from the two schools will have to maintain two sets of buildings across two sites which will be no less expensive than it is today. The salary budget that takes the majority of funds and this is not going to increase in any way to deal with teaching the same number of pupils across 2 sites. Sharing of expertise and specialisms with Brayton will ultimately mean less of those resources for Selby. We have worked hard for 3 years with our son who did not attend primary school from year 4 onwards due issues at school. We have managed to get him back to Selby, he likes the staff and his class groups and he is starting to settle. The proposal to send years 7 and 8 to Brayton will mean he has to move schools and we are extremely worried about the consequences for him and his education. I have emailed Suzanne Firth directly after being refused admission to the Selby Consultation. This surely constitutes an improper process	Parent/carer of pupil at Brayton High School
42	concerned about increased bullying as there may be a 'them and us' situation if years are combined	Pupil of Selby High School
43	I would like to know the positives from sending Year 7 + 8 to Brayton High School. Moving into Year 7 and a High School is a big process for children and now you want to move them again to a new school where they have to start all over, integrate with new children and staff members after they have established themselves into their High School life. If I had wanted my daughter to go to Brayton High I would have put that down as my first choice. I	Parent/carer of pupil at Selby High School

	understand that Brayton High School is under performing and that something needs to be done but you have to take into account the best interest for all children involved and I do not think that uprooting children and moving them away from what they know and understand is the best way forward. The thoughts of all the children involved really need to be taken into account as its them that will be dealing with the upheaval of moving and any other situations that will arise. Can you advise that a child's education will not in any way suffer due to this?	
44	I attended the consultation meeting at Selby High School last night and felt the audience made it consultation meeting feel like a witch hunt against Brayton High School. Hardly any points relating directly to how it would affect my children were addressed.	Parent/carer of pupil at Brayton High School
45	What happens when Mr Ekersley retires because it was said that it is getting increasingly hard to find a good quality head teacher to run one school so I wondered how you the merged schools will cope when he leaves?	Parent/carer of pupil at Selby High School
46	My older daughter went to Brayton and had issues back in 2011, at that time there was about 700 at Selby High and over 1000 at Brayton. The poor reputation from around 2011 has not altered. Sadly the time and money spent on trying to restore that reputation has not worked...any more time or money would be a waste. Selby High is now far too overcrowded i am told there are 1300 pupils and i know less than 400 at Brayton; the upstairs of the school is now sealed off. I sent my younger daughter to the catholic school as Selby High was too big, now reluctantly we have joined Selby High because the bus is being with drawn from this March. Merge both school and let the head run them both with a good team behind him.	Pupil of Selby High School
47	My personal opinon is that it couldn't of happened at a worse time for our son, who is in Year 10 at Brayton High School, taking his BTEC & GCSE exams. Obviously there has been years of negotiations and planning for it to take place and it totally unacceptable action from the County Council and the councillors involved to keep it under wraps for so long & keep the parents & students in the dark. The parents and students would have accepted this predetermined decision better if we had time to think about it/ make plans alternative arranges for our child' to receive the best level of education possible. I would very much like a personal guarantee from the Chief Executive that Year 10's will not be forgotten about and will receive a high level of support and teaching to ensure the grades are acheived with the minimum disruption.	Parent/carer of pupil at Brayton High School
48	My child is year 6 and was hoping to join Selby High in September 2016. We attended a number of school open evenings and Selby was far the best and they really sold themselves to my child and us parents. Brayton on the other hand didn't, there was no enthusiasm from the teachers, the head teachers speech was dull and didn't inspire my child or me. Whilst at the Brayton open evening there were rumours of a so-called merger and I personally think the staff at Brayton had already given up! I myself left Brayton High in 1990 and was shocked to how much it hasn't changed whereby my wife on the other hand left Selby high in 1992 and was very surprised how much it had been updated. My wife, child and myself attended the consultation at Selby High on 25th Jan. It was unfortunate that we have staff from Brayton High sat behind us. From the comments they were making I get the impression they aren't very pleased about the amalgamation. I'd like to know what future they see without this? Personally I don't see any immediate future for Brayton without the joining of Selby High and I do think this could be a good thing for the Selby area and overall my wife and I are FOR the proposed amalgamation.	Prospective parent

49	<p>I think that it would be a very bad idea to move year 10 and 11 to the Brayton site as this could be disruptive and detrimental to their studies at such a crucial time in their education. I certainly do not want my child to have different teachers as she is doing very well with her studies as the last thing that I would want is for her to be disrupted as you said in your letter dated January 21st, Brayton High School results for the GCSEs this summer were unacceptably low. Therefore I do not want my daughter to be taught by the Brayton teachers as this would jeopardise her education and her future.</p>	Parent/carer of pupil at Selby High School
50	<p>Dear Sir, I was extremely disappointed last night to be turned away, along with more than a hundred other people, from the consultation meeting which took place at Selby High School to discuss the possible amalgamation of Selby High School and Brayton High School. It is clear that North Yorkshire Council had completely underestimated the interest and concerns that the meeting would generate and had made insufficient plans to ensure that a valid and legal consultation process would be able to take place. The council did not specify that there was any need to register for the event, or that numbers would be limited at the meeting. There were many people who also turned up as a couple or with children meaning that valuable places in the seating area were taken. However with a school role of 1100 children at Selby it seems unlikely that 300 places would be sufficient for the 2000 parents, guardians and their children. I had specifically made arrangements to attend that meeting including getting away from work early and ensuring that I had child care cover. There is clear guidance for Proposers and Decision Makers under The School Organisation (Prescribed Alterations to Maintained Schools) Regulations 2013 where point 11 under the Statutory Process states "The location of any public and stakeholder meetings should also be planned to maximise response". This clearly was not the case. Whilst there is a second meeting planned at Brayton High School I am unable to attend as I am out of the country on business. I can only assume therefore that to meet its statutory process requirements North Yorkshire Council plan to arrange further meetings before the end of the consultation period on 26th February and to ensure that sufficient places are made available for everyone so that they can be thoroughly consulted, their views heard and their questions answered. I look forward to your response and to hear the dates and plans for the next set of meetings.</p>	
51	<p>Our son is currently in Yr 6 at North Duffield Primary. We feel, living in Skipwith that we are very restricted by the "one" catchment option for a secondary school for our children, that being Barlby. It does not offer us any real choice without us, as parents and families, being impacted upon if we chose an alternative nearby school. And by impact, I mean in terms of transport and ensuring our children arrive at school safely. After reviewing the schools in the area during the autumn term, we were ultimately impressed by the facilities, results and ethos of Selby High School, with our preference firmly placed there although it may cause us potential concerns over transport. There are no public bus routes from Skipwith to Selby, which in its own right is rather frustrating, as it's not that far away to consider it out of the realms of possibility! So with the proposed amalgamation and the idea of the Brayton site becoming a "middle school" so to speak, I am even more concerned over the transport issues it raises for those of us a little further away. I have no specific objection to the proposal, however, I would like some assurances that the facilities at the Brayton site would support the excellence of teaching and not hinder it. I would also like to know if, with the proposed enlarged school, there would be a proposed enlarged catchment area, to include our villages, and therefore provide transport. Presumably by enlarging the catchment and attracting more pupils to these vast sites, would help increase the funding required to maintain the schools and run them effectively. I would like the proposal of enlarging the catchment area and providing transport to be a real consideration in the process. I know I am not the only person with this view. Finally, if we retain Selby High as our first preference, and no transport options are available to the Brayton site, would we still have the option of a place at</p>	

	<p>Barlby? I look forward to receiving your comments.</p>	
<p>52</p>	<p>I feel people with special needs education that needs to provided and teachers from Selby high school need to learning from teacher at Brayton high school cause Brayton high was first school to introduce people with special needs into mainstream school they have a special needs co-ordinator who is special needs training where Selby high school have had lots of issues with people moving Brayton and barlby high school if look at how many pupils have moved to them schools. And people who use wheelchairs would be better placed at Brayton as it has more ground floor space in getting to lessons as Selby high school is old building that is one of issues you need to consider in merger plan.. As a former student of Brayton high school also Alan kelcher has lots in experience in special needs education who is still their as the art teacher he worked in special needs dept when I was at school who would be able to help advise a plan alongside Brayton high schools current special needs teacher now to make this a lot smoother for the children who special needs education. As for a new school well Brayton high school has lot of land one of them currently owned by North Yorkshire county council and the park owned by parish council the one is owned by the farmer but Brayton high school has currently land space to build onto school where Selby does not have current space to do that so in future you do not have find a new site suggested by head teacher of Selby high school he has not seen the land Brayton high has around it. Cause they space around tennis courts including bungalow. But it's needs to teachers moving between different sites not pupils as they would be walking around town. Also catering lunches it needs to done off one site with the school that has most modern kitchen out of two that would save some cost who can cook for both schools then brought to other school to be served up. And teaching staff need building workshop some they can work together and learn from each other as Brayton high staff morale will low at this moment and their confident knocked this needs handling sensitive without bullying tactics by management I feel both schools need a clean break of governors who need skills how to deliver statics into results and understand teaching it would be a clear break for all so there is no atmosphere. Also to have parent forums and student forums every month start with then every two to three months as monitoring group and open public governors meetings four times a year so parents can attend to make sure the schools never land in this mess again. I suggest you Caroline applebalum who was adult education now moved over to children's education who has lots of experience with special needs education I don,t know if she still works for North Yorkshire county council be bought in with her expertise in this area of special needs education who could help both schools have smooth transition with special needs education. And Kathy Clarke . I suggest a new name piece of history when Brayton high school opened the first greatest head was bill duxbury and Selby head was mr Darley so why don,t you called it Darley Duxbury high school so it has both names</p>	<p>Town Councillor / Mayor of Selby</p>

	piece of history in schools name so it still has that piece of name that forms both schools in its name.	
53		Parent/carer of pupil at Brayton High School
54	As a parent of a student at Selby High (SHS) and after reading the amalgamation paper and attending the consultation meeting on the 25 January 2016 I cannot see one good reason why the amalgamation would benefit a student already at SHS. I believe that the amalgamation will be disruptive to my daughters education, the problems at Brayton High (BHS) have been common knowledge in the community for years which is why the head count is so low. It is very difficult for a school to become a good school but easy for it to become poor. The years of hard work the leadership of SHS have put in will be lost as I firmly believe that BHS will drag down SHS. Why has NYCC allowed BHS to get in to this situation, when I was looking at schools for my daughter back in September 2013 and attending open evenings it was evident then that BHS was the poor relation at the side of SHS in terms of facilities as well has much poorer GCSE results. I chose SHS to enable my daughter to receive the education that she deserves. I have been happy with the progress she has made at SHS and I DO NOT want that to deteriorate. NO TO AMALGAMATION	Parent/carer of pupil at Selby High School
55	My daughter is currently in year 7 and one of the reasons we chose Selby over Brayton was that the facilities and equipment provision was better. If she is transferred to Brayton next year she will no longer have this equipment available. Surely this will be a detriment to the pupils. Another thing we really liked was the house system where the form groups span all year groups, separating year 7 & 8 from the rest will stop this being possible. I understand that Selby has a deficit of £25,000 but if Brayton has a deficit of £250,000 aren't Selby taking on Braytons debt? I know there will be benefits for those pupils currently attending Brayton but I am not sure there will be benefits for those currently at Selby.	Parent/carer of pupil at Selby High School
56		Parent/carer of pupil at Selby High School
57	I do not support the proposal. I feel that it has been, as was suggested by several others at the consultation evening, a forgone conclusion. It appears that parents from both schools do not want it and we are only being paid lip service.	Parent/carer of pupil at Brayton High School
58	I do not feel that amalgamation of the schools is in the best interest of pupils at either school. It will be destructive to their educations. I also think it further limited the choice of high schools in the area. Finally I have concerns regarding how the staff will cope with the amalgamation especially with two sites.	Other
59	Long term take over should be good. Worried about the lack of budget, needs help for 3 years minimum	
60	i think ppl need to just accept its happening and get on with it.maybe it all parents accepted it then our kids would .if they don't like it then move their kids simple .y make make more think difficult .kids only saying thing horrible as they hear it from us parents ..im happy for my child to change .i went to Brayton high its a good school.its not the school fault .	Parent/carer of pupil at Selby High School
61	It is essential that Brayton High is not completely absorbed by Selby High. Both schools have excellent qualities and whilst Brayton is the smaller school its strengths must be recognised, because they are the reasons parents and pupils chose the school. The school may benefit from a completely new identity: not Selby High or Brayton High, but something different that reflects the new start and a spirit of co-operation. Many Brayton parents feel the	Selby Town Councillor (Selby West) and parent of Selby High School pupil

	exercise is akin to a hostile takeover. The merged school will struggle to engage many parents if this view persists. Some work has to be done in the community to improve the image of the new school. It's clear parents want to be involved but they feel this is a 'done deal' and their voices are not going to be listened to - please prove to them that this is not true. Many parents have expressed concerns about costs of replacing uniforms. Could NYCC consider subsidising uniforms (or applying for funding to do so?) Even free school ties would help. Consideration must be given to the logistics of dropping off children at different sites for those who must travel by car. Perhaps staggered start/end times for the school day would work.	
62	I attended the meeting at Brayton high last night and was distgusted when a fellow student and I were completely ignored when we said we had a question. I dont know if this was becausel was in uniform or that they were just ignoring us anyway.	Pupil of Brayton High School
63	I think that this will be beneficial to both schools, however as a parent of a child in year 9 I am extremely concerned that work MUST be started now to ensure that when James moves to Selby High in September. he is on an equal footing with the pupils there. I understand that the current year 9 in Selby have already chosen their exam options and have already started the exam syllabus, extra lessons to catch up once James arrives at Selby will hinder the integration of the pupils and will be too late, IT MUST START NOW, can you confirm what steps are being taken in this area?	Parent/carer of pupil at Brayton High School
64	As manager of Brayton Headstart Playgroup, an Early Years Educational setting on the grounds of Brayton High, I have been disappointed to have had no contact from either the school or the council regarding this matter apart from the generic letter that was sent out to parents. Behaviour from the students at Brayton High does affect our provision - we have regular instances of shouting, swearing and pushing and shoving into our fence and building which scares the children or encourages them to copy. The children kick and throw footballs around our building and cars - despite the size of the field surrounding them. Our concern is that increased number of pupils at this site will have a further negative impact on our children's well being. I would appreciate some responses to this please.	Other
65		Parent/carer of pupil at Brayton High School
66	As a past student of Brayton High which amalgamated whilst I was there with what used to be Staynor High, I can confirm that there is a very clear route to success with such change to make it a success for the children. Brayton was already at that point an established school so it kept the Brayton identity, whilst students who had joined from Staynor had to fit in. I realise this change is about securing a better future for the education of our children. I see one very clear route forward which would be to lose the current identity of BOTH schools. Give the new merged school a NEW NAME & NEW LOGO & BLAZER identity. I believe it should be possible to make this fit into the current house & trophy system that operates in Selby High but I feel it is absolutely crucial to ensure the smooth transition of Brayton pupils into Selby & vice versa. As the history of Selby itself is around Benedict, I propose the name 'Benedict High School' with a grey blazer that should be supplied either free of charge or at cost. I have a history in purchasing & believe it should be possible to source 1500+ brand new blazers which could be supplied to all children as a gesture to soften the blow. Happy to assist!!	Parent/carer of pupil at Brayton High School
67	As this is as stated by councillors an amalgamation and not a take over of Brayton High by Selby High, then this new school created by amalgamation should have a new name new uniform and new identity so all children have a sense of belonging and pride in their new school.	Parent/carer of pupil at Brayton High School
68	Please no merger!!! I tried to attend the consultation meeting last eve at Brayton high school only for the doors to be closed and many parents/careers turned away with the words we are full!!! I continued to wait and some of us	Parent/carer of pupil at Brayton High School

	were eventually let in a back door and had to try to listen behind a wall. What a waste of time yet again no answers were given to the question asked and some of the attitudes of those speaking left a lot to be desired, rude abrupt to name but a few. It became apparent that this merger is being taken much too quickly and although it kept being said the main reason was the Education of the Children..I'm sorry but that is not true it's is for monetary gain..if it was not then Brayton would become an academy and given a chance to continue there hard work educating our children.	
69	I see this as a good move as it will strengthen both schools. Selby High is clearly running out of space and Brayton has the space required.	Parent/carer of pupil at Selby High School
70	I recognise the importance of the change, key focus must be on minimising the impact of transition together with creating a new strong identity that all pupils can relate to. Please do not let all the really difficult policy, legal and employment issues prevent you from addressing the simple ones that will have the greatest impact. Both public meetings sent you a clear message - new school, new uniform, new identity! You cannot allow any child to feel second class by feeling taken over by the other school. A new brand and identify is very important. Speak to any organisation that has been involved in amalgamations, take-overs, acquisitions (call it what you will). A clear sense of belonging is key to success. Please listen!	Parent/carer of pupil at Brayton High School
71	Selby Town Council support the merger over an Academy. However it was noted that Brayton High Schools results were unacceptably low and should the merger go ahead it must not be at the detriment to Selby High School pupils. The merged schools need to be adequately resourced to ensure the standards currently held at Selby High School are maintained. The Town Council were also concerned over the deficit from Brayton High School of more than £250,000. This deficit should not be carried over to the newly merged school, it would be prudent to have a clean slate for the newly merged schools.	Local Town Council
72	Please provide a sixth form	Parent/carer of pupil at Brayton High School
73	I agree with what is trying to be done in terms of the financial situation at Brayton however I think that there was a lot of emphasis on the best education for the Selby Community and Selby Children. Yes trying for an outstanding high school is going to be a long and hard challenge in the long term but my concerns are for the pupils in the short term as regards to their emotional state as there will be a lot of big changes. I agree that it would be great to get rid of the 'us' and 'them' stigma that has been in Selby for as long as I can remember but I believe that the parents will have a big influence on the children's thoughts and feelings towards each other if their parents had a rough time at the 2 schools in the 'olden' days. I hope that if the proposal goes ahead that there will be a lot of additional support to help the children get through the first couple of years in terms of their feelings and help them to cope with such big changes. I hope that it will be a school that has brought all the BEST ideas and procedures from BOTH schools together and not just Brayton being made to do what Selby do already. Uniform needs addressing and I think we should be subsidised if we require a new one.	Parent/carer of pupil at Brayton High School
74	Having attended the consultation evening at Brayton High School on 26.1.16 I would like to ask a number of questions as my hand was ignored during the event. I found a couple of the panel members to be very obnoxious individuals with no heart and/or feelings for those that are really affected. Having worked/work in a sector which is about engaging with communities, developing young people and encouraging everyone to work to their best abilities I found the whole event to be somewhat patronising to both parents and students. There was no opportunity for the students of Brayton High School to stand up and express their concern. What happens to those children that chose the school for their own choices, that school which was small and not intimidating? The uniform needs to change to change parents/childrens mindset - what costs will be covered? The name of the school needs to completely change - again	Parent/carer of pupil at Brayton High School

	to change mindset? What help will NYCC give to parents/students who wish to get their child(ren) to transfer to another school/authority? We live in Eggborough so on the borders. Many children of which attend Snaith High School - a choice I wish to consider..	
75	I am concerned that this is a knee jerk reaction to the Governors at Brayton High School seriously looking at academy conversion. If this option had been approved, the LA would have lost control of the Doncaster Road site and any future prospects of building a new school would be gone. I am aware that other factors are cited as being integral to the proposal, one of which is the most recent GCSE results. While I agree that 38% is disappointing, it is 1% less than Barlby recorded in 2014 and, as Barlby have proven with their greatly improved results in 2015, bounce back is more than achievable. Brayton should be given the same opportunity as Barlby. The second major factor is finance and I cannot see how operating a split site to educate more young people with a smaller combined budget is possible. Have you considered that all the pupils could be housed on the bigger of the two sites at Doncaster Road? I appreciate that this would not be feasible within the current timescale of an enlarged school by 1st September 2016 but finance is available to local schools using money from local housing developments. This could go some way to solving the financial crisis at both schools.	Member of staff at Brayton High School
76	I oppose the amalgamation. Please advise what is meant by an integrated year 7 and 8. Does this mean mixed year groups? My son would have an extra half a mile to walk each morning and evening meaning taking earlier and later buses. He would have a 1.2 mile walk to/from Selby a us Station which I don't find acceptable. Would there be an option for a school bus please? Would Brayton teachers stay in place and be teaching my son in year 8? At this moment in time I would seriously consider removing him from Selby High School given my serious concerns for my son's future education provision.	Parent/carer of pupil at Selby High School
77		Parent/carer of pupil at Selby High School
78	I have completed the online NYCC consultation document however I feel some key observations need to be shared directly with both schools. You also need to be aware that the online system for NYCC consultation is at a fixed number of characters so it is restricting the comments & feedback people will be able to give. I would also suggest consideration that the current Year 7's at Selby might be allowed to remain in situ for Year 8 which would minimise their disruption. Having attended the meeting at BHS last night, I feel it is important to get across some points which I believe would be key to the success of the amalgamation: 1. In order to ensure it is a success, BOTH schools need to lose their name & come together with a new identity. 2. If the house system currently in operation at Selby is to remain, I feel this could be retained with my suggestion & would fit perfectly. 3. The name should be around the history of Selby itself to give clarity to all but to be different from both current names to align all students & staff & give a real feeling of creating a new future. 4. Selby is linked to Benedict see entry pasted from Wikipedia: The abbey was founded when Benedict saw three swans on a lake in Selby, and he saw it as a sign of the Father, Son and Holy Ghost. That is why the official crest of Selby Abbey is three swans. ^[6] Selby Abbey was closed in 1539 as part of the Dissolution of the Monasteries under Henry VIII and the majority of the buildings have since been demolished. ^[9] The central nave of the abbey church survived and in 1618 it became the parish church of Selby. 5. The current house system at Selby High would fit in around a new name linked to Benedict - I suggest either	

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	<p>school a new identity. The very fact that Mr Eckersley has already instructed the local uniform shop to place orders in advance of the decision is showing that this process is flawed.</p>	
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81	Assuming the results at Brayton were due to the standards of teaching, how will you ensure that the standards of Selby High School will be maintained and not adversely affected.	
82	My daughter is a year 9 pupil at Brayton High. As we heard at the meeting; year 10's currently at Brayton will be allowed to stay on and complete year 11 at Brayton. I would like to suggest the year 9's should also be allowed to stay on and finish year 10 and 11 at Brayton. Selby High operates a 3 year KS4 and Brayton operate a 2 year. At the meeting Mr Eckersley did try to reassure parents that extra lessons would be allocated to year 9's who move across to help them catch up; but these pupils will still surely be at a disadvantage to those already at Selby High and working towards their GCSE's. To compensate for the imbalance in pupil numbers; perhaps those in year 7 at Selby could stay on at Selby through year 8 as I'm sure some would have had trouble adjusting to high school and moving them again after only one year could potentially set them back. If Brayton year 9's are forced to move over to Selby for year 10 then I will be taking my daughter out and finding an	Parent/carer of pupil at Brayton High School

	alternative school that operates a 2 year KS4..	
83	As a parent off a child who in year 7 at Selby high . Who is really happy and settled. Why can't you keep this year 7 at Selby high . And start a fresh with the new starters who are joining this year . Who haven't settled yet and don't know any difference.	Parent/carer of pupil at Selby High School
84	I attended the meeting at Brayton high school on Tuesday night. I feel that the proposal is a positive step for the 2 schools to bring them together as 1 new school. I think the plans for a lower and upper school is a good one also. I do believe a new name should be given to the school of it goes ahead to make a fresh start as a new entire school not just Brayton being absorbed into Selby High. I think a new uniform should also be agreed on so the children are united in the e new school and there is no Selb children or Brayton children.	My children attend Brayton c of e Primary School, in Yr 4 and yr2 and so this affects their future.
85	Hi i am Inese Goluskova i was submitted an application for my daughter to Selby Hight School,i just want to ask can we get straight to this school,i mean Selby Hight School? not in Brayton,we dont have time to wait for decision till March,because we need then time to write application to other School...sorry about disturbing,we want to be sure that we can get places to another school...we understand that you combine two schools,but we want go only in Selby,if you cant guarantee place for as in there,than just let as know now...with sincerely I.G	Pupil of Selby High School
86	The effect that the proposal will have on all children across the two Schools can not be underestimated and the turn out and acrimonious nature of the consultation evenings shows that parents are highly concerned about what this means for the quality of education of their children. I believe the impact will be greatest on the current year 7 pupils at Selby who only moved school last year and will then be forced to move schools in year 8 and year 9 making 3 moves in 3 years. This is unacceptable for these children. It would seem a much more sensible plan to have a two year transition. Take new year 7 pupils into Brayton as planned but have all current year 7 pupils move to year 8 at Selby, not Brayton. This would only effect perhaps 80 Brayton pupils who would move to, and then stay at Selby. The following year, both year 7 and 8 will be at Brayton. In essence the transition to the full lower school at Brayton would take two years, not one and means the least disruption as possible for the majority of pupils since no pupil would have to change schools more than once in their high school career.	Parent/carer of pupil at Selby High School
87	it is a shame that such a few number of children missing out on their 5 gcse s have tipped the balance for this to happen, maybe some children, and their parents do need the pressure from Selby highs environment to get working. However, my children are hard working, high achievers, very self motivated, because they have been raised by us to be so, and encouraged in that way of working by Brayton high teachers, whilst remaining balanced, caring, sociable and friendly young men. my worry about my remaining son who is in yr 8, remains the same as when we chose Brayton in the first place. Based on what I heard from the headteachers speech at Selby high when we visited for choosing high schools, i found him to be very dishearteningly arrogant. When this amalgamation takes place, i would hope that the attitudes were fair and supportive towards all the students, and that as was mentioned at the tuesday meeting, the managers take responsibility for their attitudes towards Brayton high and do something to address it. I am happy about the arrangements for yr 8s, which does show that the students are being seen as one body, and that the pastoral side of Brayton is being recognized.	Parent/carer of pupil at Brayton High School
88	Uniform change cost. My younger children go to school in York, and the feeder school for a lot of them leaving at 14yrs is All Saints in York. They have two separate sites for Year 7, 8 and 9, and Year 10 and 11. It works really well. I like the proposal to create a lower and upper school. My only concern would be on the demands made of staff during the restructuring - in terms of student input time v. restructuring time, and that student input time would suffer because of the demands of needing to restructure.	Parent/carer of pupil at Selby High School

89	<p>I am a parent with a child at both schools. My eldest left last year as one of the children that you intimate received inadequate education - I note to you that she is at college studying the A levels of her choice after achieving excellent results from Brayton. I am able to give a measured comment as I am not attached to one single school. My children and I choose the schools they wanted to go to because of what each school could offer them as individuals. I firmly believe the proposal takes away choice for young people and parents within the Selby District - you note that there still is a choice but where? I understand the discussions around results in 2015 at Brayton and the financial situation but I must raise the following: looking at 3 year averages Brayton is above Barlby High School in all key areas, Barlby is also a school that raises concerns regarding financial situations - why have the local authority not ruined the reputation of Barlby and shut the doors to their students? Is Barlby in the wrong location for the bigger plan I wonder? I recall a newspaper article in 2008(?) where the current head of Selby talked about opening a 'super school' - mission accomplished well done NYCC!!</p>	Parent at both schools
90	<p>I attended one of your consultation meetings and would like to offer a suggestion for current Selby High Y7 students. I have a child that joined Selby high in September 2015 and face the potential proposition that he would need to move to the Brayton site for one year, Y8, and then have to move back to the Leeds Road site one year after for Y9. It was acknowledged at the consultation that children moving to new schools or campuses can be a daunting and worrying time for young children. I therefore suggest that current Y7 students of Selby High remain at the Leeds Road campus for Y8. This would be for one year only similar to the proposal for current Y11 students of Brayton High.</p>	Parent/carer of pupil at Selby High School
91	<p>I didn't choose to send my children to Brayton school for a good reason (it's results) A merged school with Brayton will be a major distraction for my children at Selby High School. This will also mean a drain of talent as teachers move over to Brayton to manage it.</p>	Parent/carer of pupil at Selby High School
92	<p>I would have requested , given the opportunity for Selby high school to remain as it is</p>	Parent/carer of pupil at Selby High School
93	<p>I believe that the proposed merger would be detrimental to my childrens' education at Selby high school. There are too many uncertainties.</p>	Parent/carer of pupil at Selby High School
94	<p>Brayton High School and Selby High School Consultation on a proposal for amalgamation Observations / comments</p> <p>I strongly support the proposal, which I consider has the potential to deliver significant improvements for current and future pupils of both schools.</p> <p><i>Advantages for Selby High</i></p> <p>Selby High is undeniably cramped, and has been for some time. Both our sons (older – Year 12, now at Fulford Sixth Form; younger – Year 9) have had negative experiences with (for instance) insufficient space in the cafeteria at lunchtime, limited access to computing facilities in the LRC to do homework tasks, pressure on access to lunchtime leisure facilities such as table-tennis / badminton etc. Splitting the school across two sites will ease this pressure, and allow more pupils access to the facilities on offer. It is no good Selby High having excellent facilities if many pupils are unable to benefit from them because the school is overcrowded.</p> <p>It is understandable that many current Selby High parents may instinctively</p>	Parent/carer of pupil at Selby High School

<p>fear that the change will be “bad” for their child. However, from a rational / objective viewpoint, there is no good reason to believe that the headteacher and SMT of Selby High, who have achieved and maintained significant improvements in educational standards over a number of years, will be overwhelmed and outpaced by the purely logistical challenges of operating on a split site, such that current pupils will be detrimentally affected. Therefore, provided that all concerned (LA, headteacher, SMT, staff) keep their eye on the ball during the transition, these parental fears should be proved groundless.</p> <p><i>Advantages for Brayton High</i></p> <p>Whilst I have no direct experience of Brayton High, it is clear that it has acquired an arguably undeserved reputation in the area for providing a poorer quality of education than Selby High. Having previously acted as governor for a local primary during a period when there were some very small Yr 6 cohorts, I can appreciate how small fluctuations in pupil performance can translate into apparently “poor” school performance when expressed as percentages. This is a failing in the way in which schools are assessed and ranked, not in the schools themselves; however, because of the publicity attached to results tables, parents can easily be misled into thinking that a school with a lower score is automatically a “bad” school. Parents then select against that school, resulting in a vicious circle of decreasing pupil numbers and increasing vulnerability / oversensitivity to fluctuations in the performance metrics. It is difficult to see how Brayton High can easily break out of that vicious circle, given the stage things have reached. (From some of the comments at the consultation meeting which I attended on 25 January, it is clear that for many Selby High parents, there is a considerable stigma attached to Brayton High, and many of those who voiced opinions had gone to considerable lengths to ensure that their child did not attend Brayton.) Amalgamation into a single larger school will help to smooth out these statistical fluctuations, and therefore will allow current Brayton High staff to concentrate on providing a top quality education, without being subjected to the potentially paralysing (and demoralising) fear that they will be judged as “failing” overall, simply because a tiny minority of candidates perform slightly worse than anticipated. Brayton High staff will also benefit from the support of a much larger colleague-base, with scope for organisational tasks and good practice to be shared. In addition, being part of a larger school will allow Brayton High pupils access to a much</p>	
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wider curriculum, and will also offer more potential for streaming within year-groups, so that pupils at all ability levels are suitably stretched and challenged.

Advantages for both schools

Dividing the school into a lower and upper school in the manner proposed has a number of social / pastoral advantages for pupils. When in Years 7 and 8, both our sons complained about older pupils “throwing their weight about”, and this is something which would be considerably reduced, if not completely avoided, by the proposed split. To the extent that the numbers in the lower school on the Brayton High site would be rather smaller than the current numbers at Selby High, the transition from primary school would also be easier; and provided that some joint events are maintained, so that the lower school pupils are familiar with the Selby High site by the point they move into Year 9, that transition should not pose a difficulty.

To the extent that having a larger school creates better career prospects for staff and reduces staff turnover (which seems fairly high at both schools), pupils would also benefit.

Although some staffing changes are inevitable, too high a level of staff “churn” is unsettling for pupils, and can be prejudicial to their learning, especially where teachers in a particular specialism leave and are not (or cannot easily be) replaced.

There may also be increased opportunity for staff with specialist subject interests (eg. Astronomy; minority foreign languages) to provide classes in those areas, because of the higher pupil numbers overall (which will help to make such specialist subjects viable). This may in turn have a positive effect as regards staff satisfaction and retention.

Disadvantages

Operating on a split site will inevitably bring some difficulties, even if matters are arranged so that there is little need for pupils or staff to move between sites on a regular basis. The most obvious of these is the more limited scope for the use of vertical form groups (which both our sons found helpful in settling into the Selby High environment), and also the logistical difficulties of running whole-school / cross-year group activities. For instance, it is difficult to see how the combined school would be able to achieve something such as the very successful staging of the “We Will Rock You” musical which Selby High put on last term.

Similarly, putting together school sports teams, or running inter-house events, would be difficult.

It is to be hoped that the school will give serious thought to ways in which such activities can be continued despite the split-site structure.

The transition process

For me, this is the crucial part of the process. If the proposal is to be a success

<p>and to deliver the advantages outlined above, it needs to run smoothly from the word “go” in September 2016. The following suggestions are offered for consideration in the planning of the transition process, in case they are of use:</p> <p><input type="checkbox"/> <i>Clear, comprehensive and timely communication</i> from senior leadership to staff, from staff to pupils, and from the school to parents, is vital. Staff, parents and pupils alike are likely to find the process of change unsettling, and having good visibility as to what is planned and when it will happen, helps to minimise any fears and concerns. Rumours in particular are highly likely to arise, and need to be pre-empted where possible, and otherwise addressed promptly with an appropriate clarification.</p> <p><input type="checkbox"/> <i>Pupil integration</i> is likewise absolutely key. Particular difficulties are likely to be presented by: (a) the fact that there is some history of rivalry between the two schools and their pupils; (b) the contrasting recent performance of the two schools (Brayton High pupils may feel that Selby High pupils in some way “look down” on them – and this may actually be the truth); and (c) the differential in size between the two schools, with Brayton High pupils in each year group being significantly outnumbered by their peers at Selby High. One possible way to start addressing this issue (this may be something which is already under consideration) would be to invite the Brayton High pupils to attend Selby High’s “activities week” in the summer term. The numbers of Selby High pupils on site that week will be significantly lower than normal (helping to address point (c) above), and will be predominantly from the three year groups where integration will be required (Yrs 7, 8 and 9). The pupils will be out of uniform (thereby avoiding the obvious “them and us” division which would otherwise be created) and will be working on a variety of different and fun activities off-curriculum, with considerable scope for them to spend time getting to know those who will be part of their classes in September. It may also be worth considering some kind of “buddy” system for the first few weeks in September on each site, so that those pupils who are new to each site have an existing Selby High or Brayton High pupil who is responsible for ensuring that they can find their way around etc.</p> <p><input type="checkbox"/> <i>Parental / staff attitudes</i> are also very important. If the transition is to work as well as possible, parents and staff need to understand that they must – at least outwardly – take a positive and constructive attitude to the amalgamation. Even at</p>	
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	<p>secondary level, children will still often take their cue from adult attitudes, and if parents / staff are openly expressing doubts and negativity about the project, this is likely to communicate itself to the pupils. If the amalgamation proceeds, it may be worth being very open with parents /staff about this, and asking them to commit to giving the project their overt support in any discussion with pupils, whilst making it clear that they are still free to voice any reservations or concerns to the SMT / headteacher.</p>	
95		Parent/carer of pupil at Selby High School
96	<p>I am not alone in stating that the proposal to amalgamate Brayton and Selby High Schools has created considerable anxiety amongst parents and, I would very much suspect, the teaching staff at Brayton High school. However, having attended both consultation sessions (including opening the questions on the second day at Brayton), I would reluctantly agree that amalgamation is the most viable solution for returning both schools to a more secure financial situation. I don't accept that Brayton results are a primary driver behind this amalgamation proposal, convenient although the drop in results for 2015 might have been. These results were for a single year and were polluted by the intake from other schools which was made clear by Mr McDonald. Irrespective of this, I agree that they need to be better if we are to strive towards "Outstanding" status which should form the longer term objective of every educational establishment. I work as a Business Improvement Consultant for BT Group and am charged with providing business efficiencies through process, system and behavioural change in order that we can provide continuous and sustainable improvements to the level of service we provide to our customers. Our customers (like your pupils) are our life blood but it is imperative that we consider the physical and psychological needs of our managers and agents (your teaching staff and leadership teams). Whilst I appreciate the headline figures are of concern in respect of financial and examination performance results, I do not believe that anything, in either school, is badly broken beyond a state that cannot be fixed through the introduction of a focussed short, medium and long term measureable strategies. On a voluntary basis I would be more than happy to provide insight on how we would look to approach this from a Business and Continuous Improvement basis within BT. Where I do see the greatest risk to this proposal is (with respect) to the implied Leadership solution. The fact that, from talking to parents at Selby High, the current Headmaster rarely engages with children or parents is of considerable concern. I cannot comment on the quality and frequency of his interaction with teachers but my suspicion (judging by the way he conducted himself during the two consultation sessions) suggests there is a tendency towards an autocratic and non-compromising approach. This is a concern for parents and teachers at Brayton and, on the basis that a Leader requires the permission of his "subjects" to actually lead, then this creates a considerable risk to the proposal to install him as Head of School.</p> <p>The proposal to have a single Headmaster covering both sites also seems to provide scope for unintentional neglect of day to day operational requirements. It is certainly a model that we avoid at cost within our BT centres but to beneficial impact. Mr Eckersey, however, has undoubted Business Development skills that are key to maximising income and revenues.</p> <p>So where does that leave us? <input type="checkbox"/></p> <p>My proposal to the structure of an amalgamated school would see:-</p>	

- Mr Eckersey given responsibility for Business Development across the two sites.
- Both sites should have a Head of School responsible for the teaching performance and learning strategy, pretty much in accordance with existing Headmaster roles and responsibilities.
- Both Heads of School (for an interim period) report and are accountable to a single governing body
- The Governing body reports directly to the Local Authority/NYCC
- The initial Governing body should be rationalised but consist of equal numbers from both the Brayton and Selby Schools. Any imbalance seriously jeopardises fair representation of the interests of both parties during the initial amalgamation period.
- The Business Development director reports to the Governing body for agreement, in principle, to any change/investment proposals.

This would be an interim solution that seeks to: -

- Provide controlled day to day operation of each school with a local presence
 - Ensure common reporting, measures and teaching standards are applied through the Governorship across both estates.
 - Ensures the LA and NYCC are more closely tied into the day to day performance through enhanced interworking and more regular reporting from the Governorship.
 - Ensure performance measures and results are collated, assessed and reported to the LA/NYCC by the body (Governorship) responsible for the welfare of students and the education they receive. It is important that performance and results reflect the true position and are not a state that may have been manipulated to show the school (and its performance) in a false or miss-leading light.
 - Ensure Business development and revenue growth can be given undivided attention by skilled resource that is not distracted by day to day Head Teaching operations.
 - Enhance parental trust in the Leadership through Head of School representation using NYCC designated leaders from both current schools.
 - Ensure appointed Heads of School are familiar with the nuances of their buildings and services and can work with the Business development leader to identify potential solutions/strategies.
- Listening to feedback from other parents I would be obliged if you could give further consideration to a number of additional proposals.
- Potential amnesty on school uniform up until September 2017. This isn't ideal when we are trying to unite both schools under a single banner but I don't see any justifiable reasons for either the schools or NYCC providing financial support in whole or in part when most uniforms will need to be replaced within a year or so anyway due to natural child growth.
 - Travel arrangements - I understand the difficulties that some will have and agree it is most unfortunate for a few cases. However, short of running a shuttle bus from one school to the other at the start of the working day then I'm not sure what else can be done. Perhaps, looking into parental support is one option.
 - Use of current spare capacity on Brayton site. I like Mr Eckerseys ideas on this and in particular those geared towards training/educational purposes. With Telecommunications being an increasingly vital part of our Business and Consumer lives through Broadband, Cloud Products and Services, Internet, Mobile and bundled telecoms solutions, there may be scope for receiving sponsorship to develop part of the site into a communications training hub. I would be happy to look into this in advance.
 - SENCO facilities at Selby High are a considerable concern. Most children requiring this level of support have been moved from Selby to Brayton or Barlby in the past. For integration purposes, these children have to fit into the transition model of all other children. Therefore, a considerable enhancement to SENCO services and support staff will need to be provided at Selby. This is

	<p>likely to be costly but will need to take priority over other anticipated spend at Selby next year.</p> <p><input type="checkbox"/> Branding. The amalgamation will take the best from both schools to create a brand new educational establishment. Neither brand is held in particularly high regard. Enforcing the brand of one school onto the parents and students of the other will fuel further distrust and potential animosity. If this is to be seen as a fair and unbiased amalgamation that is not driven by or in favour of the current Selby Leadership, then creating a new Brand name that covers the interests and identity of both schools seems a sensible and simple solution. By all means, run a competition (I'll go for something like Brayton and Selby District High School or St Wilfreds or something else but retaining the Selby High School name will be a source of disproportionate frustration. Interestingly enough, King Henry I was born in Selby and was a pretty decent monarch at the time. Perhaps we could honour his name and call the school the King Henry High School which would be a half decent compromise and reduce the perception that we are in a "take-over" situation.</p> <p><input type="checkbox"/> Finally, whilst the financial situation needs to be addressed as a matter of urgency, I would urge you to consider whether all the operational and logistical variations between the two schools can realistically be addressed in a robust fashion for the start of the 2016/17 school year. Would, for example, there be an option to amalgamate the schools in a business/financial sense but to take further time to plan and co-ordinate everything that is required to truly unite the way both schools operate. I have considerable reservations that all the required logistics can be resolved in the time between the final amalgamation decision and 5th September 2016.</p> <p>Many thanks for your time this week and for clearly outlining the amalgamation proposal. As I said, during question time, many parents are sensible enough to support (albeit reluctantly) the amalgamation but have serious reservations over the implied leadership. It has the look and feel of a take-over and that is how it is being perceived by many. Your unenviable task is to determine whether their concerns, together with the proposals and suggestions I have included in this document, are credible and worthy of further consideration if not implementation.</p>	
97	<p>Having worked at Brayton High as Deputy Head and Acting Head for 19years in the days when we had up to 1250 on roll I would like to make a few observations. 1. The amalgamation seems like a solution to a problem and I would support the principle. 2. However a split site school a mile apart creates some real problems especially as travel between the sites involves four way traffic lights and a level crossing open several times every hour and queues can build right up to the Brayton site. This would make any movement impossible except at a lunch hour. 3. Most staff would wish to teach both KS3 and KS4 and this would necessitate a lot of movement. 4. However as an interim measure this could be acceptable but not long term. 5 The Brayton site is large and in addition there are playing fields behind , some of which I believe are owned by Selby High. 6.If a two story block of 16 classrooms were built on the Brayton site this would increase capacity to over 1700 and with some remodelling could accommodate the need in the next 5 years. 7. The Selby site which is at capacity could be sold and the money put towards making a super High School for Selby. 8. With budgets under pressure one site would enable considerable cost savings to be made on site management,grounds maintenance, cleaning and back office costs. 9. This would allow the development of a cohesive school with all the staff on one site. 10. I know the Brayton site well and if more space was needed a field behind belongs to Mack and Lawler and could possibly be acquired for extra playing field area. I feel this would be more acceptable to parents and staff. I live in the catchment area and one well equipped school would find favour in the area.</p>	

98	<p>My suggestion would be to keep the children who have already started year 7 at Selby to continue at Selby for year 8. My daughter is year 7, she has settled so well and her grades are fantastic. I feel that moving to Brayton for just one year would be a massive disruption to her and her school work. If this is to happen it needs to be done over time and not rushed. Especially the change of uniform. I bought plenty big enough for # and feel I have now wasted my money. The uniform change needs to be aradual over 2 years as children grow and need new things. I have a daughter in year 5 I will be happy for her to atart at Brayton Sept 2017. I am not against the schools amalgamating but I do think September 2016 is too quick for anything to really be ready and in place. I want to know that # will not miss out or lose confidence after getting used to Selby High as well as she has. Could the year 7 starters for September 2016 start at Brayton ans year 9 or 10 who are more adapted to high school? I would also like to know that the same Selby High rules will aply, for example Brayton aren't allowed to wear skirts, this would need changing and they use phones anytime. I don't agree with this. #'s phone is in her pocket safe until home time.</p>	Parent/carer of pupil at Selby High School
99	<p>Our yr 7 child attends Selby High, we live in Sherburn-in-Elmet. It is unsatisfactory that yr 8 (in Sept 16) will have to move to the Brayton site. This will cause many problems for us and for your school performance. Our son leaves the house at 730 am every morning to catch the public bus to Selby High. If he were to attend Brayton site he would need to catch a second bus - that's four different buses per day. This will severely impact on his concentration in school and after school to complete important homework, which, in turn, will lower his achievement and ultimately the performance of your school. Not only is this travel unacceptable, but it will increase the cost of transport that we have to pay for. It would be much fairer to consider moving those that live closer to the Brayton site (as per regulations for school admittance). It also needs to be considered, that if there is no other alternative than to move the entire year 8, then the council need to extend the transport that they provide to include those outer areas so that our children do not have to catch four buses every day through no fault of our own.</p>	Parent/carer of pupil at Selby High School
100	<p>As a member of staff and a parent I feel that the coming together of two schools will be hugely beneficial to all concerned. I foresee a tough couple of years to get there but once established I believe we will see the community unite. I remember when my eldest attended Selby High School, they were allowed out at lunch initially but it was stopped due to the rivalry between Selby and Brayton. The joining of the two schools will ensure this is a thing of the past. I am actually looking forward to working and learning from new staff and offering my knowledge in return. Together, and only if we all work together, we can really make this work.</p>	Member of staff at Selby High School
101	<p>I am concerned that French may be dropped from the curriculum if the merger goes ahead. The local primary schools have worked hard to establish a skills base and an enthusiasm among the children, which does not seem to be valued by the local high schools.</p>	Headteacher at Riccall CP
102	<p>As a headteacher of a local primary school I have heard via my ML leader that Selby High no longer intend to teach French as part of the curriculum. If the two schools do amalgamate and French is not taught to any of the children then what would be the purpose of teaching French at primary level? It was decided many years ago that all primaries would teach French to ensure continuity at secondary school but this it appears has been taken away without any notification or consultation.</p>	feeder school
103	<p>Maybe only send new year 7's to the Brayton site because everyone else is use to the facilities at Selby high and they don't want to be taken away from that.</p>	Pupil of Selby High School
104		Member of staff at Selby High School
105	<p>I am concerned by the following: 1. The PASTORAL SYSTEM: how is it possible for a meaningful pastoral structure to be developed and maintained in</p>	Member of staff at Selby High School

	a school of 2000 students across two sites? Areas that will suffer include: vertical tutoring, opportunities for prefecting, house responsibilities, peer mentoring (eg paired reading), staff relationships with students, SEN provision. 2. WORKLOAD: staff are currently suffering under a massive workload caused by multiple new initiatives and inspections. On top of this several curriculum areas are having to rewrite dozens of lessons due to changes in exam board specification. Any further workload is sure to lead to an increase in absence, loss of staff and a drop in standards. 3. LONG TERM provision: how is it possible for talented staff to be recruited and retained when they will have to move across two sites? Very few people would want to teach solely at a Y7/Y8 school as it would limit career progression. Seeing as movement will have to be done in our own time it will be a huge disincentive to staying and teaching at either school.	
106	We chose Brayton High School as it is a smaller schools and felt our son would learn so much more and wouldn't get overlooked. At Selby High the children get pushed around in corridors which I felt is a health and safety risk. I have friends whose children go there and there is a BIG issue with bullying which does not get dealt with. I feel it will be a BIG mistake for the schools to merge. I am happy with Brayton High School, my son is happy there and I am proud to say my son goes to Brayton High School.	Parent/carer of pupil at Brayton High School
107	As a governor of some ten years' standing at Selby High School, I wholeheartedly support the proposal to merge the two schools; the overriding motivation of the governing body at Selby High is to see an equality in provision/facilities across the two sites in order to ensure that all children from the area have the opportunity to share in the benefits of the progress made by Selby High over the last decade. While there will undoubtedly be short-term challenges in the proposed reorganisation, I have every confidence that the move will be beneficial for both schools in the future. It simply cannot be right that local children (sometimes from the same streets) receive such varying chances of success in their education simply as a result of their postcode!	Governor of Selby High School
108	This is an excellent proposal which should certainly be followed through	I am a Governor at Selby High School
109	BLACK UNIFORM	
110	I have many friends at Selby High I think it would be very good I don't see a problem with it	Pupil of Brayton High School
111	I'm not bothered about uniform or badge or anything, as long as my education is good.	Pupil of Brayton High School
112	No vertical forms. Black Uniform. Change the name. Change the logo to like swans and stuff.	Pupil of Brayton High School
113	No forms with mixed years change the uniform and badge better equipment	Pupil of Brayton High School
114	The school logo should be two swans hovering over the school on Brayton`s logo. The uniform should be the same. We should have an induction day for the people moving to Selby so they can see what they are going to experience next year. I think we should have houses and forms.	Pupil of Brayton High School
115	I know where to go in Brayton high school but I don't know where to go in Selby high school and Selby high school smells like somebody smokes in the place and Selby's students threaten people and I think its not appropriate for Selby to take over Brayton high school.	Pupil of Brayton High School
116	If I am honest I really disagree with this change. If it is definitely going to happen I would like our form to be one form for a month or so we can settle in. I really cant be bothered with walking all the way to Selby high, one of the reasons I went to Brayton was because it is about 5 minute walk. Black blazer Black trousers White T-shirt KS3 navy blue and black tie KS4 red and black tie Vender High. Vender is German for change.	Member of staff at Brayton High School

117	please can the year 8s have unlimited access to gaming websites in free time you can still ban YouTube at schools ^_^ also can you have a induction day and free lunch for Mondays. cheers	Pupil of Brayton High School
118	LOT'S OF MUFTI DAY'S!!! ^_^ GAME WEDSITS NOT TO BE BANED^_^ Thanks	Pupil of Brayton High School
119	i think for everyone to feel 'together' we should all have one new uniform - we have talked about this and think that the uniform now in use for the Selby yr 11 student would look best. Another point to make about inclusion would be to perhaps have a two or three at the school you will be attending at in September to mix with other students. this would help massively with making new friends ect. maybe even preventing 'sides' in September. i think this should happen before September, as soon as possible.	Pupil of Brayton High School
120	i leik it cuz it sik n gud init m9 lol rekt	
121	I think that it is a good idea due to more people in Selby means that there is more of a possibility of making new friends. I would prefer and completely new uniform and school name (e.g. Belby, or Sayton.) I think that all the year 8s from both schools should get together a couple of times before September and by doing this we could get a head start on making new friends. learning a new bigger school is a bit scary and also a bit worrying. I think that the people who are moving to Selby should get a decision on what clubs to add.	Member of staff at Brayton High School
122	As a pupil I went to the consultation. I put up my hand to make it aware that I wanted to ask a question but was blatantly ignored and was surpassed by the head person. When I went to talk to the head of Selby High School I was told that though it was his pupils that were targeting the Brayton pupils we must come off Facebook. This made me angry as it is his pupils who are causing problems and deliberately starting arguments. There has also been problems with violence on the buses towards the Brayton pupils and it concerns me that if this is happening in the short time on the buses what will happen if we are in the same corridors and on the stairs. It also concerns me as to what is going to happen with the uniform and name of the school. I personally think that we should have a new name and uniform but also who is going to pay for this as I know that personally my family cannot afford another uniform. Hope my views can help. Thanks	Pupil of Brayton High School
123	The one thing im excited about this change is that I will see or even meet my old friends from primary school. However the school is really big and I might get confused. You could help me by putting a map out for me so I know where each lesson is. Also I wont know who's in my form group so you could invite us for a few weeks to spend time with the form were in and get to know people in the form.	Pupil of Brayton High School
124	new uniform(all black) same name: Selby high school induction day (2 or 3 days) have your form as your year group pick people you want be with in your form	Pupil of Brayton High School
125	new uniform keep name as Selby high school new logo a few transition days where we go to Selby high for about 3 days before September to see what its like have form with your year group pick someone that you would like to be in the same form as	Pupil of Brayton High School
126	Questions: How much is the new uniform going to cost? If we get a new. What colour is our new uniform going to be? What is happening to the Ks3 and Ks4? What is happening to the teachers? Friends Are we staying with all our friends in the same form? I don't want to leave them, they are the only friends I have.	Pupil of Brayton High School
127	introduction day before summer hols abbey high school as a new name for the school to have some of my friends in my new form to have I know while I work and also at lunchtime	Pupil of Brayton High School
128	I don't think it should happen because I personally came to this school because of how small it was and it is easy to target problems.	Pupil of Brayton High School
129	What will happen to the teachers? What will the school be called? What will happen to the uniform? Why has nobody been held accountable for the deficit	Pupil of Brayton High School

	in both schools? Why do parents feel like when they respond to the council their opinion is not being listened to? Parents chose Brayton because of its community feel and the class sizes, if the amalgamation goes ahead what will happen to the class sizes? What has made the two schools get so bad in deficit?	
130	Will we have to buy new uniform and how much will it be? What will the school be called? Will I be with my friends and my form? How has the school got into so much dept and never let the year 6 parents know the situation? My Mum says: 'I don't want my children going to a LARGE school. I want the CHOICE to send them to a small school.	Pupil of Brayton High School
131	new uniform - preferably black new name; Selby/ Brayton = SATAN. or the word for change in a different language. German for example; Veränderung	Pupil of Brayton High School
132	i think it is a good idea because we meet new friends, most of Brayton would like a new uniform and new school name (e.g. Sayton or Belby .) i think we should meet some of the school first before moving.	Parent/carer of pupil at Brayton High School
133		Pupil of Brayton High School
134	I'm very excited to be joining Selby high	Pupil of Brayton High School
135	Personally I believe that we should not be treated differently to the Selby high students, and should not be taken into after school or lunchtime intervention due to the fact that it is not underbour control that the schools are merging together. I don't think it is fair.	Pupil of Brayton High School
136	I sent my child my child to Brayton High School because of the small classes sizes, and that has been beneficial to his learning, if this amalgamation is to go ahead, the classes will grow dramatically and I don't want him his education to be affected	Parent/carer of pupil at Brayton High School
137	Personally I believe that us as students would benefit a lot more by staying at our current schools. With me currently being in Year 9 the move will effect me a lot as I will be moving into a new environment for my options and GCSE's. Also the member of the LA which lead the consultation was very rude and we didn't get a say in what is happening. The "consultation" was more of a "getting told what was happening". Also the idea of intervention is a very bad idea as all Brayton students have already said they won't be attending them and they are not bothered about the punishment, except they probably won't go to that too.	Pupil of Brayton High School
138	At Brayton high school we haven't started options unlike Selby high school who have started already which would put us at Brayton high at a disadvantage, we have also been told that we would have to attend intervention everyday to catch up on the GCSE work we have missed out on	Pupil of Brayton High School
139	My child must get back home quickly after school, to look after her younger siblings, yet apparently students at Brayton may be forced to take intervention sessions. Personally, I believe that Brayton students should be able to catch up at school, not in their own time.	Parent/carer of pupil at Brayton High School
140	My daughter has got serious concerns on how the current situation of amalgamating both Selby and Brayton high school. She is currently in year 9 and i believe that this is the year group that will get mostly effected, with her being in Brayton I feel like she will have lacked in serious lesson time that could possibly effect her job in the future due to the fact she will not have the correct qualifications required for a good job.	
141	As a year 9 at Brayton I do not think it's fair to merge us with other year9 that are already 6 months a head on GCSEs also it was stated that we would catch up after school. I think that this is unfair since it would use the time that you are supposed to spend on different things such as socialising, doing sports and homework. I feel that we will be the most affected year and that it isn't fair for us to learn 6 months of work on top of regular work. It is also quite intimidating to merge with a school larger than our own.	Pupil of Brayton High School

142	I think this is a very bad idea to amalgamate as the only reason that people went to either school is because they didn't want to go to the opposite school. People that may have got severely bullied by Selby high or Brayton high people will be reunited and the bullying will continue. Also, the budget does not work. The people from Brayton high have not started their GCSEs but Selby has. Selby is 6 months ahead of us already and it will not be a good idea to have after school interventions. People will start to rebel and not do it. You are stupid if you think that most people are going to be pleased about this. I have recently moved schools and I came to Brayton high. I only went to Brayton because I hated Selby. There wasn't the courses that I wanted to take. When we amalgamate, I will definatly move schools again. I will not stay after school for interventions because I have dance. Dance is my life and I am not about to give it up because of this crap decision thank you.	Pupil of Brayton High School
143	As a student at Brayton High school, i'm not happy about the merging of the schools together. I have bad anxiety so when you put me with a bunch of people I don't know or that i'm comfortable with, I start to stutter and I have bad speech. I'm currently in year 9 which means I start my exams next year. I haven't been told anything about my options which makes me worried, when we all got told about the schools being merged, we got a load of rubbish from Selby were they were telling us that they will bully us till we leave? I don't know about you but I don't want to go to a school where I feel threatend and intimidated. A big concern that I currently have is that I will separated from my closest friends. I think that you should just keep it as it is but have a head teacher over two schools - if you want more options you can move to Selby. If you did this, we wouldn't affected as much as we are now.	Pupil of Brayton High School
144		Pupil of Brayton High School
145	Yum	
146	Fit guys	Pupil of Brayton High School
147	I am a year nine student at Brayton High School. I am extremely unhappy about the talks of Brayton and Selby becoming one. I am unhappy because Selby year nine students started their GCSE's a year before us, and for some reason which I do not personally understand, you think it's acceptable to make Brayton's year nine students come back after school for catch up. First of all this is completely unexceptable, why should we have to give up our own personal time just because you've decided to make Brayton and Selby collaborate. I think it would be better for both schools (especially year nines) if Selby redo what they've already done and Brayton year nines carry on where they're currently up to and Selby do the same work as Brayton. I think this would be a good decision to make because then eventhough Selby will have to redo some work, surely it's better to do this than have Brayton year nines come back after school and be on catch up and be expected to learn the same amount as Selby year nines in a smaller amount of time. Although I am annoyed about this, I am also very excited, I know many students at Selby, and I have also heard many great things about Selby's teaching and facilities. I am excited to	Pupil of Brayton High School
148	I am a year 9 student at Brayton High School and I think it is unfair that I have to move to Selby High School at the start of year 10. I will be a year behind on my options and I will be unable to attend after school intervention sessions or catch ups because there is only one school bus that will take me home and both of my parents have full time jobs. I already knew the options I wanted to take and they were all available at Brayton High School. I am fairly shy and I know I will not do as well as I could with new teachers and new classmates. I think it would be a better idea to leave us at Brayton High School until we have completed our Gcse's. Then you could move the current year 8's to where you think is best. I hope you take my thoughts and feelings into consideration. Lauren Watkinson	Pupil of Brayton High School

149	<p>As a student in my 3rd year of High school education at Brayton High, I suggest personally that we have a day were students from both schools have a day together to learn to get on so no rivalry is there. Also if Brayton High students are going to be kept behind to do extra work to catch up on options instead there are clubs for both schools so if there are pupils who feel like that need extra support it is available. As a student who has been to look around Selby High to move early I felt that the funding just needed to be shared as their facilities are much better then Brayton's therefore if this has happened due to funding reasons then what's going to stop this happening again in the future for the bigger school, as there will be more students the school will need more money to keep the technology up to date. Personally I am pleased with the new arrangements about the new big school however if you put years 7&8 at the Brayton sight then the higher years at the Selby sight then you are letting bad tension happen between the higher and lower years. What about the students who have moved from Brayton to Selby? Or from Selby High to Brayton due to bullying or unacceptable behaviour from other students,</p>	Pupil of Brayton High School
150	<p>As a year nine student at Brayton High School, I can say that I am more than concerned about my future more than the average thirteen year old should be. Brayton runs a system which allows students to study their options over two years with more lessons were as Selby do their course over three years. Overall, I am very concerned. I went to the consultation and I quote, a Selby High representative said that Brayton students would be given "catch up lessons after school to progress in their studies" This is not an acceptable solution. Pupils need buses and I for one have responsibilities outside of school which prevents me to attend things after school. This is what I propose as a solution. I think that the year nines and tens should be left to follow Brayton Highs system, completing their courses in two years. This would be sure to give us students confidence as I am speaking on behalf of a group of students who all have the same views. We are all also worried about being confronted with the Selby pupils. If you cannot see the rivalry between us two schools you are not in a fit position to be part of the merge. For our safety alone, I hope you leave us a Brayton until we finish. Thank you.</p>	Pupil of Brayton High School
151	<p>I personally think that the current year nines studying at Brayton high school are at disadvantage because we have not started studying our GCSEs unlike Selby high school students. Following this, I do not agree with being made to stay behind after school to go to a 'catch up' lesson as my parents have full time jobs and I have to look after 4 younger siblings after school. I think as this amalgamation is meant to the students benefit, we should have a say in our education. I think that key stage four should stay where they are. As I have studied at both schools, I have a perspective on both. After moving on my own back, to study at Brayton to get more out of my education, I do not like the thought of being made to move back to a school where I moved away from as a result of bullying. Selby high school is meant to have a zero tolerance to bullying, but I have experienced this first hand and this is not the case. People are constantly judged and laughed at. There are far too many students. I do not think that this move will be benifical for my year. The years below me will not be affected as much as my year will be. Also on behalf of all parents, buying new uniforms, having to buy a new uniform will no</p>	Pupil of Brayton High School
152	<p>I'm against the proposal but it has to happen or our school will be in debt. But when it does I think that we should identity so that it doesn't look like a Selby 'takeover' so new name, uniform and logo to make the school a fresh start. I also think that (since i'm in year 8) all years should get to look around the school(1) so then we can adjust to the surroundings,(2) meet the teachers(3) meet new people so we wont be scared and intimidated.(4) we can try our options.</p>	Pupil of Brayton High School
153	<p>I'm not against the proposal because it has to happen but I think that when it does happen the students should have a say of what can happen and the changes that can be made. For example, so it doesn't look like a Selby `takeover` we should have a new identity, behaviour system, uniform and logo to make the school a fresh start. I also think that (since i'm in year 8) all years</p>	Pupil of Brayton High School

	<p>should have induction days with each other, going to the buildings they would be in in September so (1) We can get used to the surroundings (2) We can try our options (3) We can meet new people (4) So we don't feel as scared and intimidated when we merge (5) We can choose 2 people from our form to go with us. I also want to try out all the different options so I'm prepared when we merge. I have to travel about 3 miles everyday and on the bus for me it takes 30 minuets, I don't mind this but I feel for the people who live in Brayton and would have to walk all the way to Selby each day, a transport arrangement could be made. All together I think that this is a opportunity for a rivalry to end, to get more options for GCSE`s and to build a better community.</p>	
154	<p>I am not totally against the amalgamation, however, I do not want my child (who is in year 7 at Selby High) disturbed when he has only just settled in his first year. He will spend one year at Brayton High to be moved back again to Selby. Having to settle a child 3 times at 11 years old is unfair. He likes his form tutor, teachers an the school in general. Selby High was my childs first choice. Brayton High was not even an option to him. My son did not even want to attend the open evenings. One of the reasons why my child chose to attend Selby High School was due to the fantastic facilities which the school has to offer. He will not be able to use these facilities if he is moved to Brayton High. Selby High was also a top choice due to the location. It is in walking distance for my child and moving to Brayton would mean an extra hour of walking for my son each day. On the Selby High website, Mr Eckersley writes: This close-knot family approach means that brothers and sisters choose from the experience of their older siblings to come to a school, staff and top class facilities. I attended this school myself, as did my daughter and other son. All three of my children have been in Polin house. My youngest son has even been placed in the same form room as my daughter had when she was at Selby High 4 years ago. My youngest son chose this school due to the fantastic experience which my other children have had and unfortunately he will not be getting the "top class facilities" and "close knit family" if he is moved to Brayton High School. Mr Eckersley uses "choose" in his welcome message on the website. The current students at both Brayton and Selby will not get a choice of whicj school they want to attend if the amalgamation goes ahead. The year 7s at Selby High will be separated from their mixed from groups (which at the open evening last year, "mixed" form groups were emphasised and seen as a unique system). This system has worked and my son is friends with students of all ages. On the letter which was sent out from the North Yorkshire County Council (highlighting the proposal for amalgamation) - it emphasises that parents and pupils could raise their views and concerns at the meeting. How could we do that when the rude pompous man whom chaired the meeting interrupted every parent and never gave a straight, honest answer, he avoided the truth. The education system is supposed to be about the 'children' but in fact they are letting the children down. It is taking away a child's choice. A teacher at Selby high School has told my year 7 son that he will not be moving to Brayton which made him feel better as he trusted him. Evidently after the meeting that is not the case and my son feels upset and let down. If you want to know more about the concerns which parents have - check the 'Save our Selby' Facebook page where there is over 150 comments from upset and concerned parents. It is ironic that the amalgamation proposal has been discussed in the 'Save our Selby' site as that is what the community thinks - that the traditional Selby High School is going to be ruined if the amalgamation goes ahead. Over 100 years of fantastic teaching, brilliant students, outstanding facilities and awards for its excellence in Arts and Science. That is why my son chose Selby High School in the first place.</p>	Parent/carer of pupil at Selby High School

155	<p>At Thorpe Willoughby Primary school, we fully share the concern of our colleagues in our Selby Schools MFL Cluster with respect to the teaching of MFL. It has come to our attention that French will no longer be taught in Year 7 when the two high schools merge. We have a well established curriculum – following the North Yorkshire Schemes of work- and the teaching of French has been wholly integrated into the timetable for several years now. This introduced following a consultation with our local schools and local feeder secondary schools. At this time, all secondary schools were teaching French. One of the advantages of starting to learn a foreign language at primary level is to develop a level of confidence that they can build upon at their chosen high school. Our schools have put a great deal of effort into setting a common goal and sharing good practice. It would be such a shame to waste such well-established basic language and confidence! Furthermore, in the proposed merger you would have all the expertise required since there is a teacher of French, currently teaching at Brayton High School We hope that you will give this matter thorough thinking and continue to offer French to our young peop</p>	Governing Body of feeder primary school
156		Teacher
157	<p>I do not support the planned merger between Selby high school and Brayton. I have two children at the school, years 9 and 7, I am unhappy about the planned disruption to both my children's education, my youngest daughter will be attending the Brayton site from September if the merger goes ahead. this does not have the same facilities as Selby and leads to difficulties having two children at different schools. I also have concerns how the cultural changes will be managed, there is a lot of competition between both schools and I think and the evidence suggest this will be difficult to overcome and risks dropping standards across both schools. I feel dissatisfied that Brayton was left to get into this situation regarding results and it should have been addressed sooner. Competition and choice I believe are important in choosing schools and the planned merger takes this away from parents.</p>	
158	<p>Overall, we are very positive about the proposals, if this is the most effective way to improve standards of education. Our children are in Years 5 and 3 of Brayton Primary School at the moment. Our suggestions include: 1. having a new name. Although the name of Selby High School does have some logic, we foresee that a new name would help in creating a fresh start where all students are integrated rather than accentuating historical differences. 2. we would hope that the residential visits could continue e.g. Year 7 Bewerley Park, as this is such a valuable method of developing teamwork and social cohesion. Probably considering the large year group, this may have to be done as two trips. Could other residential be developed too to help foster student bonding, team working skills and the new identify of the school. Happy children learn well and happy teachers teach effectively. We hope that both of these will happen.</p>	None
159	<p>Brayton High School is a prime site with lots of potential. Intake numbers have increased and as housing grows in the area it will continue. Brayton High School should build relationships with the local primary schools like the new one at Staynor Hall and Thorpe Willoughby so numbers increase from these and other schools. The amalgamation will not solve any financial problems in the short term and Selby predicts in house debts of £237,000 next year. Brayton High has had some unfortunate circumstances which has resulted in no proper leadership for a while. There are other factors which affect last years GCSE results and statistics are deceiving. If Ofsted did get involved and see a need then further support will be given, there are specialist Head Teachers who can be head hunted. The consultation meeting at Selby highlighted the animosity and hatred Selby High has for Brayton, this is not an environment that will provide the best education for the pupils or the best for their well being. Fund raising and using the schools resources can generate finance. Brayton can do this without Selby. It is too much unnecessary disruption. Other options need to be considered.</p>	Parent/carer of pupil at Brayton High School

160	my son has learning difficulties and ADHD he went to Brayton due to the low numbers of children attending he has a good rapport with the teachers and is doing really well. he also went there as he was bullied in his previous school of which one was very serious and i do not want my son to subjected nor be put through this yet again and the other children all went to Selby high my concerns are that if this goes ahead this will begin again and his mental health could go backwards and deteriorate.	Parent/carer of pupil at Brayton High School
161	The public presentation power point stated that SHS had a very good pastoral team but there was no mention of the outstanding grade received in 2014 by the Brayton Behaviour and Safety team. Is this because the SHS pastoral team are to keep their jobs and the BHS are not?	Member of staff at Brayton High School
162	At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff? If not when would plan on informing the staff of the reduction process and reasons for this?	Member of staff at Brayton High School
163	The public presentation power point stated that SHS had a very good pastoral team but there was no mention of the outstanding grade received in 2014 by the Brayton Behaviour and Safety team. Is this because the SHS pastoral team are to keep their jobs and the BHS are not?	Parent/carer of pupil at Brayton High School
164	I feel it very unfair that the teaching staff of Brayton high school have been branded as poor teacher's throughout this consultation process!! They do a fantastic job especially as they have to teach such varied abilities in each class!The teaching profession is losing good teachers daily surely we should promoting such people not condemning them!.	Parent/carer of pupil at Brayton High School
165	At the meetings the finances of Brayton High were highlighted. Much of this is due to the number of students at the school! Why then when Selby High School is almost full will they be achieving a similar deficit next year. If they are struggling to manage their budget now, surely the problem will be greater with a larger school on two sites and a smaller budget.	Member of staff at Brayton High School
166	How can we be assured that the new larger school will be financially viable and that budget deficits will not spiral out of control again?	Local resident
167	What are the projected numbers of young people due to start secondary school over the period of the next 6 years?	local resident and tax payer
168	Will the panel be accepting the offer of some air time from Minster FM?	local resident and tax payer
169	In order to fully understand the motivations behind the takeover could you please confirm whether or not any members of management in either school will benefit financially if the decision is to go ahead. Specifically will anyone on a final salary pension scheme benefit if their salary was to increase just prior to retirement?	
170	I was very concerned after reading articles in Selby Times regarding the amalgamation of Brayton High School and Selby High Schools. Surely the priority is the best outcome for pupils and students, not the best option for North Yorkshire County council. What would be the outcome of government intervention and would it be a better option? I read in the national press that many state schools are out performing private schools. Why aren't ours? Brayton High school was the choice of parents and children who felt they would develop better in a smaller and closer environment. Not to mention those with special needs who not be able to cope in a large school. With the 'fusion' of the two and the divisions involved this choice has been taken away. Only two years ago Brayton High school was promising prospective students a bright future, with plans for refurbishment, they had a good head teacher and staff. What went wrong? These children are our future and must be given the best opportunity to fulfil their potential. The foundation of which lies here and now. We cannot afford to get it wrong again.	

171	<p>1. Concern at number of people excluded from consultation evening - bad planning? 2. Change of name eg Brayton & Selby High School. 3. Debt to be written off. 4. Staff travel between schools NOT pupils. 5. Uniform "problems" 6. As few staff changes as possible to aid continuity & settlement of pupils and staff. 7. Hopefully the Head at Selby High will now speak better of Brayton. 8. Avoid "Academy" status. This bit is a 'water under the bridge' comment as we are talking about NOW and there are future years students. Brayton should never have been built in the first place. I was a teacher at Selby Grammar School when reorg was being planned. I was also a District and Town Councillor and NUT rep. The original plan was for 11-18 comprehensive at Selby (on Grammar School site) to be SELBY HIGH SCHOOL, STAYNOR HIGH on Selby Secondary School site, BARLBY HIGH, SHERBURN HIGH & Tadcaster & Holy Family Carlton. Many teachers objected & refused to send children to STAYNOR on council estate! - so a campaign led to collapse of Staynor "emergency" building of Brayton. FIVE YEARS LATER contentious decision to change to 11 - 16 + Selby Tertiary College - to which I moved as a lecturer in 1984 out of all this we have the collapse of BRAYTON and overwhelming success of SELBY COLLEGE!!</p>	<p>Grandparent of pupils at Selby High. Member of staff at Selby High School 1970 - 1984 (Head of RE). District & Town Councillor</p>
172	<p>Has consideration been given to the number of trains that close the route from BHS to SHS in a day and the effect this will have on staff and lessons?</p>	<p>Member of staff at Brayton High School</p>
173	<p>At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff?</p>	<p>Member of staff at Brayton High School</p>
174	<p>On the last page of the document the in year financial position by 2018/19 is - 179,533 as separate schools as opposed to -184,533 as an amalgamation. Question: is this option a financially viable one?</p>	<p>Member of staff at Brayton High School</p>
175	<p>1. The strong ill-feeling from Brayton to Selby was clearly evident at the meeting and it is apparent the amalgamation is viewed as a Selby takeover. 2. I was not convinced by the financial argument. I work in education and didn't feel there was transparency concerning the figures. It wasn't made clear how two schools in deficit can not be in financial difficulty in the long term without staff reductions in the future. Whilst economies of scale might reduce some costs it wasn't made clear how both deficits would be substantially reduced. 3. My child is currently in Year 9 at Selby and has begun three year GCSE courses. Whilst it was made clear that Brayton students would need to be taught in separate groups next year as they will have to undertake GCSE's on a two year cycle, I'm concerned this will impact my daughter in Year 11 if groups are merged at various stages of their education. The current changes to GCSE's are already confusing both for staff, students and parents and those currently studying need to be given the least possible disruption. 4. Clearly new housing in Selby will mean increasing pupil numbers. Surely this is a time to improve both schools and ensure choice remains for parents.</p>	<p>Parent/carer of pupil at Selby High School</p>
176		<p>Parent/carer of pupil at Selby High School</p>
177	<p>May I start by saying I'm very disappointed that the local authority has let Brayton High school get into the predicament it is now facing, if my child were at the school I would feel incredibly let down by the local authority, may I also express how unprofessional I felt councillor Barker conducted himself throughout the meeting I think his people skills were lacking that evening. It appears from the meeting that the merge is the only viable option to take so as to ensure that Brayton pupils continue to receive a good continued education, the proposed idea that year 7 & 8 will be based at the Brayton High site does seem to be obvious conclusion seen as Brayton at the moment is not capable of accommodating more pupils seen as half the school is not in use and has not been for several years, one concern I have about the merge is the increased volume of traffic along Leeds Rd particularly near to the school due to pupils from Brayton and surrounding areas having to now travel to Selby high it is already chaotic at school start and leaving times due to parents parking alone</p>	<p>Parent/carer of pupil at Selby High School</p>

	Leeds Rds on both sides of the road, also the school car park is not sufficient And teachers are already parking along Leeds Rd	
178		Parent/carer of pupil at Brayton High School
179	<p>I am so disappointed with the possible amalgamation between Brayton High School and Selby High School. I cannot understand how Brayton High School has got into so much financial difficulty, especially due to all the new houses being built in the Selby area- turning the small villages into larger ones, everywhere you look acres of land are being taken over by more houses – if the schools cannot cope now, why keep on building more houses? Surely Brayton would have had some funding from the houses that were/are being built? – What’s happened? Firstly it was only 2 years ago when Brayton School promised and I was led to believe that Brayton would have a good future for my children and was then told they were then planning to refurbish the upstairs of the school too. I was impressed with the ‘ethos’ of the school and chose Brayton as it was a smaller school, smaller classes and experienced teachers. Again when I looked around the school in October 2015 for our son, nothing at all was mentioned of the school being in financial difficulty so it seemed to be a good choice for him too. We felt our children would be treated more like a person than as a number, as they would just be lost in a crowd in a larger school. My daughter is in year 8 and she is happy and settled at Brayton, her confidence has grown, she has a nice group of friends and she has some good teachers too. Understandably some teachers have left as their future is uncertain at the school. My son is now in Year 6 he has special needs, learning difficulties and suffers with anxiety a large school will not at all be suitable for him, even though I had tried but been unsuccessful to send him to a smaller specialised school with specialised teaching. Therefore I chose Brayton for him as I understand the special needs and SENCO at the school are excellent, as well as again the classes being smaller. He is extremely vulnerable, he will struggle catching the bus as his elder sister would be at the Selby High school site, he will find it extremely hard to cope with anyway even at a mainstream high school, never mind an even larger high school. He will just get lost in the system and left behind along with other students. This being the case, one size does not fit all. Just how big are the classes going to be? Will each child thrive and receive the education that they need and deserve? All of these children are individual, with different personalities, abilities and needs they are our future and they deserve the best start we can give them. I am saddened, worried and disappointed that this seems to be the only scenario to merge the schools together, surely why can’t the government step in and bring the school up to standard? – would this not be the better option? I think so, I think this would be the best option for our children. Or as previously suggested to try for Academy status – even though we’ve been told there’s not enough time – Surely someone must have known what’s been going on before it’s got far too late and into this state. To me it seemed quite clear from the meeting it was all about finances and not our children although I believe I was lucky that I managed to attend a meeting, as to be honest, I dread to think, as the meetings for the parents weren’t properly organised some parents were turned away, how on earth NYCC think they can possibly think/organise of amalgamating 2 schools. Also mentioned from parents at the meeting was bullying between the pupils/schools; to be honest some of the parents attitudes were appalling and this would only instigate onto their children and create further problems, also parents attitudes not wanting Brayton teachers teaching their children and vice versa. This is just the beginning of a problem between the schools and our town and it is just not good enough for our children’s future. There’s also the additional and excessive cost of the uniforms too, when most parents have paid over £150-200 for blazers, logo’d PE kit tops, including joggers, jumpers, Reversible tops, and we will have to pay out again, these are hard times, people losing jobs, hours being cut, many parents will have difficulty affording more uniform and not only for one child but for other</p>	

	siblings too. I am disappointed that our choice maybe taken away from us and we haven't been given the opportunity for OFSTED to review the situation.	
180	The Parish council are concerned that links to Brayton primary schools will be lost - this needs to be encouraged and built on. Help should be given to over subscribed primary schools.	Local Parish Council
181	<p>Dear Mr Dwyer. With reference to the above I have a child in Year 11 and a child in Year 8 at Brayton High School. I have completed the response form and written to Suzanne Firth but as you are the director of Children's Services I wanted to also write to you directly. I do not think the amalgamation should go ahead. Brayton High School is a good site with lots of potential. Unfortunate circumstances have left the school with no proper leadership and this does need addressing. In these circumstances specialist people can be 'head hunted' who have dealt with similar scenarios and have the skills to bring the school forward. There is no benefit by amalgamating the schools and causing such disruption when other options are available. With the local community growing this is a positive for Brayton High School and to keep both schools will give people a choice. Brayton High school should build relationships with the local primary schools especially the new school at Staynor Hall so it is seen as a normal progression to attend Brayton High. As Selby is reaching full capacity there are processes already in place to allocate the spaces. Selby High School and Brayton High School both have a 'Good' status from Ofsted with the Brayton report being more recent. They can work closer together to benefit from buying power, without becoming one. The results of last year can be deceiving, as we all know, especially within a small school. There are good teachers and high standards we just needs the correct leadership. There are further options to generate finance at Brayton High School which were briefly discussed at the consultation evenings and these are things Brayton can move forward with but keep its own identity. As this process seems to be going on in many schools all over North Yorkshire I do feel the decision has already been made and public opinion does not seem to matter. It is probably a waste of time to put forward other suggestions and Carolyn Bird said at the consultation evenings there is no contingency plan. So, my main reason for this letter is if the amalgamation goes ahead my main priority is my daughter's education and well being. After attending the consultation evening at Selby High I was very shocked at the absolute hatred and venom for Brayton High School. I was not educated in either school but was aware of some friction. I attended their open evening when my son was making his choices and listened to Mr Eckersley bad mouthing Brayton High School then (even though he did not specifically name the school it was very obvious). At age 11 my daughter did not want to attend the school and at least then she would have been an equal. Now at a very vulnerable age and critical stage of her education she will be forced to go as a minority, who is seen as inferior and not wanted. Over recent years the government has spent a lot of time and money dealing with bullying and children's well being at school as it became more recognised the devastating affects it had on their futures. To enable them to thrive and reach their full potential they have to feel happy, confident and comfortable in their environment. If the amalgamation is to go ahead the children going in to Year 9 and 10 need to have transition days before the summer holidays so they do not spend all the summer worrying and getting more anxious. It would be best for the current Year 8 and 9's from Selby to spend a few days at Brayton first, so those pupils are in their comfort zone. Then the following week the Brayton pupils to spend a few days at Selby, as that is where they will have to attend from September, and they can become slightly familiar with it. Also for the process to be done in the opposite way for the children going in to Year 8 and the Brayton pupils to visit Selby first as the Selby pupils will have to attend another school for 1 year. To conclude if the amalgamation has to go ahead against the public wishes then please ensure it is done in the best possible way and the situation between the two schools has got to be recognised. As mentioned by Carolyn Bird there will always be casualties in a big change like this, unfortunately it looks like my daughter will be one of them, but every child</p>	

	still matters. The better future for our children is to have two High Schools providing an outstanding standard of education in our local community, and this is achievable, if only it would be considered. I understand you can not reply to letters but please can you acknowledge receiving and reading this.	
182	I think it is a really good idea to amalgamate the two schools. Currently, students in the town of Selby are getting a very different education, and therefore life chances, depending on which school they choose to go to. If young people in Selby are to have an equally good (to outstanding) education, it is vital that the two schools are brought together under the same leadership and governance. Students in Selby should all have the same opportunities, this will allow this to happen.	Member of staff at Selby High School
183	I understand the need for the amalgamation but also feel for it to be successful it needs to be given a new name and uniform uniting the students as one school instead of an us and them scenario. I am slightly worried for the Brayton students if this does not happen as there has been animosity between the schools for a number of years, not helped by the Selby head teacher insisting on putting down his neighbouring schools at every chance he gets (open evenings for new students especially). I, as a parent of a Brayton student worry about this negativity still being placed on Brayton students if they just become part of Selby high school rather than the school being given a new identity. I also do not agree that things have not already decided as i know of certain Selby high governors who are going round telling people that the name or uniform will not change!!! where is the discussion??? what about listening to parents and students? Well i Vote for changeKing Henrys High School, Selby.	Parent/carer of pupil at Brayton High School
184	Just because this years results didn't meet the standard (due to the amount of students expelled from Selby which Brayton had no choice but to take in !) does not mean that all Brayton students are not at the same level as those at Selby. Further to this what will the Selby Head do about all of those students who have already been expelled from Selby to Brayton? will they be passed on to another poor school to deal with? or will the new school / head actually have to deal with them which may lower his grades!	Parent/carer of pupil at Brayton High School
185	How quickly will we know details about the summer? we have already got dates for expected moving on up afternoons and always have a summer school to send new starters to? will the year 8 children have some kind of transition arrangement as my daughter has spent 2 years at Brayton and has no idea of the Selby high school set up? she is naturally worried about moving to a larger school with a majority of students she doesn't know. I'm also slightly unhappy that although i can choose to apply to another high school for my year 6 son to start in September, my year 8 daughter doesn't get a choice as the other schools are full for her year..... Parental and student choice = 0	Parent/carer of pupil at Brayton High School
186	Will the students from Brayton be considered when putting them into forms at Selby High? Children at high school form close friendship and having these broken may do more harm then good.....one suggestion may be to keep them as the forms they already are or only split each form in to two groups and mix with half a form from Selby, rather than dotting them round the large number of forms already at Selby high. I know that for my Daughter this is a big concern about the schools merging.	Parent/carer of pupil at Brayton High School
187	We live in Hemingbrough and my daughter is in year 6 at Primary School. We put Selby High as our preference on our secondary school application form, and the intention was for her to get the Thornes Service bus direct to Selby High every morning, along with a number of other children from our village. If the year 7s and 8s will be based at Brayton High from September, it will be impossible for us to get her there on the public bus. We are just wondering whether there will be any transport provision to help with this situation? Many thanks	

188	<p>As a parent of a Primary year five child I feel that my choice of Secondary schools will be significantly reduced next year if the amalgamation goes ahead. Currently, I have a choice of three schools on our bus route. You are now proposing to reduce this to two - one of which is a faith school with restricted availability. As Selby High was not my preferred school for my son's older siblings I actually feel that unless the culture of the school changes massively, which is unlikely with the current Headteacher remaining in post, I feel forced to look outside the North Yorkshire Authority. If the LA cannot or will not support Brayton High it should allow the school to academise.</p>	
189	<p>Our child is in year 9, already 1 year into a 3 year GCSE programme. How can you integrate year 9's who have not even started their GCSEs yet? Does this mean Selby high School pupils will have to slow down in order for them to catch up? We don't see any benefit for Selby High pupils, only compromises on many levels for them. We can only see that the teachers will be stretched whilst dealing with new procedures and that the pupils will suffer for this. This is the most important two years for our child's education. Obviously we are worried.</p>	Parent/carer of child at Selby High School
190	<p>My concern is that Brayton current year 9 will be forced to move to Selby and be a year behind in the GCSEs as Selby already start in year 9. My daughter wants to study GCSEs drama and then take A level drama and English and go to uni. If this amalgamation goes ahead she will have no gcse in drama as it is year 10/11 at Brayton and only done in year 9 at Selby, so I will have to look at moving her to another school if she can't take GCSEs drama as this is her future the council is deciding on, I think it would be better to leave year 10/11 (current year 9) at Brayton to do their GCSEs or have Selby add GCSEs drama for the children moving across from year 9? I have to tell you my daughter has been in tears over this, it's causing her a huge amount of stress as its changing her education plan!</p>	Parent/carer of pupil at Brayton High School
191	<p>I am writing in order to express our grave concerns as a family regarding the proposed merger of Selby High School and Brayton High School. I wish to mention also that both my wife and myself work in education and have a good understanding of the regional and national context within which all school are operating. I have also lived in the in the Selby area for forty years: I have a love for the town and am desperately keen to see its secondary schools learning organisations of which its community is proud.</p> <p>We have no confidence whatsoever in the local authority or the respective governing bodies to raise standards in the manner required. In fact, we hold the LA largely responsible for the dreadful position that we now find the schools in.</p> <p>In 2002 the LA and governing body of Brayton High School (then I believe Brayton College) appointed John Kesterton, Deputy Headteacher at Tadcaster Grammar School, to the position of Headteacher. At the point of his appointment the school was popular, secure in its overall performance and educating approximately 1,200 students. When he was finally removed a decade later the school was inadequate and was educating barely 400 students.</p> <p>With the complicit support and protection of the local authority John Kesterton destroyed the school. I know this because my eldest daughters attended the school from 2003 through to 2006 when, along with dozens of other desperate parents, we removed them from the school and enrolled them at Selby High School. We were broadly satisfied with their education at Selby High though we would not describe their experience as being close to excellent.</p> <p>Brayton High School has never recovered from that ten years. Though it clawed its way to an unconvincing Good at its most recent inspection all involved and interested in education in the town could see the obvious signs of a school which could not improve and which was slipping towards untenability.</p>	Parent/carer of pupil at Selby High School

The reason that this background information is important is that it explains why quite literally hundreds of families have moved away from the Selby area at the point at which their child reaches secondary education. Others have impoverished themselves in paying for private education. The exodus of families has had a devastating impact on our town and will only be solved through the establishment of a truly robust education solution.

It is ironic that the local authority's communication regarding this proposed merger refers to Selby High School's performance in 2015 being 'comparatively better' than Brayton's. The actual performance of Selby High School and what that represents in terms of its capacity and propensity to dramatically improve the performance of a failing school forms the basis for one of our major concerns.

The consultation communication states 'that bringing the two schools together creates an opportunity to rapidly drive up standards'. Your communication offers no evidence of leaders in either school having the track record to deliver consistently good or outstanding education in the Selby area. This is clearly the case for Brayton High School but it is also worth remembering that Selby High School has only very recently been classified as a Good school. In its inspections of 2009 and 2011 it was viewed as being only a Satisfactory school and there is little evidence in data displayed in performance tables for 2015 that it is yet moving close to being an Outstanding school. Indeed, some of its data suggests that it is not securely Good.

As an example, only 7% of students at Selby High School achieved the EBacc qualification in 2015 compared to a national average of 24.3%. Though 23% of higher attainers were entered for the EBacc only half of those students secured the actual qualification.

Expected progress in English was also well below the national average in 2015 at only 65%.

Disadvantaged students also performed disappointingly at Selby High School in 2015. The overall value added measure for the Best 8 subjects for Selby High School was 999.2 which is below national averages. Disadvantaged students performed even less impressively with a score of 979.2 in the same measure. Additionally, only 42% of disadvantaged students secured 5A* - C grades including English and Mathematics and almost half failed to make expected progress in English. 9% of the previous year's cohort went on to become NEET.

Overall there is nothing in this data profile that suggests that Selby High School should be doing anything other than concentrating all of its efforts on improving the performance of its own students. The challenge represented by one school being entirely responsible for improving the performance of another should not be underestimated. It can only be achieved where the stronger school has extensive and deep rooted excellence and this is clearly not yet the case at Selby High School. This merger will in fact act as a drain upon the resources of Selby High School in terms of leadership and teaching and is likely to have a detrimental effect upon its performance.

In the consultation documentation no evidence is provided of any similar mergers either locally or nationally which have proved successful. My own knowledge of this area would suggest that such a merger is likely to be unsuccessful given other examples of similar re-organisation which have taken place. We would like to know the examples of excellence that North Yorkshire LA and the governors and leaders of both schools have investigated and are using as templates of success. Additionally we have been given no indications

	<p>whatsoever of the likely structures of education across the two sites. Will younger students be based at one site? What will the implications of such a division be in terms of staffing and curriculum organisation?</p> <p>There is no doubt whatsoever in our minds as a family what the true driving force behind this proposed merger actually is. Without any question Brayton High School, given its appalling examination outcomes in 2015, is highly likely to be placed in Special Measures at its next inspection. Given that the school was last inspected in March 2014 it is likely to be subject to a shortened inspection visit within three years of that date. The desperate rush behind this merger is driven by a desire to avoid that inspection and, in doing so, to ensure that Brayton does not become a sponsored academy.</p> <p>It is stated in the consultation documents that governors 'have explored a range of options but now acknowledge there are no other partnerships which could be put in place quickly enough to address the pressing standards issue'. I would like to suggest as a parent that this is simply untrue. As an example the exceptionally high performing Outwood Grange Academies Trust has done brilliantly in transforming significantly underperforming schools, including in North Yorkshire in Ripon. I am absolutely certain that, were they to be approached, they would be interested in sponsoring Brayton and would have a transformational impact.</p> <p>In conclusion we would like to make absolutely clear as a family our total opposition to this proposed merger.</p>	
192	<p>What safety measures will be put in place regarding the trainline crossing? If the merger goes ahead at present there is less than 400 pupils at Brayton by September there will be 700 pupils at the Brayton site with at least 90% of the 700 when leaving school will be all heading back up doncaster road to the train crossing. This is nearly double the amount of children at the moment that cross there. Does this not pose a risk, can the road/area cope with this?</p>	Parent/carer of pupil at Selby High School
193	<p>The uniform of Selby High School (formerly Selby Grammar School) should continue as the uniform, if the schools amalgamate. It would be a great shame to lose this tradition. I understand that Brayton HS parents may feel different, but the uniform of Brayton used to be a polo shirt and no blazer. I attended Selby Grammar School in the 1970s and my sister in the 1960s and the burgundy blazer was worn then. Also the emblem/motto should continue of the Selby swans and 'In Arduis Fidelis'. This may seem a minor item compared to much larger matters, but the town of Selby should continue with this tradition. Also the name should remain as Selby High School, again to continue with tradition. Thank you.</p>	Parent/carer of pupil at Selby High School
194	<p>Submission on behalf of Selby Schools MFL Cluster. We are concerned to learn that French may be dropped from the KS3/4 curriculum, in preference of Spanish as a result of the merger. As an active MFL cluster in the Selby area, we are extremely disappointed to hear of this. The teaching of MFL is now compulsory in primary schools. We decided as a cluster, prior to the statutory requirements, and after a long consultation process (including with the secondary schools) to teach French rather than Spanish or German, as this was the area in which most primary schools had a skills base. At the time, all of the local feeder secondary schools also taught French (Carlton Holy Family, Sherburn, Brayton, Selby and Barby). Significant time, money and training has been invested to deliver a good foundation in French prior to high school. An established scheme of work (written by N Yorks) is in use which we continue to develop in all cluster schools. Feedback from parents has been positive and some have expressed concerns that children may be unable to continue learning French in high school. We hope you make the decision to continue teaching French and look forward to continuing our work with you.</p>	MFL Cluster coordinator
195		Parent/carer of pupil at Brayton High School

196	<p>I have two children at Brayton High School. If the Amalgamation goes ahead I have a few concerns. I myself was at Staynor High school and that closed and we had to move to Brayton in year 10. I feel for myself that moving in the last 2 years affected my exams. I have the same concern for my eldest daughter who in September will move to year 10 and a new site. I agree year 9,10 and 11 to go to another site, but can you leave next year 10 with 11 at Brayton. That way year 9 have 3 years and will settle before exams. Year 10 at Brayton are on different options so let year 9 as now stay till they finish their GCSE please. Next my concern is for my daughter who is now in year 7. We accept that the forms will be mixed up again, but what happens in year 9 when they move schools. Will they stay in the same form group or for the 3rd year in a row will she be mixed up again and have to form another friendship group. I am happy for the year splits but would like to know that a brand new uniform be prepared for all the children from year 7 to 11. As from September I will have 3 children at high school and I am willing to find the money to buy new uniforms so that all the children are the same.</p>	Parent/carer of pupil at Brayton High School
197	<p>Currently each form contains a mixture of years allowing students to integrate much more quickly into high school life. Older students become role models for the younger students and the younger students look up to the older students and do not feel excluded because they are younger. We chose Selby High School (SHS) because of this inclusive atmosphere. From September 2016, separating the current SHS year 7 students from the links to the rest of the school community that they forged in year 7, we feel, is a step backwards in their development. The Prefect system currently at SHS encourages responsibility of the prefects for the younger students. How will this function across the two sites? A year 8 Prefect system should be initiated. The School council currently meets during the school day. Again how will the council function across both sites? SHS runs an extensive range of lunchtime and after school clubs that encourage students to learn new skills. How will this now be run when students are split over two sites? Again this is step backward for current SHS year 7 students if no suitable solution can be found before September 2016.</p>	Parent/carer of pupil at Selby High School
198	<p>The quality of school meals will be the same as now under Selby High system? House events should be organised once a term, as a minimum, to ensure the camaraderie continues even though students are split across sites. House assemblies should be run too on alternating sites. School productions- how will practice sessions for these now be run? Children will have to travel between the two sites under supervision? The LRC centre at SHS is a valuable resource. Is the same quality available to students at Brayton High? We believe that the name of the school should remain as Selby High School, retaining the same school uniform. It does not make sense why either should change especially as SHS is absorbing Brayton students. Children from Brayton currently in years 7,8,9 should be given an allowance from the council for new uniforms. The current year 10 students should retain their Brayton uniforms for their last year, year 11. Having the 1,200 students at SHS change uniform is not a viable option. The ethos at SHS is one of the reasons we chose this school over Brayton for both our children and we do not want the ethos diluted in any way.</p>	Parent/carer of pupil at Selby High School
199	<p>My daughter will be going into year 8 next year and our main concern is that Selby has a very different philosophy to Brayton High. Brayton High have a philosophy of students dressing appropriately, Uniform is very strict and the rules regarding the wearing of trousers only was one of the reasons we chose the school, We do not want our 12 year old daughter pressured into wearing tiny little skirts and plastering herself with makeup just to fit in with the current fashions at Selby High. These comments will be continued on another form as the limitation to how many characters I can use (apart from being unacceptable) means I cannot complete this form fully.</p>	Parent/carer of pupil at Brayton High School

200	My daughter has very particular medical needs which we felt were not even considered by Selby High when we were looking at choosing schools, we called Selby high prior to the open evenings to discuss these to which we were told there "should be" someone available at the open evening to discuss this with, We made the same inquiry with Brayton to which there response was to set up a meeting between us, the school nurse, and the head of year 7 to discuss Charlotte's needs and how they could be catered for by the school. Should this amalgamation go ahead we have serious concerns around my daughters health and wellbeing as she will be going into a school that had little to no concern about it when a concerned parent of a year 6 student contacted them, our Daughter has developed a relationship with the nurse and we are concerned that the standard of care will not continue once the amalgamation is complete. To be continued due to the limitation on the number of characters.	Parent/carer of pupil at Brayton High School
201	As a student at Brayton High school, this makes me very worried. I am currently in year 9 and i'm soon to be choosing my options, however students at other schools have already chosen their options which therefore means I am behind. Also with Selby High choosing their options a year before therefore means that I am a year behind if we joined. I have previously had problems with students at the other school, making it an uncomfortable environment for not only me but other students at the school. Students at Selby high have not been very welcoming, saying that they 'will bully us until we leave' or just being plain rude to us. This makes the school not very welcoming. Seen as it is a big school compared to Selby I would be very uncomfortable due to the fact that I get nervous very easily and I have anxiety. A major issue that I am having is being split up from my friend group, seen as we have spent the last 3 years together as a very close group. However because of the two schools coming together we may get separated in classes which worries me because I will not be able to become comfortable.	Pupil of Brayton High School
202	We are disappointed that as a new Year 7 pupil, our child may be transferred to a lower school at Brayton. We chose Selby after two visits with our child and did not expect more upheaval following a very successful start to her high school year. We are also concerned about transport as our daughter has to get the service bus from Monk Fryston and there is no such service to Brayton and we cannot take her there ourselves due to work commitments.	Parent/carer of pupil at Selby High School
203	As the Headteacher of Selby High School I am writing to fully endorse the proposed amalgamation with Brayton High School. As a school I believe we should ensure that all the young people of Selby each receive the same standard of education and outcomes regardless of the educational setting they attend. Moreover, the current size of Brayton High School is such that it costs 25% more per student at Brayton High to provide their education than it does at Selby High School. We look forward to working closely with the staff at Brayton High School, in order to establish an enlarged and outstanding 11-16 school for the Selby community.	Senior Leader at Selby High School
204	At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff?	Member of staff at Brayton High School
205	It is felt that the voice of BHS continues to be left in the background while SHS storm ahead in securing what is likely to be good deal for their staff?	Member of staff at Brayton High School
206	The presentation and consultation document emphasized the financial situation at Brayton High. Why when Selby High is nearly at capacity therefore receiving an enlarged budget to Brayton and also receiving extra funding this year from the Local authority are they expecting to be in deficit next year? Does this not question their financial management, especially the when they will have the upkeep of two sites?	Parent/carer of pupil at Brayton High School
207	"The vision is for the enlarged Selby High School to become an outstanding school..." This is a quote from the FAQs updated as at 11th Feb. Considering, that currently, neither school is anywhere near to meeting the criteria to become an outstanding school, when does the LA hope to be able to realise	Member of staff at Brayton High School

	<p>this vision and will there be additional support for the enlarged school to help achieve this?</p>	
208	<p>"Meetings for staff are being held at both schools during the consultation period." This is a quote from the FAQs as at 11th Feb and would lead one to believe that this is a description of the current situation and that meetings are on going. Please note that this is not a reflection of the situation at Brayton High. Yes, there were meetings at the start of the process which we were invited to attend but there have been no further meetings since 26th Jan.</p>	<p>Member of staff at Brayton High School</p>
209	<p>It is clear that the amalgamation would put both schools in a more robust financial situation in the future. As a parent I can see why the lack of choice for a school would be concerning. Pupils would very quickly adapt to their environments and new peers - many of them know each other from primary schools, local sports clubs and teams etc. I believe it is worth considering siting year 9 with the year 7 and 8 to allow teaching staff the flexibility and carer progression of teaching the exam content also at the Brayton site as it reads the 3 year GCSE will be adopted. It is good that areas of expertise will be able to be shared between the schools and other schools. The very tight time constraints of the proposal for a Sept. 2016 is a real concern. How often are the staff going to be able to meet and work together to ensure a smooth opening in 2016 for all pupils? How will staff on parallel roles across the 2 current schools be treated, when will the new management structure be decided? If staff have to reapply for their role will their be sufficient time to reapply to other institutions if they are unsuccessful? Or would they be simply expected to take on other responsibilities for their pay grade?</p>	
210	<p>As the Acting Headteacher of Brayton High School, I would like to express a strong support for the proposed amalgamation of SHS and BHS. SHS has made sustained and continuous improvement over of time. Governance and leadership is strong with a clear vision of education in the Selby area. The school has capacity, resilience and the desire to strive to become an outstanding school. It is inclusive and supportive of the needs of all students. The quality of teaching and learning is excellent. Finances are well managed and outcomes are excellent. BHS also has many strengths, regarding teaching and supporting students. The BHS staff like SHS staff are dedicated to ensure they do the best for the students in their care. However, the number of students in the school is just not providing the financial stability required to enable the breadth and depth of teaching and curriculum that is required in secondary education. It is sad to see a school designed for so many students underutilised. So, it is time to extend the hand of friendship, harnessing the strengths of both schools through collaboration, cooperation and mutual respect to ensure that the education provided is outstanding.</p>	<p>Member of staff at Selby High School</p>
211	<p>I am strongly in favour of the amalgamation because I think all of the young people in Selby will benefit from going to a stronger, bigger School. There will be more resources and more choice. I'm particularly keen on creating a smaller school community for year 7 and 8 pup[ils on the Brayton site because I think it will really help with the transition from often very small primary Schools into the secondary school. For new year 7 pupils at Selby High School I felt the presence of so many children, was quite intimidating, especially after being 'the big ones' at primary school. The proposal will help year 7s settle in well and consequently get the best out of their time at the school. I realise that there will be some disruption to children in specific year groups and think that the governors and teachers should do something to help this. Perhaps year 7 students at Brayton could be invited to the Selby High School year 7 camp so they can do some shared activities before next September, even if they just go for a day trip There may be other residential or trip activities that yera groups could do together to build up community spirit.</p>	<p>Parent/carer of pupil at Selby High School</p>

212	As a member of the support staff at Brayton High School I have questions to ask regarding my current contract of employment. As Brayton will in effect be closed, will my contract automatically be taken over by Selby High School and will it remain on the agreement. If not will there be a skills assessment for all staff over both sites. We have been reliably informed that Selby teaching assistants have been told their jobs are safe. Why have Brayton staff have not been told this? Will we be on a level playing field alongside Selby staff.	Member of staff at Brayton High School
213	Will the SEND students at Brayton High School receive the same high level of support and care that they receive at Brayton? My son and others like him will need continuity and security of support Brayton give, would the teaching assistants that work with him move to Selby.	Parent/carer of pupil at Brayton High School
214	Could I suggest a new name and identity for the proposed amalgamation ,as I feel a new start for all partys would be the most affective way forward.	Parent/carer of pupil at Brayton High School
215	Observations raised by NUT members from Selby High School, I have raised them as the NUT representative a) How will the facilities at Brayton be equalised with those at Selby? What dates? Will there be a financial cost to current Selby site? b) Can the decision date for the structural organisation be amended to permit current employees time to deciding if to stay or leave? This has to be some time before the deadline for handing in notice for September 2016 jobs c) The decision date will provide limited opportunity for meeting/working with existing members of staff. Can effective "getting to know you" time time be built into the schedule to ensure a smooth transition? d) Like wise for point c) members are keen to ensure sufficient time is built into the timeline to ensure resources/curriculum are aligned between the teachers and schools.	Member of staff at Selby High School
216	I support the proposal to amalgamate the schools and that they be divided to upper and lower schools on the two sites. I would prefer that years 7,8,and 9 attend the current Selby High site as it is nearer to town and the school already has a well established student support centre and the new Gibson Guidance suite, my reasoning is that the majority of behaviour and attendance problems tend to occur in those early years and the school has a proven track record in addressing them. I would ideally like to see a new larger school built on one site so pupils and staff will not need to travel between the two.	school governor at Selby High
217	At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff?	Member of staff at Brayton High School
218	A governor at Brayton has applied to move their child to Selby High (to get them settled)! Why do this if nothing is set in stone? I think minds have already been made up and the TAKE OVER is taking place whatever!!	Other
219	It has been advised there will be as little disruption to the existing pupils as possible. My daughter is currently at Selby in year 7 and has settled in really well after a very tough time at primary school due to various issues. I am extremely concerned with her having to move to Brayton in September and then back to Selby the following September that this will knock her back as she is already getting very anxious about the whole merger. Has it been considered that the current year 7 at Selby stay at Selby to minimise disruption to them and the new year 7's go to Brayton as planned as that will then be the norm for them to stay there for 2 years. That way there is minimal disruption back and forth for the current year 7s at Selby. I have spoken to a number of parents regarding this disruption for the year 7s at Selby and the fact that they have started at Selby then move 12 months later to Brayton and then a further 12 months later they move back and they all agree that this is a considerable amount of disruption for those children. I really would hope that this would be considered not just for my child but for the rest as well and like was said you want minimal disruption to children!	Parent/carer of pupil at Selby High School

220	<p>I am disgusted that as a parent of a yr7 student at Selby High, I may be forced to send ##### to Brayton High, against our wishes. This should have been our catchment area school and to avoid ##### having to go there we went as a family to every high school within a 10 miles radius to ensure the correct school was chosen. Also, ##### wants to be a drama teacher and therefore we especially looked at all the drama departments within each school and Brayton didn't even appear to have one! The staff we met were not interested in talking to us and therefore, we knew this was not the right school. On learning that the lower school would be based at the Brayton site, during your consultation evening, ##### became upset saying she didn't want to go! You need to listen to the students, it is after all, their school life you are messing with and many will have chosen the school they wanted to go to. Where has the choice gone for ours and future students? I have no faith in the majority of the staff at Brayton, especially SLT and DO NOT want them teaching or managing the teaching of #####. #####'s grade and confidence have increased greatly at Selby, due to staff and the facilities. SAVE SELBY, BAN BRAYTON!</p>	Parent/carer of pupil at Selby High School
221	<p>Re: Amalgamation of Selby High School and Brayton High School Having attended a recent meeting at Brayton High School and asking a question I would like to put to you several questions which I feel need addressing before anyone could feel comfortable with the proposed amalgamation, these questions are detailed below following an overview of information presented at the meetings. Reasons for Merger Performance Brayton High has fallen below the national MINIMUM requirement of education. It was pointed out that due to the smaller numbers of pupils at Brayton this was only by 5 pupils, but this is the minimum requirement. Purely by merging the schools this minimum level of performance will easily be avoided as would special measures which will reflect badly Nationally on NYCC, Brayton High and the area. Detailed below is current and combined performance if education standards stay the same. Current Performance Brayton 38% of 399 gained 5 A* - C 152 pupils Selby 61% of 1092 gained 5 A* - C 666 pupils Combined Performance (combining both schools performance together) Amalgamated School 55% of 1491 gained 5 A* - C 818 pupils Budget It was presented that both Brayton and Selby High Schools are runn</p>	Parent, Resident & Employer
222	<p>I am a teacher at Brayton High school. I think that most of our students will settle into the change without too many problems as long as they are given some time to get to know the school and the new students. It would be good if we could have a day set aside where the current year 7 come to Brayton and the current year 8 go to Selby and we have some sort of ACE day. It would also help if when they are put into forms they have a few friends with them. I think that the vertical tutor groups will work with the younger students but personally having taught both vertical tutor groups and normal tutor groups I don't agree with vertical tutor groups and I think that this is a policy that all of the teachers should be given the opportunity to discuss and it shouldn't be a case of we already do it at Selby so it will be part of the new school. I think putting the Brayton current year 8 into vertical tutor groups would be a mistake and possibly put them off the move as this is the only aspect they have been really concerned about. It is difficult enough learning a new school and having new peers without being put into a tutor group with a lot of year 10's and 11's, who according to the students have sent some bullying comments on social media as to our students being unintelligent. My main concern is for our current year 9 cohort; I feel it would really improve</p>	Member of Staff Brayton

<p>feelings towards the merger if they were also left where they are along with the current year 10 my reasons are as follows:</p> <ol style="list-style-type: none"> 1. The year 9 are very upset about this move (unlike the year 8 and year 7 who can see the benefits) some of them have already been to Selby and then moved to us because they didn't enjoy the experience and feel that they have burnt their bridges with the staff and students there. 2. Our students have been following a three-year key stage three and it is unfair to ask them to attend extra classes after school to catch up. This is already causing a lot of animosity on social media, again with the perception that our students are not intelligent. 3. Some of our students live a long way from school and would need late buses organised if they were required to stay behind or they pick up younger students and have to be out of school at a particular time, this will cause an extra financial burden. 4. In science the Brayton students are ahead as we have already started the key stage 4 work, would the Selby students be expected to catch up or will you expect ours to repeat or tread water for the rest of this current year, in which case that shows double standards with the Selby students being prioritised. 5. The extra classes and perceived intelligence levels are already causing conflict between the students, forcing the Brayton students to attend extra lessons will increase this conflict and increase the segregation if the Brayton year 10's are asked to stay behind whilst the Selby year 10's are allowed to leave on time. 6. Keeping the current year 9 students at Brayton will also mean that we can really concentrate on just moving one year group to Brayton and one year group to Selby in the first year, allowing any teething problems to be ironed out. 7. This will help the teacher situation at Brayton as teachers will be happier if they are situated at Brayton due to the mix of Key stage three and key stage four students for another two years, otherwise teachers will have to work at both sites so that they are not limiting their career by only teaching Key stage three. <p>I am concerned about the choice of head teacher, this has probably been blown out of proportion and having not met our new head teacher I couldn't comment personally, but on social media the students have been discussing this a lot and it is upsetting them. The rumours are that the Head teacher had assemblies where he told the students that the Selby cohort (staff and students) will be given priority from him. He also refers to us in disparaging terms (the school down there) and we had a number of parents from the last open evening who commented that the Head spent more time trying to put the year 6 students off of Brayton by putting us down, rather than explaining why</p>	
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	<p>Selby was a good school. He has also been discussing the perceived lack of skills from the teachers inferring that we will not be able to teach their students before we are checked. I am aware that we will not be able to change the LA's mind as to the Head teacher but some of these issues must be addressed, he needs to meet the Brayton staff and give them some assurances as to how we are perceived and how we will be treated in the coming merger. We have had lots of recent visits from the LA including observations and all of them have been positive, this has not been referred to. He also needs to meet our students to reassure them that they will be treated equally. The head teacher also needs to include us in some policy decisions such as vertical tutor groups etc to show that he values our skills and to show that this is not simply a take over. My final concern is with the disparity of information being given to the two schools. The Selby high teachers are being given information a long time before the teachers at Brayton so instead of hearing news officially it is coming to us via the students who have friends and family at Selby and this makes us look unprofessional. For example the fact that Brayton was going to host Key stage three was known at Selby two weeks before we were officially told, they were also aware that their Head teacher would become the head whereas we were still under the impression that the two head teachers would be interviewed for the post. If this is to feel like a merger instead of a take over then we must be given information at the same time and consulted over certain policies such as the pastoral system and exam boards.</p>							
223	<p>243 Dear Sirs/Madam</p> <p>Have tonight tried to put the detailed below on the NYCC amalgamation website and it us unable to take the detail could you please advise how I load this onto the website. Could you please confirm that this letter is added to the consultation input.</p> <p>Re: Amalgamation of Selby High School and Brayton High School Having attended a recent meeting at Brayton High School and asking a question I would like to put to you several questions which I feel need addressing before anyone could feel comfortable with the proposed amalgamation, these questions are detailed below following an overview of information presented at the meetings.</p> <p>Reasons for Merger Performance Brayton High has fallen below the national MINIMUM requirement of education. It was pointed out that due to the smaller numbers of pupils at Brayton this was only by 5 pupils, but this is the minimum requirement. Purely by merging the schools this minimum level of performance will easily be avoided as would special measures which will reflect badly Nationally on NYCC, Brayton High and the area. Detailed below is current and combined performance if education standards stay the same.</p> <p>Current Performance</p> <table data-bbox="276 1926 1230 2016"> <tr> <td>Brayton pupils</td> <td>38% of 399 gained 5 A* - C</td> <td>152</td> </tr> <tr> <td>Selby</td> <td>61% of 1092 gained 5 A* - C</td> <td>666</td> </tr> </table>	Brayton pupils	38% of 399 gained 5 A* - C	152	Selby	61% of 1092 gained 5 A* - C	666	
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pupils
 Combined Performance (combining both schools performance together)
 Amalgamated School 55% of 1491 gained 5 A* - C 818

pupils
 Budget

It was presented that both Brayton and Selby High Schools are running negative budgets albeit Selby High appears to be far less. These levels if left unchanged will be over the next few years in the region of 1.1 to 1.2 million pounds. One could assume that these levels of loss will put severe strain on the education facilities/abilities of in particular Brayton but will also affect Selby. Detailed below is projected deficits if the schools remain as separate entities.

Current Deficits

Brayton	Selby	Combined Total	
2015/2016	-£266k	-£ 38k	- £ 304k
2016/2017	-£270k	-£237k	- £ 507k
2017/2018	-£267k	-£ 96k	- £ 363k
Total 3 Years	-£803k	-£371k	-£1174k

Both of the above are compelling reasons to amalgamation of Schools in the Selby area but it is the manner in which this is done that will prove its success or failure.

Current Proposal

The current proposal is to merge the two schools with all Year 7 & 8s to be based at Brayton with current Year 10 from Brayton (Year 11 next year) to remain at Brayton. Year 9,10 & 11 Selby to combine with Brayton same year students at Selby. As shown above this amalgamation assuming no increase or reduction in performance would result in 55% 5 A* - C.

Questions?

- Why is there a requirement for amalgamation, it was apparent in the meeting that there is a lot of animosity to the proposal from all concerned?
- Why is there such urgency to amalgamate completely from day 1, surely it would be better to evolve the amalgamation? (a proposal would be to amalgamate the schools and then develop the shared site structure from new internees next year. As Brayton has the capacity to take all new year 7's for the next 2 years).
- Regarding the budget there is not enough detail, no substantiation of actual cost savings/ revenue benefits, versus the actual reduction in budget that is going to occur due to the combined budget, plus any increased costs due to the merger. Surely it is irresponsible to go ahead with a merger plan that has no real detail of 'proposed' cost savings?
- If cost savings cannot be made that are 'significantly greater' than the reduction in budget due to combining budgets, then 'no actual financial benefit' is made and surely amalgamation would be the wrong process?
- There seems to be no consideration to the fact that current year 7's at Selby High will have 4 schools in four years. It is important for these children to have stability and not constant change, when they are developing so much between the age of 10 and 14. Surely it would be wiser to start these changes a year later so everybody concerned can consider their options?
- There has been historically a lot of animosity between the 2 schools which is historic as is with all schools in similar proximities. What is the detailed plan to cover the bullying which will occur?
- Part of the improvement in performance at Selby High over the years has been the integrated form and house system. In the forms at Selby all 5 years are integrated together so pupils have role models reduced peer pressure plus many more benefits. This is key to student development and performance this will be destroyed with the new structure and all pupils will suffer for this. How can this be avoided?
- Brayton Students are on 2 year GCSE course and Selby are on a 3 year

	<p>GCSE course this cannot work as the two programs are not aligned and pupils in the same school years will be at different stages of their respective programs. What is the plan to resolve these conflicting programs?</p> <ul style="list-style-type: none"> It was asked at one of the meetings if it would be possible to engage the energy of the attendees in a sub-committee to put these and many other points to the principle players in this decision process. Will this be possible and if so when/how? <p>Alternative Suggestions.</p> <ul style="list-style-type: none"> Amalgamation of the schools with a desire to combine both schools to Brayton Site. <p>As the Selby site is land locked and is fully developed. Immediate increase in percentage results by combining results under one name and a full and correct development can take place in a controlled manner with minimal disruption to all year groups.</p> <p>Both sites could educate as currently under the Selby management structure. This would allow cost reductions due to the amalgamation of non-teaching staff. If the Selby High site could be sold with planning approval this would surely fund the redevelopment of the Brayton site into a super site. This measured and considered approach would surely allow best practise from both sites to be incorporated. It may even be worth considering amalgamation of Barlby as well to fund development of a super school for Selby</p> <ul style="list-style-type: none"> Merge to create the middle and upper school system by starting a 'two year' changeover that is controlled in line with both 2 and 3 year GCSE programs. <p>This would require only merging Yr 6 2015/16 (total intake yr 7 2016/17) and Brayton Yr 8 2015/16 (yr 9 2016/17) in the 1st year. Following with a continual merge of yr 9 yr on yr.</p> <p>This would avoid any confusion at Selby as to who was on a 2 or a 3 yr GCSE course (as all would align at yr 9 on a 3 year program) minimising disruption of mixing a hybrid yr. (20 16/17 yrs 10 and 11 would remain in their current school)</p> <p>The total numbers of children proposed at each site would remain the same as the proposed merge, however Yr 7 2015/16 Selby would not have to change schools for 1 year in order to accommodate the hybrid yr, thus avoiding the disruption caused of 4 school changes in 4 years at a critical point in their development and Yr 10 Brayton would not have to change sites to be an out of line GCSE program for 2 years.</p> <p>Again an immediate increase in percentage results would be achieved by combining results under one name.</p> <p>Conclusion.</p> <p>Such a move has effects not just to the schools but to the whole area as these facilities produce the future adults of our area, whether they be entrepreneurs, careers, employees or teachers to name but a few. As a resident, an employer and a parent in the area, I would like to think we consider the decision at length and its consequences. The current and future students of these facilities will provide the basis of our society ongoing.</p>	
224	<p>According to minutes of governor meetings, the chair of governors for BHS had a meeting with P Dwyer on the 17th November 2015 to discuss Academy Conversion, yet the formal proposal to amalgamate were presented to the Executive member on the 5th January 2016. This could indicate that the proposal had been prepared earlier and would render this consultation meaningless, or it was hastily prepared in the 48 days (to include weekends and holiday periods) between the above events. Based on these facts, how can we trust the LEA, who continue to say that decisions have not already been made and how can we be sure that enough planning and preparation has gone into such a community changing event?</p>	Member of staff at Brayton High School

225	<p>Could it be clarified whether there is a covenant on the Doncaster Road site that states the land can only be used for educational purposes? As the proposal is to merge the two schools, wouldn't a new name for the school be appropriate to support the transition? Did both governing bodies ratify the document called "Brayton High School and Selby High School – consultation on a proposal for amalgamation – January 2016" which went into the public domain? If so, why did they decide not to mention the "Good" Ofsted judgements held by both schools? The following points are unclear. Please clarify Is the long term plan to build a new school on one site? Is there a covenant on the land for the Doncaster Road site which states that it can only be used for educational purposes? Parents were told that the Leeds Road site would have 3 year groups but in another document it is written that it is only big enough to contain 2 years groups. Which is correct? Does the LEA have a plan to help the new enlarged SHS become an outstanding school as described within the consultation paperwork? According to minutes of governor meetings, the chair of governors for BHS had a meeting with P Dwyer on the 17th November 2015 to discuss Academy Conversion, yet the formal proposal to amalgamate were presented to the Executive member on the 5th January 2016. This could indicate that the proposal had been prepared earlier and would render this consultation meaningless, or it was hastily prepared in the 48 days (to include weekends and holiday periods) between the above events. Based on these facts, how can we trust the LEA, who continue to say that decisions have not already been made and how can we be sure that enough planning and preparation has gone into such a community changing event? According to minutes of governor meetings, had BHS chosen to use Progress 8 to record and measure the Y11 outcomes, they would not have been below the floor target. Progress 8 recognises the achievements of all students irrespective of their starting points. Please scrutinise the Progress 8 data from both schools before any decision is made. Progress 8 is the future while 5A* - C is the past.</p>	Member of staff at Brayton High School
226	<p>I am a Deputy Headteacher at Selby High School and currently Acting Headteacher at Brayton and, in my opinion, having had the opportunity of working in both schools, I feel that the proposed amalgamation will be highly beneficial for the educational outcomes of both schools. I am fully in favour of the amalgamation as I believe it offers the best solution to provide all young people within the Selby area the greatest opportunity to achieve and flourish within one, larger establishment, with all of the resources and pooled talent that it will be able to provide.</p>	Member of staff at Selby High School
227	<p>I am against the proposals to merge the two schools. I believe in diversity and choice for parents and children to select from the unique characteristics and opportunities which each school can offer. I question the decisions in the recent past such as the expansion of Selby High in a number of ways namely financial opportunities and resources which SH have had; Astroturf, ICT suites and other new facilities when BHS has been neglected, there should have been a fair 'market share' of children between the two schools during the years when there were fewer primary children and allowing one school to 'pass on' their more difficult students and forcing the other school to take them. There also appears to be a lack of fairness in the way the proposals have been put forward; the status of the two schools are ofsted 'Good' yet in the public consultation BHS has been portrayed as a poor, failing school. This proposal is demoralising to both the staff and students at BHS. It could have been sold as an exciting opportunity yet as it stands the BHS students feel as if it is a 'take over' and they will be treated as the underdogs or poor relations. Is this really 'the best' we can offer the young people of Selby?</p>	Member of staff at Brayton High School
228	<p>Are we on a level playing field with Selby staff? We have been reliably informed from Selby High that their teaching assistants have been told that their jobs are safe. Why haven't the teaching assistants at Brayton High school heard anything about whether they will keep their jobs or not?</p>	Member of staff at Brayton High School

229	<p>The on-line petition that people are signing for Nigel Adams' attention is based upon a number of emotional, sensational and factually incorrect statements. In fact, six out of the seven statements are unfounded; the only one that has any validity is the fact that Chelsea would not merge with West Ham next year, because of one bad season. The factually incorrect and, therefore, unfounded statements are as follows:</p> <p>"1. Brayton results were affected by forced intakes of poorly performing/expelled students from other schools. 2. When intakes are taken out of the performance calculations, both schools had similar results. 3. Selby receives full funding as pupil numbers are high, yet it is still forecast to lose £250,000 next year. 4. They claim the amalgamation will create a new school, however new schools, by law, are to be Academy run. 5. This amalgamation, therefore, equates to nothing other than a take-over that serves only to threaten the welfare and security of Brayton High School staff and Pupils. 6. It is an unnecessary action that is being taken to resolve a problem that amounts to nothing more than one set of below par performance scores."</p> <p>A significant number of the signatories have now no connection with the school and refer to past times when the situation was different, but this proposed amalgamation is about the here and now, building for the future and not the nostalgic past.</p> <p>I have no problem with people signing a petition, but they should not be drawn into a signature through one person's misrepresentation of the true situation. Equally, the disgraceful article on page 6 of the Selby Times (Thursday 25th February 2016) has further compounded the situation by providing copy space to these skewed opinions and inflammatory statements. Should the amalgamation go ahead the comments within the article are, to say least, unhelpful.</p>	Seniors Leader Selby High School
229	<p>The decline of Brayton High has been on-going for several years and the authority should have intervened before now. It is a very big site and to have half the school unused is a waste of money. The amalgamation of the 2 schools over 2 sites is not a practical solution and if the 2 schools were to become one it should be all on one site. The benefits of the amalgamation of the 2 schools as proposed will not be apparent for several years to come, so our children who attend both these schools now will have to go through a difficult period of change and for what? For the authority to save money, as it has been said Brayton High can no longer run as it is at present. A price cannot and should not be put on a child's education. Selby High is an excellent school at present and will be a hard act to follow on an additional site which has different practices, standards, attitudes etc</p>	Parent/carer of pupil at Selby High School
230	<p>I disagree with the proposal for the closure of BHS & the enlargement of SHS. The desire for first class education is not in question but I believe both schools have a place within the town to offer educational choice. If there is a need for a new 'super' school shouldn't this process be delayed a couple of years to allow demographics to develop further and allow time for a 'new build' with closure of both schools so that a brand new school with fresh identity, new name and uniform be launched & established. How much does the present proposal really save? How much is it part of an elaborate business plan for domination which has been desired by SHS for several years. The antagonism/revelry between the schools should be considered seriously. I also ask that the issue of disregarding or 'putting down' of Brayton with such negative comments be redressed as a matter of urgency as this is damaging within the community. BHS has an Ofsted good judgement 2014 and has over the years successfully educated young people who have become retail managers, reliable trades people, London City accountants and dedicated doctors. Present & former students and staff who have been proud to put BHS on their CV.</p>	Y6 teacher at Brayton Primary/previously Brayton High with over 20 years service.

231	<p>If this amalgamation goes ahead it will do so without any consideration of the children's feelings. There are a lot of worried and unhappy children in the Selby area at the moment. Thank you. If life isn't stressful enough you've managed to add this to the mix. How would you feel if this was happening to your child who was about to start studying for their GCSEs! This amalgamation has been in the planning for years now. I am sure I am not the only parent who believes that there is more to this than what we have been told. Why have we not been given the full details regarding Brayton becoming an Academy, not just scaremongering tactics that were presented to us at the meetings?</p>	Parent/carer of pupil at Brayton High School
232	<p>The public presentation power point stated that SHS had a very good pastoral team but there was no mention of the outstanding grade received in 2014 by the Brayton pastoral team. Is this because the SHS pastoral team are to keep their jobs and the BHS are not? The pastoral/safeguarding team at Brayton provide excellent support for all students. This is recognised by all stakeholders including parents and students. This is an extremely unsettling process for all the students at both schools but the students at Brayton High are increasing anxious as they feel that the staff they know and trust will no longer be in the positions they currently hold. All welfare posts at Brayton are held by support staff (non-teaching) including senior management and senior leadership post, the consultation process has been very clear that teaching roles are initially secure but this does not apply to 'non-teaching'. It would appear that support staff are the initially 'easy route' to save money.</p>	Member of staff at Brayton High School
233	<p>The local authority has deemed it necessary to portray Brayton High School in a negative manner in all documentation. Indeed articles that 'found their way' into the media were also very negative towards Brayton. Teaching has been portrayed as ineffective but yet no evidence to support this has been provided - one set of low results does not make in inadequate teacher. Does the local authority take responsibility for the amount of students that are in year transfers at Brayton High School and the inability to refuse said students due to numbers. At both public meetings the emphasis was on how good Selby was and how rubbish Brayton was yet no representative from the local authority addressed the numerous questions from parents as to 'so this is a take-over not an amalgamation'. If a school is to close and the other school is to stay open, keep the same name, same staff and same Headteacher and leadership team - is that not quite clearly a takeover? In addition the local authority deemed it appropriate during the consultation process to 'provide interim leadership support' at Brayton by two Deputies of Selby High School - are they supporting Brayton High School or the takeover by Selby High?</p>	Member of staff at Brayton High School
234	<p>I appreciate the situation both schools find themselves in financially and the need to increase results at Brayton. A change is therefore necessary. However the reduction to one school with a large number of pupils is not the answer. This proposal has removed my parental choice, and those of others in the future, to send my son to a 'small' local high school within close walking distance with a good pastoral care and with a smaller number of pupils/teachers to support his needs on a more 1:1 basis. We ruled out Selby High school as being too big and too busy with large classes which would not necessarily allow much teacher/pupil interaction. This proposal seems more of a 'done deal takeover' by Selby High School and a head teacher who seems more driven by 'business' and 'glory' rather than providing the best possible education for all pupils of all abilities across the whole community. If the 'joining' of the 2 two schools goes ahead, the head teacher should be appointed through recruitment, a new school name should be agreed and a new school uniform should be put in place and ensure full amalgamation.</p>	Parent/carer of pupil at Brayton High School

235	To save the costs of having two of every department, could we just build upwards on the Selby site?	Other
236	Has the three way amalgamation of Barlby High, Brayton High and Selby High been considered at the same time. As far as I can see, Barlby High School is far from ideal either with low numbers of pupils, poor GCSE results and a poor reputation. Surely, a three way amalgamation would make sense as the three schools are so close together.	Other
237	What process will be introduced at the proposed amalgamated school to improve GCSE results to the level of other NYCC secondary schools such as Fulford? Schools are a postcode lottery. Living slightly further north up the A19 would mean entry to a school with an 81% pass rate 5 (A*-C) rather than Barlby, Brayton or Selby High.	Other
238	The closure of Brayton high school is completely wrong for many reasons. Neither school will benefit from the take over of Brayton as it's small family character will be swallowed up by the bigger Selby High. Furthermore Selby High will be on a split site, thus losing it's own character as well. The only people to benefit will be the Headteacher, and senior staff of Selby High, whose salaries will be greatly enhanced. This is all about money, and nothing to do with the quality of secondary education in Selby. Brayton is a good school, and has served the community well, providing it's pupils with a rounded education in a caring environment. It has always had a good reputation for helping children with Special Educational Needs and Disabilities, (SEND) but this in itself has been it's un-doing, as in a school with small numbers, each pupil carries a disproportionate percentage when exam results are collated. Whereas in Selby High more pupils means that children with SEND do not affect percentage results as much. Exam data and league table mentality should not be the only criteria used to judge a schools effectiveness. It will be a sad day for the children of Selby if this proposal goes ahead.	Parent/carer of pupil at Brayton High School
239	We have a daughter currently in year 8 at Brayton High School. We thought long and hard about which high school to send her to after having an appalling year 4 & 5 at Brayton Juniors, when the school went into special measures. She a very successful year 7, going up 4 sub levels in some core subjects, excellent teachers, consistency, an all round happy year. It is totally wrong that the school is now in this position and once again her education is being effected in year 8, due to good teachers leaving and so much uncertainty. More importantly I am concerned that the current year 8 and 9 will be the collateral damage of this "TAKE OVER" which is what it is. They are the minority group having to integrate into established classes and start 2 of their GCSE options at the same time. This is morally wrong on so many levels and we feel the local authority have really let my daughter down for so many years	

	<p>of her education. One thing I do think will help is to have a new school name, blazer, tie and sport wear. I appreciate this then effects everybody financially, but from a pupils perspective it puts them more on an equal footing, especially Brayton students who are definitely going to be more effected.</p>	
240	<p>The proposed amalgamation will be of significant benefit to the town of Selby. All students deserve access to an outstanding education which, I believe, this proposal will ultimately lead to. It will allow students to develop, enhance and celebrate their secondary school experience. Therefore, enabling them to be prepared and equipped for the next stage of their life at post 16. The proposal will allow the existing knowledge, understanding and commitment of staff from both schools to join and work together to offer and enhance the curriculum befitting that which all students deserve access to which ultimately leads to progress. We need to be acutely aware of the future forecast of students in the Selby area and this proposal will help to prepare this. Selby High is almost at capacity and this proposal will potentially help to ensure that there is a plan for the future as both school sites prepare for the higher influx of students embarking on their secondary education in a few years time.</p>	Member of staff at Selby High School
241	<p>If this amalgamation goes ahead I believe it has to be a completely fresh start I think the school name needs to be changed and the uniform. This would show the move is not a take over and begin as a new school. I do not fully agree with the amalgamation I chose Brayton high school for many reasons for my daughter and feel that the school is being sacrificed for Selby. I believe further time could be given to Brayton and funding to help improve its facilities and therefore increase pupil numbers. The results from last year cannot be blamed solely on the teachers as one parent submitted to the local paper it was her daughters fault for not putting the work in. Brayton also get the kids Selby high don't! If this goes ahead I just want it to be right for the children so they can join together as one new school not a takeover of one to other. As a former pupil of Brayton myself I feel this is a very sad day to see the once best school in Selby be effectively closed. NYCC and the government should feel very ashamed.</p>	Parent/carer of pupil at Brayton High School
242	<p>Although I feel that the amalgamation is a positive move for the staff at Brayton, I would have preferred the option of an Academy. After attending the consultation meeting, I can't honestly see how this proposal is amalgamation of the two schools. By keeping the Selby High School name and possibly uniform, the current rivalry between the two schools will continue for the next five years until all the current pupils have left the school. The only fair way to overcome this would be to create a new identity for a new school. Change the name to represent the local area, such as Abbey High School or Three Swans High School. This will also mean that all pupils will have a new, fresh uniform to integrate them rather than divide them. Having been a former pupil of the school myself, I feel that Braytons demise has been as a result of the council focusing their attentions on Selby in the recent past. Brayton was a good school and only started to suffer when the attention was focused on the failings of Selby in the last 10 years. Money was pumped into raising the standards and facilities at Selby whilst Brayton got left behind. The council should take</p>	Parent/carer of pupil at Brayton High School

	<p>some blame for this.</p>	
243	<p>We are parents of children both at brayton high and Selby high. We chose the schools for each of our children due to their individual choices and needs. We are concerned that that choice will no longer exist if the two school merge. Currently, there are only 100 children in year 7 at brayton and we feel that our child is well know by all of the staff there. Adding another 240 children from year 7 st Selby into the mix will result in opportunities being diluted me and in the children no longer being known / individuals. This is something we experienced at Selby with our older child - he appeared to be only a name on a piece of paper until mid way through year 8- this will be even worse with even more pupils. We are also concerned about how he integration of pupils will take place and that brayton high pupils will not be made to feel like they have to just fit into everything Selby high. Brayton high has a fantastic way of nurturing pupils and it would be essential if these are continued if the larger school is formed. We are concerned that this merger is proposed after just one year of potentially freak results when pupil numbers were low.</p>	<p>Parent/carer of pupil at Brayton High School</p>
244	<p>I am disappointed in the way in which the situation regarding Brayton High school and its management has been allowed to develop over recent years, to a position that has not only allowed it to drop below the academic minimum standards, but has also led to a desperate financial deficit.</p> <p>Moreover, I am even more disappointed that the response to this situation is to propose an amalgamation with another Selby School that is clearly been managed well and is achieving high standards.</p> <p>The reason for my disillusionment is not that this may ultimately be a move forward in the long term (by addressing the failings that have clearly taken place at Brayton) but in the manner in which the proposals have been put forward, as it would appear having attended both amalgamation evenings and read all the information available, that there is a reluctance from either Brayton Governors/Management and NYCC to take responsibility and be accountable for the demise of Brayton High School finances and results.</p> <p>Having allowed this situation to develop to a stage where it is now below minimum standards (and therefore in danger of having intervention from outside of NYCC which would reflect bad on all concerned) it seems that a knee jerk reaction to amalgamate with Selby High is the answer to cover up the failings, rather than a controlled plan to bring Brayton High up to the same standards of both management and academic attainment as Selby High.</p> <p>I would like to challenge several points that have been forwarded as part of the proposals so far in the NYCC letter to parents:</p> <ul style="list-style-type: none"> • You say the schools face similar challenges and state falling numbers of 	<p>Other</p>

	<p>pupils in the area as having impacted on their budgets, however in the same document you go on to say that Selby High will exceed its capacity in 2016. Selby is therefore not suffering from pupil numbers falling. You also say in the same document that pupil numbers are to rise in the Selby and Brayton areas due to housing growth, again this goes against the so called joint problem of pupil numbers falling.</p> <ul style="list-style-type: none"> • Regarding educational standards, there is a clear difference between the Brayton and Selby results yet you state that the amalgamation will provide opportunity to rapidly drive standards up across the area, and also to provide rapid improvement for children at Brayton through sharing good practice. Firstly, it is not the whole area that needs to improve its results (Selby we have already established is above average) and secondly, if it were only good practice that were required to rapidly raise standards at Brayton, that could be achieved without having to carry out a full amalgamation. Yet again a failure to look at Brayton issues and suggesting it is a joint problem. • Financial position. Again having seen the details of the financial situation, it is quite clear that the deficit that Brayton faces is desperate in relation to Selby, albeit both have situation to manage. I understand that a combined budget would be assigned to the joint school (should amalgamation take) place and this budget would be lower than the joint budget of both schools in their current state. Albeit I understand that some savings could be made with a joint school, these would have to significantly outweigh any reduction in budget due to the amalgamation. They would also have to cover any increased costs that will invariably occur due to the amalgamation. No one seems to have mentioned/published the increased costs that could occur (transport, staffing issues, branding, contract changes to name but a few). It would appear to me to be wholly irresponsible to go ahead with a plan that is not costed to a reasonable degree, that takes into account the whole financial picture to North Yorkshire taxpayers. <p>It would appear that the situation at Brayton High requires some immediate management to turn things around, however by simply forcing through an amalgamation process with Selby High and affecting many pupils at both schools does not address the core problem of poor results at one school, and furthermore risks damaging the results / academic reputation across the whole Selby and Brayton area. I would suggest that NYCC should look to manage the situation at Brayton so that the Selby area has two successful schools and therefore more choice / time to develop education standards moving forward.</p>	
245	<p>Brayton High and Selby High consultation on the Proposal Amalgamation</p> <p>The current year 9's from both schools Concerns are that Selby High students have already started their options and have been studying them for the last year and Brayton High students haven't even started them, so how are the 2 year groups going to mix when they are both at different stages in their education???? Preference would be to keep these children where they are and not move them at all. Its a very stressfull time for children, they only get one shot at this time in their lives. They are never going to be at the same level in there education one group will hinder the other group. Moving the current year 7's from Selby High</p>	

<p>to Brayton The current year 7's have only just got use to where they are ? so they are expected to move to the Brayton site and then move back to the Selby site in another year. This is too much upheaval for the children and will effect their education. The Selby high students should stay where they are for the next year then bring both groups together in year 9 to start options together at the current Selby High site, This gives both groups 2 years at 1 school and a year to get use to the change ahead, plus the students will be more mature, confident and some interaction between the 2 groups can take place so they can make friends and acclimatise themselves to the new school environment. Its too soon to mix the the 2 groups in September 2016</p> <p>The Name of the school This should be changed its not fair to either school pupils to keep there name and get rid of the other, by calling the school a brand new name with 2 sites will give the pupils a sense of unity rather than calling it Selby High and Brayton High been dropped.</p> <p>Uniform This should be changed to something new and introduced to the new intake of September 2016. The old uniforms of Selby and Brayton should no longer be stocked. So as and when parents needs to replace or want to, then it should be replaced with the new one.</p> <p>Mixing the children Are the children going to be spending time with there new peers before September 2016? 1</p> <p>The form system at Selby High Is where all ages of the school join together in the morning, I think is an excellent system. How will this continue with the separate schools, (both of my children have benefited hugely from this as when they first started having older pupils around them, choosing options advice from pupils who have been through the process,)? As a parent I can see the benefits of the merge, and I think it eventually will benefit all children of Selby, although I have my reservations for the initially start process as you can see above.</p> <p>My main concern is that it will be rushed and end up hindering children's education rather than enhancing it. I personally cant see how the staff can have everything in place, all polices, procedures, timetables, staff all children and parents all informed and knowing exactly what will be happening, and everything else that goes on behinds the scenes of organising a successfu'l school, now 2 schools, be in place in 7 months?. In my opinion looks virtually impossible.</p> <p>Time is what is needed to let everyone get use to the idea. If all pupils stayed where they are until September 2017, wouldn't this be a</p>	
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	<p>time to see if everything is working properly and then no child has had any disruption? I know you have to start somewhere. So the new intake of September 2016 will be under the new umbrella of the new school with a new uniform and then over that year introduce aspects slowly, this will show the people of Selby what a good move this will be. Rushed and it could fall flat on its face.</p>	
246	<p>Carolyn Bird was excellent at SHS presentation. Mr Eckersley is a brilliant H/T and will be the perfect man to take forward the amalgamation and become Head of both sites (as one school). Uniform – Selby H.S. uniform should become the uniform. I would be very sad to see it disappear. It has been the SHS uniform for many years, whereas Brayton HS uniform was much more casual originally. Also the motto 'Arduis Fidelius' should continue. Also I hope that Selby High School remains as the name of the school, supporting the market town of Selby.</p>	Parent/Carer of Pupil at Selby High School
247	<p>Our main concern at Brayton High School, is the lack of a coherent and managed pastoral care system for children with mental health issues. We hope that a new, bigger amalgamated school will have the resources to address this. I have a child at Brayton High School and a child at Selby High School. The child at Selby High was moved there last year after a period of persistent low-level bullying. My child at Brayton High School has mental health problems which have been exacerbated by the mis-management of her pastoral care at Brayton High School.</p>	<p>Parent/carer of pupil at Brayton High School</p> <p>Parent/carer of pupil at Selby High School</p>
248	<p>Dear Mr Dwyer,</p> <p>Further to our conversation I would like to put on record my opposition to the proposed amalgamation of Brayton High and Selby High Schools. In addition to being the Member of Parliament for the constituency, I am a former governor and pupil of Selby High School.</p> <p>It is a matter of deep concern to me that despite your own website declaring that North Yorkshire County Council "are recognised as having one of the best education services in the country," not a single secondary school in my constituency is deemed to be 'outstanding' by OFSTED. The two schools in question are both currently deemed to be 'good'.</p> <p>Selby High has recently attained its 'good' status having been previously judged a 'satisfactory' school. Brayton High has clearly had recent bad exam results and would likely struggle to retain its current 'good' rating.</p> <p>I agree that something has to change at Brayton and action needs to be taken but I do not see how forcing its amalgamation with a school that has only recently moved into the 'good' category is the way forward. I do not see how 'bringing the two schools together creates an opportunity to rapidly drive up standards' as your release to parents states.</p> <p>In my view, Selby High School management should be concentrating all their efforts on trying to become the first 'outstanding' secondary school in the district and not attempting to solve the woes of a neighbouring school with a similar rating. There is plenty of data to suggest Selby High should be concentrating on improving in certain areas particularly with regard to disadvantaged pupils.</p>	Local MP

	<p>This decision also deprives parents and guardians of any real choice in secondary school provision. I am unaware of any similar school amalgamation which has taken place in the North Yorkshire area which has delivered positive outcomes.</p> <p>I do not believe that there has been sufficient exploration of the sponsored academy route for Brayton High. To my knowledge, the school governing body has only spoken to two possible sponsors, only one of which, has any experience of actually sponsoring an academy.</p> <p>This is not acceptable and the way in which this process has been handled by the LEA and the timeframe it has given, makes the sponsored academy option difficult.</p> <p>In fact, it appears to me that the current process is not a consultation and the LEA option of a merger with Selby High is a foregone conclusion. This should not be the case and I would request that the current process is halted to allow Brayton High governors to explore more fully the sponsored academy route.</p> <p>I appreciate that North Yorkshire County Council has not embraced academies like other areas of the country, however, in the case of Ripon, where a school 'requiring improvement' was taken on by an academy trust, we now see after a short period of time, an impressive turnaround. Parents and pupils in Ripon now have the choice of two 'outstanding' schools.</p> <p>There are plenty of similar examples in Yorkshire and across the country where schools requiring improvement have been academised and improvement followed.</p> <p>I hope my submission is helpful and for clarity, I should also make you aware that I have informed the Secretary of State for Education about my concerns over the proposed merger.</p>	
249	<p>The decline of Brayton High has been on-going for several years and the authority should have intervened before now. It is a very big site and to have half the school unused is a waste of money. The amalgamation of the 2 schools over 2 sites is not a practical solution and if the 2 schools were to become one it should be all on one site. The benefits of the amalgamation of the 2 schools as proposed will not be apparent for several years to come, so our children who attend both these schools now will have to go through a difficult period of change and for what? For the authority to save money, as it has been said Brayton High can no longer run as it is at present. A price cannot and should not be put on a child's education. Selby High is an excellent school at present and will be a hard act to follow on an additional site which has different practices, standards, attitudes etc</p>	Parent/carer of pupil at Selby High School
250	<p>As the Senior Leader Representative from Brayton High School, the proposal that was placed before me at the end of December 2015 was one to which I initially felt a great loss at having to take on. I joined Brayton High School in September 2004 and I have seen the gradual decline of the school numbers but also the raising in standards the school undertook in more recent times which culminated in the school receiving a 'Good' judgement in 2014. The results in 2015 were down to a number of factors which led to lower than expected attainment and progress and I do not believe this was fully identified by the Local Authority.</p> <p>I was not happy with the narrative in the report by North Yorkshire, nor in the presentations by the Council during the public meetings. It did not fully recognise the hard work, effort and commitment that is shown by the staff, students and community in Brayton, having worked with them for a number of</p>	Senior Leader Brayton High School

<p>years I know their hard work and determination to support and educate the children they teach is at least equal to that of other schools. If anything, it could be argued that the Local Authority were fundamentally making any such proposed merger only harder by polarising opinion within the two communities with such a narrative. However, ultimately this response is one that is about the future and not the past.</p> <p>The proposed merger of the two schools is the best option for the Selby area. Selby town lacks the very finest high quality education. This proposed amalgamation of Brayton High School and Selby High School offers a unique opportunity to make the vision of outstanding education in Selby a reality by combining the very best of the two schools and I truly hope this to be the case. Schools should be the palaces of education, symbols within the community as to the power of learning and I believe that this proposal could achieve this with the right support from the Local Authority.</p> <p>I understand that there will be some opposition (across both school communities) and that such a venture needs to be planned as well as it can be to ensure that students, staff and parents feel informed and supported. However, the alternative I fear will be far worse. To do nothing from this process will not only serve to divide education in Selby further but, could leave Brayton High irreparably damaged by this process which will only to make any other options equally more challenging to take.</p> <p>My hope from this proposal is that students and staff in Selby get the chance to take on new opportunities, widen their horizons and, finally share their practices and skills in order that all children in the Selby town area get the chance to get the very best education they can. The proposed amalgamation therefore could allow the true potential to drive education forward in the Selby area and thus although we will see the end of Brayton High, I hope Brayton's demise although sad, will lead to a new age of secondary education in Selby. Ultimately, education is the silver bullet of many societal problems and this monumental change in education in the Selby area could (and I hope will) help solve some of these problems.</p>	
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	Please comment on any observations and/or suggestions on ...	Please state your interest in Brayton High School and/or Selby High School
1	Please ensure you don't split pupils across the two campuses based on year group. This would prove a logistical nightmare for getting our children to school on time.	Parent/carer of pupil at Selby High School
2	I am concerned about year 11's suffering in their last year while you try and merge schools, it will disrupt their learning at a very vital time. I chose Selby High for my daughter due to the high standard of education on offer, I don't want Brayton to drag that standard down and her grades suffer. Brayton has a definite lower standard of attainment.	Parent/carer of pupil at Selby High School
3	I am sure there are many benefits attached to the amalgamation but a massive concern will be the lack of parental choice for us parents in the Selby area. Surely support should have been in place for both schools? There seems to be so much negative comments about Brayton but the school supported my child for 5 years and when they left last year they got better than we expected grades. This was all down to the school putting in extra support both with school work and her emotional wellbeing. They didn't get 5 A-C GCSE's but they did great and are now at college. Is that not a positive outcome? My other child is now there and they really look after her, the support staff are great with her. I am really disappointed that the school we no longer be run the way we want. Many parents feel that it is a 'done deal' and it is pointless responding. Very sad.	Parent/carer of pupil at Brayton High School
4	Uniform.. is the uniform going to stay the same or change parents can't afford to buy new uniform after they have already bought uniform. Are Brayton high students staying at Brayton High? Parents of Brayton high students who live in Brayton chose Brayton high school if students end up at Selby high how are the students to get to Selby high who live at the far side of Brayton when there daily commute is walking to their school. How are the children with SEN and learning difficulties going to be managed?	Parent/carer of pupil at Brayton High School
5		Parent/carer of pupil at Selby High School
6	1. What is the current income and operating costs at Selby High? 2. What is the current income and operating costs at Brayton? 3. What is the intended combined income from all sources and is the reduction only relevant to reduction in senior staff given the single leadership team? 4. If Brayton is £250k in deficit and both schools continue to operate out of two premises with a reduced budget how will the amalgamated school be financially stable and offer the same level of opportunity at Selby High whom are not in too much deficit? 5. Will my child stay at the Selby High premises for the duration of their high school years and not be moved to Brayton? The paper states that it is not expected on a regular basis which does not offer an absolute guarantee. 6. If there are no plans to restructure staffing immediately what are plans going forward as I cannot see two teaching structures being sustainable going forward? It is important for us when considering this that we understand the immediate and future impact. 7. If results are below the minimum standard at Brayton it would be good to understand whether this relates to staff, process or leadership. If staff have been poor, I would want reassurance tha	Parent/carer of pupil at Selby High School

7	<p>There is no clear explanation as to how the two sites will be organised for pupils. Will Brayton High students stay on the Brayton site, or will the two sites become a 'lower' school and an 'upper' school. Also what is going to happen to year 9 pupils who are now in the process of choosing GCSE options. Will the same subjects be on offer? For example, French is taught at Brayton High but not at Selby High. My son wants to take French as his GCSE language. Is this still going to be possible? I also have a child who is moving into year 7 in September. Why go through the rigmarole of 'choosing' a high school when this was already been discussed? I chose Brayton High School for a reason! Also, what about uniform? Its expensive enough without having to buy 2 complete new uniforms!</p>	Parent/carer of pupil at Brayton High School
8	<p>A single tier of management over the two sites should bring management costs down making the sites more efficient. It appears some of this cost saving would go towards reducing the deficit from both sites and leave some money to invest. Higher pupil numbers allocated to one entity should also help with grant funding applications. In order to support the amalgamation I would be looking for guarantees that the emphasis across the two sites would be on better teaching / teachers as this is key to pupil success, sports arenas, IT suites etc are all secondary priorities at this stage. The School as it would become must look to employ good teachers and retain them. It is also expected that parents will fear the costs of new uniforms, gym kits etc and this should be managed on a subsidised or sensitive manner. One option could be to look at an upper and lower school in terms of pupil locations allowing the right teachers to be in the right location for the specific needs of the different age groups, years 7&8 at the smaller site and 9, 10, 11 at the larger? It is critical that the school is seen as one entity allowing pupils to be proud of the school not stigmatised by the old names.</p>	Parent/carer of pupil at Brayton High School
9	<p>As a parent of a child at a feeder primary school I think this is a good idea. I have always had concerns over choosing the right school for my daughter. Working at Selby High, the preference is that she would attend here. However, I would be worried about her being in a minority, if the majority of her classmates selected Brayton High. This would take away that worry and I would hope that when she moves to High School (she is only in Year 3 at the moment), that the facilities at Brayton High would be in line with those currently at Selby.</p>	I am the parent of a child at a feeder primary school and also work at Selby High School.
10	<p>Concerned that the good standard of education at Selby could be 'watered down' by staff having to cover Brayton classes as well. I have another child due to start at Selby in September 2016 and I am concerned over the short term impact of the amalgamation on his education. It looks as though Selby will inherit significant debt from Brayton so how will this impact the school. The funding given to the school is based on pupil numbers and with the low numbers at Brayton and two large premises the funds are not going to be sufficient.</p>	Parent/carer of pupil at Selby High School
11	<p>I am concerned as nothing has been made clear on what will be happening with the children. I understand that it's early days but my child also myself are stressing over the fact that she shall be put back with the children she wanted and needed to get away from for a multiple of reasons. We are very grateful for the fact that people are going out of the way to try and save Brayton High as we chose Brayton against Selby High for many reasons but the main one is as I have stated,</p>	Parent/carer of pupil at Brayton High School
12	<p>I am very angry having read this letter! My daughter is studying for GCSE examinations this summer. She is understandably very anxious, this document has only served to increase her concerns. I feel it inappropriate to make so many references to last yrs exam results in such a negative way. I can fully understand the financial constraints at Brayton High School, I have been more than happy with both my children's education. I chose Brayton High School because it was a smaller and friendlier school, I feel my children have both benefitted from this. I feel the DfE has let our school down, favouring larger establishments. I believe a larger school will mean students become anonymous and the staffs ability to really know students will be lost. I am very concerned for my son who has had difficulties settling into high school. Staff have assisted him in this and liasied with me during this process. I fear he will become lost in the system and worry over the</p>	Parent/carer of pupil at Brayton High School

	consequences of this.	
13	Written by my daughter. I feel that this article is completely biased towards Selby High School. Brayton is a great school. As we have small year groups it only takes a few pupils to get bad GCSE's and bring the whole average down. Until you have an unbiased writer for this article. I completely disagree with everything.	Pupil of Brayton High School
14	There has been a student intake increase at Brayton High for the last few years and nearly all pupils from Brayton Community Primary School went to Brayton High in Sept. 2015 and yet low numbers is blamed for the debt. Public confidence in the school had grown and the Ofsted report March 2014 showed Brayton High as a good school. Selby is nearly at full capacity (25 pupils under) yet still predicts to go in to debt. How can running both schools as one on a smaller budget help? We have the option of choosing which High School our children can attend but this is based on if there is a space. If Selby is at full capacity then the students living in Brayton and the villages beyond would have to attend Brayton, or wherever their next choice is. Brayton High was providing a good standard of education and the growth of students would have continued. I can not understand how it can get in to such debt but surely the Local Education Authority should have provided support. Amalgamating the schools would cause too much disruption to the education of the pupils attending both schools. The leadership at Brayton High does need sorting out quickly but there must be a better solution. Letter to follow no space	Parent/carer of pupil at Brayton High School
15	The complete lack of communication regarding the amalgamation of Brayton and Selby High Schools has lead to panic as we have no idea what is going on. How do they propose to amalgamate the schools? What are the logistics involved? Where will my child attend school? If it is proposed for this to start in September a lot of planning must have been taking place behind the scenes, but we are told the decision has not been made yet. Some bad decisions have been made in the leadership of the school so confidence in the people who make these decisions is low. Constant temporary measures seem to have been in place since Mr Roper left. It was vital that the appointment of a permanent Headteacher was someone that would provide at least 100% commitment to the role, and yet she was only around for a few weeks. Whatever reason she is off sick, it was obviously apparent she would not be returning within a few days, and so should have resigned to enable the school to move forward as quickly as possible. A school is only as good as its leadership. We have seen good teachers dwindle away because of uncertainty. Local community confidence in the school had been rising which was reflected in the intake increase of students over the last 5 years. Now it seems all sorts must have been going on. Disappointing GCSE results for last year cannot be a reason for such disruption. Even though exam results are important in a school, statistics can be deceiving. There are often other factors to take in to consideration, and within the community we can see the bigger picture. Ofsted results in March 2014 confirmed what parents felt, that our children were receiving a good standard of education within an environment that was helping them grow and thrive. How did it all collapse? Are we really in this state? Financial reasons are not an excuse, surely if whoever is responsible for this aspect is not doing their job properly than someone else can. What happened to becoming an Academy? We were told this was the way forward for all schools in the future and Brayton High was ahead of the game! I have not come across any parent or student from Brayton High or Selby High Schools who sees this as a good solution. Pupils are very concerned and anxious, and at such a critical stage in their education this is definitely going to affect them. If in the long term it is the solution, you cannot ignore the fact that it is going to affect the education of the pupils currently attending both schools. If this is not the case, there must have been considerable planning taking place to enable a smooth transition in September and we need to know about it. How will it all work? As we are told the decision has not been made this is totally contradictory. To conclude we need to be taken in to consideration when such massive decisions are being made	Parent/carer of pupil at Brayton High School

	<p>about our children's future. If we are aware of the facts we can understand and piece it all together to try and make the right choices for our children. I look forward to receiving a reply and an opinion.</p>	
16	<p>Are any of the children that are currently attending at Selby High School to be relocated to Brayton thus disrupting their education and them having to learn a new school regime and layout. (This whole scenario is money based not pupils). I did not choose Brayton for my son as I understood all of the Selby High "excluded troublesome" were sent there and I don't want my son to be amongst those sorts, ruining his education. If pupils are going to be moved on the stroke of a pen who will provide transport to the establishment for children living at the opposite end of Selby some distance away. There are not enough buses - no parking facilities and what about the extra time parents will have to find to drop off and collect. Very poor logistics thought. Poor thinking on everyone's part - A disgrace.</p>	
17	<p>I am against the proposal of both schools joining. I think it's not a positive suggestion, it will cause the children disruption to their learning and it is not clear if Brayton students will have some days at Selby High - if this is the case, it will provide confusion & no stability for their education. I think whichever school is under performing - deal with that one alone. The pupil numbers & staffing will change most of the time, every angle of this proposal is no good for the kids. We chose Brayton for location & a positive open evening - believe that Brayton knew of these problems prior to this - appalling. There is lots of rumours going around, which doesn't match the letters that come home, You need to be clear on what you're informing parents, we all have our children's best interests at heart, all parents have chosen High Schools for their own reasons, adding 2 high schools together, I've personally never heard of it on such a small town, schools are full as it is, if this proposal goes ahead I will readdress my son's schooling to other areas, because stability is as important as education. Statistics, funding & figures are what seems important here, not the children or learning. My son had the same problem at Brayton Juniors, we were glad to move on to high school, & only 4 months in the same, if not worse is happening. Brayton High have known the problems a long time, miss leading parents to believe it's good, now the headteacher has gone?! 1 head for 2 schools says it all to me, I think this all needs sorting properly instead of trying to save money on staff & budgets. What do we pay our taxes for??</p>	<p>Parent/carer of pupil at Brayton High School</p>
18		<p>Parent/carer of pupil at Brayton High School</p>
19	<p>I have several observations across 2 headings. 1. Standards It is clear that Brayton is performing badly and the danger in this proposal is that it has a negative effect on the results of Selby High. As such the governors, head and staff of Brayton School must be assessed individually and independently to ensure they are of sufficient quality to be part of any new entity. As the document states "the strength of any school is determined by the quality of its staff" and the converse is also true. "Opportunities to pupils in terms of the breadth of the curriculum" "Richer curriculum opportunities" These statements need to be clearer, what opportunities? what curriculum changes? 2. Numbers/budgets Brayton has a massive £250k estimated at the end of 2016/17 whereas SHS is only looking at a small deficit of £25k by 2019. Student numbers alone cannot solve this issue so staff reductions would be required as would the consolidation to one site. Not stating this overtly is avoiding the issue or deliberately misleading. In the proposal the only clear cost saving is the reduction of Head Teachers by 1. If there is really more then please explain properly. Split sites is a</p>	<p>Parent/carer of pupil at Selby High School</p>

	logistics nightmare.	
20	Hi, I moved my daughter to Brayton in June 2015 as her school took GCSE Drama off their syllabus and chose Brayton over Selby, as Selby only does Drama in 10/11 and has excellent drama teachers. My concern now is that as she is in year 9 currently, if the amalgamation goes ahead it means that she won't get any GCSE drama? As I hear rumours that year 10/11 will be at Selby High site!	Parent/carer of pupil at Brayton High School
21	Ref: - Proposed Amalgamation of Brayton High and Selby High Schools. PART 1 of 2 I am not alone in stating that the recent communication (16/12/15) regarding the above amalgamation has created considerable anxiety amongst parents and, I would very much suspect, the teaching staff at Brayton High school. The schools previous Headmaster (Mr Roper) operated within a "no surprises" environment, providing excellent communication and consultation on both a collective and individual basis. This appears to have been replaced by a non-consultative approach that serves only to fuel suspicion and perceived distrust of those that currently have a duty of care towards the school, its employees and its pupils. Whilst I am not in disagreement for the need to change, I am concerned that the Governance body is resorting to another inadequately considered solution without sufficient regard to the social, psychological and educational needs of the pupils or, indeed, to other potential solutions. Although I accept we are not privy to all that goes on behind the scenes, the school seemed to be in a healthy state as little as 12 months ago with "Good" Ofsted classification and happy classrooms. End of Part 1 of 2	Parent/carer of pupil at Brayton High School
22	Now we are hearing that performance levels from both an educational and financial perspective have reached unsustainable levels. I agree that, from the educational perspective, there has been a visible step change. The communications to parents seems to have dried up since Mike Roper moved on and the last time parents were invited into school was for a seemingly pointless interview that was for the schools benefit only. There has been little consistency since the new Headmistress took over. In part, it could be argued this is due to her unfortunate absence but, in all honesty, she had already proved a questionable choice of leader with her lack of engagement of both parents and children. The perception is that the appointment was not favourably received by staff at the school either with so many good quality and readily qualified teachers choosing to move on. In order to "lead" you need the psychological permission of your employees and, in her case, the pupils. This appears to have been lacking to a significant extent and, as such, could be considered an ill judged appointment. Furthermore, there is an additional perceived sense of confusion with teaching methods which seems to culminate in achievement levels that often wildly fluctuate from one term to another. This may well be due to different teachers having different standards or different interpretations of the achievement levels. However, what it results in is further confusion about pupil progress and required focus areas at a very critical stage in their learning development. Such apparent lack of consistency can create resistance and dis-engagement by the pupils which further impacts their educational needs. This is not, however, a reason to abandon ship. It is a management issue that one would normally expect the NYCC and Board of Governors to be able to resolve without resorting to such drastic action. From the financial perspective, I do not accept the anticipated argument that educational spending cuts together with rising costs are solely to blame (even if these were 100% true). We all have to manage budgets at work or at home and find improvements and efficiencies when external influences put barriers in our way. This is not new. It is life but, more often than not, it is manageable with proper consideration. Again, those responsible for controlling in whole or in part the finances of the school must shoulder responsibility for poor financial performance. Not the teaching staff and certainly not the pupils. Resorting to a co-habitation agreement with Selby High seems premature in the least when other internal operational efficiency options seem to have been ignored or, at very least, not fully considered. In fact, your letter indicates that both schools will remain open with both continuing to consume heating, lighting and the plethora of council costs so how will financial performance actually improve? Presumably all of the cost	Parent/carer of pupil at Brayton High School

	<p>cutting will be on staffing levels, creating larger classes with fewer teachers? Whether responsibility for the educational and financial predicament resides with NYCC or the school governance body is incidental. Where it doesn't reside is with the parents or pupils who selected Brayton High on the basis that it was deemed a progressive and improving educational establishment. Naturally, we will await the opportunity to express our concerns at the forthcoming consultation sessions, however, I believe it is important to make you aware at an early stage that there will be many difficult discussions that need to take place surrounding this proposal and that time should be spent considering alternative solutions to mismanagement problems. On a personal note, one of the reasons we chose Brayton High for our children was because we disagreed with the set up and, in particular, the leadership at Selby High. Above all, we favoured the consistency of having our children educated in the main, by teachers with whom they were familiar and had spent time building a trusting two way relationship. Your proposal indicates that these relationships are broken during the crucial final years as pupils migrate from one school to another (sorry, but whichever way you look at it, it will never be "one school"). Finally for now, if the outcome of the "consultation" is to continue with the amalgamation proposal then you will need to ensure that other local schools are geared up and willing to take those that do not wish to be part of an amalgamated future led by, let me guess, either Amanda Lumb or Stuart Lewis (who are almost certainly on a trial period). Furthermore, if the outcome is actually to amalgamate at the end of <u>this</u> school year, then I know my concerns regarding the leadership and direction of this school are well founded and I am writing to the wrong people.</p>	
23		Parent/carer of pupil at Selby High School
24	<p>There have been rumours that Brayton site will be used for key stage 3 and Selby High for key stage 4. What arrangements would be made for school transport to drop off at both sites to accommodate the change? Will parents and children be invited to visit Brayton High to view the facilities if their children end up attending classes at the Brayton site? When might this happen? Selby High has a 'vertical' form with children made up of all year groups in a form group. How will form groups be made up with the new arrangements?</p>	parent of child who is hoping to start school at Selby High in Sep 2016
25	<p>1) Due to the financial state of Brayton High, why are the current school governors still in post? This is a concern as the governors leadership and decision wasn't effective as the result is a school that needs bailing out! 2) If this planned merger goes ahead, how is the £250000 deficit going to be cleared WITHOUT affecting our children's education and opportunities? 3) No "answers" or "specifics" have been given in this consultation document; it is all very non-committed. We need to know the practicalities as have very worried children. I know this is a "consultation"; but we all know it is a "done deal". This merger has a financial and Selby District Council agenda - that is all! No consideration for our children.4) How is bullying going to be managed? Brayton are notorious for not managing bullying. Selby however have a very strict policy and it is NOT tolerated. This has to be effectively controlled so the environment is not hostile. 5) I don't want my child moving from site to site! They need consistency. It would be a H&S/Security breach if they had to "class hop" from one site to the other. They need block years at Brayton (lower school) and block years at Selby (upper school).</p>	Parent of YEAR 6 at Brayton Juniors. My interest is for my child's education, wellbeing and safety.
26	<p>I think it would be a real shame to lose Brayton High as a separate, stand-alone High School. It will severely reduce the choice for children living in Brayton and the surrounding villages. However, I feel that the amalgamation with Selby High, if properly thought through and planned, would be a good option. The only way I see it working is to have a two-tier/campus system in place - so Key Stage 3 at one site and Key Stage 4 at another. This would mean that students can be more focussed on their exams if approaching their GCSEs, whilst the new starters in year seven will be less daunted by the prospect of 'the big kids'.</p>	Former student of Brayton High

27	<p>I wish to tell you that I am extremely unhappy with the proposal to amalgamate Selby High School and Brayton High School for a number of reasons. 1) as a parent of a year 7 pupil I feel the proposal to have years 7 and 8 at Brayton High means that my child will have effectively changed schools 4 times in 4 years. This is not acceptable. We chose Selby High based on its exam results and IT department, Brayton High does not have the same facilities 2) my child has special education needs and has settled in well in Selby and is receiving the support he needs, I feel that this would be very detrimental to his education as he does not cope with change very well and finds new situations, and places very stressful. 3) you are effectively taking away parents and pupils right to choose a school. How am I expected to get my child to another school everyday. It's just not practical so you give me no choice. 4) it has been proposed that years 9,10 and 11 be at Selby High, but this is not certain. What could happen by the time my son gets to year 9 is that you decide to change this and keep them at Brayton. And even though I sent him to Selby High, he would have only been there 1 year - not acceptable</p>	Parent/carer of pupil at Selby High School
28	<p>as a parent I do not agree on the joining of the two schools. I have spoken too my son as he does not want to go to Brayton, Selby is the school he chose and he wants to stay there.he did not like the facilities at Brayton. My son is extremely upset/anxious and worried about the proposed merger and I believe that this will start to affect his learning and his mental health. He has special educational needs and has extra support in Maths and English. We have been told at the consultation meeting today that Brayton has very low standards in English, this is not going to help my son achieve the best results he can you are segregating year 7 and 8 and creating a middle school, this does not work as most middle schools have now gone. I like the current house system at Selby and all years mix together and help each other.This will not happen with only 2 years in a school. I am also worried that bullying will increase because of this</p>	Parent/carer of pupil at Selby High School
29	<p>As an interested observer, and a teacher at a local primary school, I attended tonight's meeting at Selby High School on the proposed amalgamation of the two schools. I can see that a small school does pose certain problems both financially and in the opportunities offered and these were addressed, to some degree, at tonight's meeting as reasons for the amalgamation. However, I was horrified that the opinion of lots of parents ,especially of SHS students, was that the standard of teaching at BHS is inadequate. As it was pointed out, just over a year ago the teaching was judged as good and so this is obviously untrue. I would like to question how these parents have this viewpoint and wonder at the role of The Local Authority and SHS in portraying this image. Yes the results were low but every school has bad years and as it was pointed out, percentages are not a true reflection of the reality. Has any one considered the effect that these sweeping statements have on the current teachers, at the school, who are striving to do their best for the children. Teaching is hard enough without people, who don't know the true picture, being fed a twisted view of the situation. Is this good for morale?</p>	Other
30	<p>In favour of the proposal , one child yr 10 at Selby high , a year 6 child , and a yr 12 who attend Brayton . Selby High I find too busy , pupils crammed in , so making pupil numbers more even across the two sites has to benefit all pupils. A smaller school environment for the years 7 and 8 I find appealing and less daunting to an 11yr old . My only concern is the dated facilities on the Brayton Site , and whether they are going to be updated. Also transport for the younger children to get down to the Brayton site , as its quite a distance .</p>	Parent/carer of pupil at Selby High School
31	<p>As a parent of two Selby High students, I would be concerned if my children had to use the Brayton School as we chose Selby High because of it's Arts & Science status and therefore it's facilities. I think if SHS students had to use Brayton School building they would be missing out on the specialist facilities. If I had worked my children to use the Brayton School building site I would have chosen to send them there!</p>	Parent/carer of pupil at Selby High School

32	I have a son in year 9 at Selby high and another one due to join year 7 in September. We live in Barlby but chose Selby High over Barlby High as it has better facilities and better grades, because of the distance of Brayton High we didn't even consider it. Although Selby high is out of our catchment area it is only a bus ride and a short walk which in September my older son would have helped the younger one. With the merger of the two schools and the new year 7's having to go to Brayton High this means having to organise two buses to get him there or consider choosing a different school, which we don't really want to do. The journey is 3.2 miles away which means he should be eligible for free school transport but through no fault of ours you are sending him to a school way out of our catchment area. The catchment areas and journey for the children needs consideration and help should be given with cost of the journey.	Parent/carer of pupil at Selby High School
33	Having attended the meeting at Selby High last night, but had to leave early to relive a babysitter, I would like to ask about transport. At present the children of Skipwith and North Duffield only have one catchment school option and that is Barlby. I don't think this gives parents or pupils a fair choice of options and as such we chose to look at Selby, feeling we might be able to manage transport there ourselves. At present there are no decent public transport services to Selby from our outlying villages and the only secondary school transport available through local authority is to Barlby. I actually think that the idea of a "middle school" could be effective and would still consider the new amalgamated school if transport to Brayton were available via the local authority - can you advise if this has been considered please? If we retain our first choice as Selby High, but it emerges that transport will not be provided by the local authority, will we have the option to revert to Barlby High?	Parent of Yr 6 child at North Duffield Primary
34		Parent/carer of pupil at Selby High School
35	We chose Selby high due to the facilities it has, location and as it was able to provide an education suitable for our child. Brayton school dips so why doesn't the school have the chance to see what they do get in the ofsted report? then let them develop their school improvements alone rather than mixing into a well running school which is improving all the time. If you combine both schools and then it goes in special measures what will you do then look at another school even further away that is doing slightly better but has a good results, but have no school in the Selby area that meets the educational needs of the children at all. If this goes ahead we will now have to send our child on an hour walk to school each morning and when their sibling joins they will no longer be able to walk together as they will be on different sites meaning my 11 year old will have an 1hrs walk to school alone not very good for his first walk alone. Will the council be looking at transport issues as no bus route from the staynor hall development to Brayton and this will need to be a reasonable cost. What about uniform cost we have spent over£150 already and only the first term!	Parent/carer of pupil at Selby High School
36	I find the proposal very single minded. It doesn't seem to have taken the children's thoughts and feelings into account. Under the proposal my daughter who is currently in year 7 at Selby high school will need to move to the Brayton high site which does not have even close to the same facilities as Selby high. She will do a year at Brayton and then move back to Selby. This is appalling and will completely disturb her learning. My son who is in year 8 will stay at the Selby high site but in year 7 there were 2 boys that were expelled after an altercation with my son. If this plan goes ahead does this mean that he will now be put back in lessons with these boys. In effect children currently at Selby/Brayton high are going to be your Guinea pigs to see if this works. You need to think past money and think about the mental health of the children you are about to upset.	Parent/carer of pupil at Selby High School
37	The proposal makes sense	I have 2 children at Brayton and 1 at Selby
38	My son is due go into year 11 at Selby high in September and I absolutely refuse to purchase expensive new uniform if this his to be introduced . I would like to know how this can be enforced and	Parent/carer of pupil at Selby High

	what the consequences for him will be if I don't buy it	School
39	I find it difficult to envisage how this merger will improve the education of Selby High school pupils, as the evidence produced to sell this proposal to those effected outlines the dire state that Brayton High now finds itself in, both financially and performance wise! Hardly a selling point! Also why has Brayton been allowed to continue for years of dwindling numbers surely this school has been failed by the local education authority. Parents and pupils at Selby high no doubt are furious that we chose Selby on its reputation not its size and are pupils have to suffer for the minority of parents who chose Brayton on size and didn't look at its problems with performance standards and numerous changes in Leadership. I understand Selby High cannot expand due to its location but I feel this merger will have a morale lowering effect on Selby High pupils who may have to attend Brayton premises when they don't want to! And why should they!	Parent/carer of pupil at Selby High School
40	Personally feel it would be great for the education of all pupils of the Selby area. I'm sure it with further their opportunities in life.	Pupil of Selby High School
41	In my opinion, this is a terrible proposal and it should not be considered further. Selby High School has worked hard to generate the school which is in place today and amalgamation with Brayton will significantly water down the capabilities at Selby. The budget from the two schools will have to maintain two sets of buildings across two sites which will be no less expensive than it is today. The salary budget that takes the majority of funds and this is not going to increase in any way to deal with teaching the same number of pupils across 2 sites. Sharing of expertise and specialisms with Brayton will ultimately mean less of those resources for Selby. We have worked hard for 3 years with our son who did not attend primary school from year 4 onwards due issues at school. We have managed to get him back to Selby, he likes the staff and his class groups and he is starting to settle. The proposal to send years 7 and 8 to Brayton will mean he has to move schools and we are extremely worried about the consequences for him and his education. I have emailed Suzanne Firth directly after being refused admission to the Selby Consultation. This surely constitutes an improper process	Parent/carer of pupil at Brayton High School
42	concerned about increased bullying as there may be a 'them and us' situation if years are combined	Pupil of Selby High School
43	I would like to know the positives from sending Year 7 + 8 to Brayton High School. Moving into Year 7 and a High School is a big process for children and now you want to move them again to a new school where they have to start all over, integrate with new children and staff members after they have established themselves into their High School life. If I had wanted my daughter to go to Brayton High I would have put that down as my first choice. I understand that Brayton High School is under performing and that something needs to be done but you have to take into account the best interest for all children involved and I do not think that uprooting children and moving them away from what they know and understand is the best way forward. The thoughts of all the children involved really need to be taken into account as its them that will be dealing with the upheaval of moving and any other situations that will arise. Can you advise that a child's education will not in any way suffer due to this?	Parent/carer of pupil at Selby High School
44	I attended the consultation meeting at Selby High School last night and felt the audience made it consultation meeting feel like a witch hunt against Brayton High School. Hardly any points relating directly to how it would affect my children were addressed.	Parent/carer of pupil at Brayton High School
45	What happens when Mr Ekersley retires because it was said that it is getting increasingly hard to find a good quality head teacher to run one school so I wondered how you the merged schools will cope when he leaves?	Parent/carer of pupil at Selby High School
46	My older daughter went to Brayton and had issues back in 2011, at that time there was about 700 at Selby High and over 1000 at Brayton. The poor reputation from around 2011 has not altered. Sadly	Pupil of Selby High School

	<p>the time and money spent on trying to restore that reputation has not worked...any more time or money would be a waste. Selby High is now far too overcrowded i am told there are 1300 pupils and i know less than 400 at Brayton; the upstairs of the school is now sealed off. I sent my younger daughter to the catholic school as Selby High was too big, now reluctantly we have joined Selby High because the bus is being with drawn from this March. Merge both school and let the head run them both with a good team behind him.</p>	
47	<p>My personal opinon is that it couldn't of happened at a worse time for our son, who is in Year 10 at Brayton High School, taking his BTEC & GCSE exams. Obviously there has been years of negotiations and planning for it to take place and it totally unacceptable action from the County Council and the councillors involved to keep it under wraps for so long & keep the parents & students in the dark. The parents and students would have accepted this predetermined decision better if we had time to think about it/ make plans alternative arranges for our child' to receive the best level of education possible. I would very much like a personal guarantee from the Chief Executive that Year 10's will not be forgotten about and will receive a high level of support and teaching to ensure the grades are acheived with the minimum distrupction.</p>	<p>Parent/carer of pupil at Brayton High School</p>
48	<p>My child is year 6 and was hoping to join Selby High in September 2016. We attended a number of school open evenings and Selby was far the best and they really sold themselves to my child and us parents. Brayton on the other hand didn't, there was no enthusiasm from the teachers, the head teachers speech was dull and didn't inspire my child or me. Whilst at the Brayton open evening there were rumours of a so-called merger and I personally think the staff at Brayton had already given up! I myself left Brayton High in 1990 and was shocked to how much it hasn't changed whereby my wife on the other hand left Selby high in 1992 and was very surprised how much it had been updated. My wife, child and myself attended the consultation at Selby High on 25th Jan. It was unfortunate that we have staff from Brayton High sat behind us. From the comments they were making I get the impression they aren't very pleased about the amalgamation. I'd like to know what future they see without this? Personally I don't see any immediate future for Brayton without the joining of Selby High and I do think this could be a good thing for the Selby area and overall my wife and I are FOR the proposed amalgamation.</p>	<p>Prospective parent</p>
49	<p>I think that it would be a very bad idea to move year 10 and 11 to the Brayton site as this could be disruptive and detrimental to their studies at such a crucial time in their education. I cetainly do not want my child to have different teachers as she is doing very well with her studies asn the last thing that i would want is for her to be disrupted as you said in your letter dated January 21st, Brayton High School results for the GCSEs this summer were unacceptably low. Therefore I do not want my daughter to be taught by the Brayton teachers as this would jeopardise her education and her future.</p>	<p>Parent/carer of pupil at Selby High School</p>
50	<p>Dear Sir, I was extremely disappointed last night to be turned away, along with more than a hundred other people, from the consultation meeting which took place at Selby High School to discuss the possible amalgamation of Selby High School and Brayton High School. it is clear that North Yorkshire Council had completely underestimated the interest and concerns that the meeting would generate and had made insufficient plans to ensure that a valid and legal consultation process would be able to take place. The council did not specify that there was any need to register for the event, or that numbers would be limited at the meeting. There were many people who also turned up as a couple or with children meaning that valuable places in the seating area were taken. However with a school role of 1100 children at Selby it seems unlikely that 300 places would be sufficient for the 2000 parents, guardians and their children. I had specifically made arrangements to attend that meeting including getting away from work early and ensuring that I had child care cover. There is clear guidance for Proposers and Decision Makers under The School Organisation (Prescribed Alterations to Maintained Schools) Regulations 2013 where point 11 under the Statutory Process states "The location of any public and stakeholder meetings should also be planned to maximise response". This clearly was not the case. Whilst there is a second meeting planned at Brayton High</p>	

	<p>School I am unable to attend as I am out of the country on business. I can only assume therefore that to meet its statutory process requirements North Yorkshire Council plan to arrange further meetings before the end of the consultation period on 26th February and to ensure that sufficient places are made available for everyone so that they can be thoroughly consulted, their views heard and their questions answered. I look forward to your response and to hear the dates and plans for the next set of meetings.</p>	
51	<p>Our son is currently in Yr 6 at North Duffield Primary. We feel, living in Skipwith that we are very restricted by the "one" catchment option for a secondary school for our children, that being Barby. It does not offer us any real choice without us, as parents and families, being impacted upon if we chose an alternative nearby school. And by impact, I mean in terms of transport and ensuring our children arrive at school safely. After reviewing the schools in the area during the autumn term, we were ultimately impressed by the facilities, results and ethos of Selby High School, with our preference firmly placed there although it may cause us potential concerns over transport. There are no public bus routes from Skipwith to Selby, which in its own right is rather frustrating, as it's not that far away to consider it out of the realms of possibility! So with the proposed amalgamation and the idea of the Brayton site becoming a "middle school" so to speak, I am even more concerned over the transport issues it raises for those of us a little further away. I have no specific objection to the proposal, however, I would like some assurances that the facilities at the Brayton site would support the excellence of teaching and not hinder it. I would also like to know if, with the proposed enlarged school, there would be a proposed enlarged catchment area, to include our villages, and therefore provide transport. Presumably by enlarging the catchment and attracting more pupils to these vast sites, would help increase the funding required to maintain the schools and run them effectively. I would like the proposal of enlarging the catchment area and providing transport to be a real consideration in the process. I know I am not the only person with this view. Finally, if we retain Selby High as our first preference, and no transport options are available to the Brayton site, would we still have the option of a place at Barby? I look forward to receiving your comments.</p>	
52	<p>I feel people with special needs education that needs to be provided and teachers from Selby high school need to learn from teachers at Brayton high school cause Brayton high was first school to introduce people with special needs into mainstream school they have a special needs co-ordinator who is special needs training where Selby high school have had lots of issues with people moving Brayton and Barby high school if you look at how many pupils have moved to these schools. And people who use wheelchairs would be better placed at Brayton as it has more ground floor space in getting to lessons as Selby high school is an old building that is one of the issues you need to consider in a merger plan. As a former student of Brayton high school Alan Kelcher has lots of experience in special needs education who is still there as the art teacher he worked in special needs dept when I was at school who would be able to help advise a plan alongside Brayton high school's current special needs teacher now to make this a lot smoother for the children who have special needs education. As for a new school well Brayton high school has a lot of land one of them currently owned by North Yorkshire county council and the park owned by parish council the other is owned by the farmer but Brayton high school has currently land space to build onto school where Selby does not have current space to do that so in the future you do not have to find a new site suggested by the head teacher of Selby high school he has not seen the land Brayton high has around it. Cause they have space around tennis courts including a bungalow. But it's the needs of teachers moving between different sites not pupils as they would be walking around town. Also catering lunches it needs to be done off one site with the school that has the most modern kitchen out of two that would save some cost who can cook for both schools then brought to other school to be served up. And teaching staff need building workshop some they can work together and learn from each other as Brayton high staff morale will be low at this moment and their confidence knocked this needs handling sensitively without bullying tactics by management I feel both schools need a clean break of governors who need skills how to deliver</p>	Town Councillor / Mayor of Selby

	<p>statics into results and understand teaching it would be a clear break for all so there is no atmosphere. Also to have parent forums and student forums every month start with then every two to three months as monitoring group and open public governors meetings four times a year so parents can attend to make sure the schools never land in this mess again. I suggest you Caroline applebaum who was adult education now moved over to children's education who has lots of experience with special needs education I don,t know if she still works for North Yorkshire county council be bought in with her expertise in this area of special needs education who could help both schools have smooth transition with special needs education. And Kathy Clarke . I suggest a new name piece of history when Brayton high school opened the first greatest head was bill duxbury and Selby head was mr Darley so why don,t you called it Darley Duxbury high school so it has both names piece of history in schools name so it still has that piece of name that forms both schools in its name.</p>	
53		Parent/carer of pupil at Brayton High School
54	<p>As a parent of a student at Selby High (SHS) and after reading the amalgamation paper and attending the consultation meeting on the 25 January 2016 I cannot see one good reason why the amalgamation would benefit a student already at SHS. I believe that the amalgamation will be disruptive to my daughters education, the problems at Brayton High (BHS) have been common knowledge in the community for years which is why the head count is so low. It is very difficult for a school to become a good school but easy for it to become poor. The years of hard work the leadership of SHS have put in will be lost as I firmly believe that BHS will drag down SHS. Why has NYCC allowed BHS to get in to this situation, when I was looking at schools for my daughter back in September 2013 and attending open evenings it was evident then that BHS was the poor relation at the side of SHS in terms of facilities as well has much poorer GCSE results. I chose SHS to enable my daughter to receive the education that she deserves. I have been happy with the progress she has made at SHS and I DO NOT want that to deteriorate. NO TO AMALGAMATION</p>	Parent/carer of pupil at Selby High School
55	<p>My daughter is currently in year 7 and one of the reasons we chose Selby over Brayton was that the facilities and equipment provision was better. If she is transferred to Brayton next year she will no longer have this equipment available. Surely this will be a detriment to the pupils. Another thing we really liked was the house system where the form groups span all year groups, separating year 7 & 8 from the rest will stop this being possible. I understand that Selby has a deficit of £25,000 but if Brayton has a deficit of £250,000 aren't Selby taking on Braytons debt? I know there will be benefits for those pupils currently attending Brayton but I am not sure there will be benefits for those currently at Selby.</p>	Parent/carer of pupil at Selby High School
56		Parent/carer of pupil at Selby High School
57	<p>I do not support the proposal. I feel that it has been, as was suggested by several others at the consultation evening, a forgone conclusion. It appears that parents from both schools do not want it and we are only being paid lip service.</p>	Parent/carer of pupil at Brayton High School
58	<p>I do not feel that amalgamation of the schools is in the best interest of pupils at either school. It will be destructive to their educations. I also think it further limited the choice of high schools in the area. Finally I have concerns regarding how the staff will cope with the amalgamation especially with two sites.</p>	Other
59	<p>Long term take over should be good. Worried about the lack of budget, needs help for 3 years minimum</p>	

60	i think ppl need to just accept its happening and get on with it.maybe it all parents accepted it then our kids would .if they don't like it then move their kids simple .y make make more think difficult .kids only saying thing horrible as they hear it from us parents .im happy for my child to change .i went to Brayton high its a good school.its not the school fault .	Parent/carer of pupil at Selby High School
61	It is essential that Brayton High is not completely absorbed by Selby High. Both schools have excellent qualities and whilst Brayton is the smaller school its strengths must be recognised, because they are the reasons parents and pupils chose the school. The school may benefit from a completely new identity: not Selby High or Brayton High, but something different that reflects the new start and a spirit of co-operation. Many Brayton parents feel the exercise is akin to a hostile takeover. The merged school will struggle to engage many parents if this view persists. Some work has to be done in the community to improve the image of the new school. It's clear parents want to be involved but they feel this is a 'done deal' and their voices are not going to be listened to - please prove to them that this is not true. Many parents have expressed concerns about costs of replacing uniforms. Could NYCC consider subsidising uniforms (or applying for funding to do so?) Even free school ties would help. Consideration must be given to the logistics of dropping off children at different sites for those who must travel by car. Perhaps staggered start/end times for the school day would work.	Selby Town Councillor (Selby West) and parent of Selby High School pupil
62	I attended the meeting at Brayton high last night and was distgusted when a fellow student and I were completely ignored when we said we had a question. I dont know if this was because I was in uniform or that they were just ignoring us anyway.	Pupil of Brayton High School
63	I think that this will be beneficial to both schools, however as a parent of a child in year 9 I am extremely concerned that work MUST be started now to ensure that when James moves to Selby High in September. he is on an equal footing with the pupils there. I understand that the current year 9 in Selby have already chosen their exam options and have already started the exam syllabus, extra lessons to catch up once James arrives at Selby will hinder the integration of the pupils and will be too late, IT MUST START NOW, can you confirm what steps are being taken in this area?	Parent/carer of pupil at Brayton High School
64	As manager of Brayton Headstart Playgroup, an Early Years Educational setting on the grounds of Brayton High, I have been disappointed to have had no contact from either the school or the council regarding this matter apart from the generic letter that was sent out to parents. Behaviour from the students at Brayton High does affect our provision - we have regular instances of shouting, swearing and pushing and shoving into our fence and building which scares the children or encourages them to copy. The children kick and throw footballs around our building and cars - despite the size of the field surrounding them. Our concern is that increased number of pupils at this site will have a further negative impact on our children's well being. I would appreciate some responses to this please.	Other
65		Parent/carer of pupil at Brayton High School
66	As a past student of Brayton High which amalgamated whilst I was there with what used to be Staynor High, I can confirm that there is a very clear route to success with such change to make it a success for the children. Brayton was already at that point an established school so it kept the Brayton identity, whilst students who had joined from Staynor had to fit in. I realise this change is about securing a better future for the education of our children. I see one very clear route forward which would be to lose the current identity of BOTH schools. Give the new merged school a NEW NAME & NEW LOGO & BLAZER identity. I believe it should be possible to make this fit into the current house & trophy system that operates in Selby High but I feel it is absolutely crucial to ensure the smooth transition of Brayton pupils into Selby & vice versa. As the history of Selby itself is around Benedict, I propose the name 'Benedict High School' with a grey blazer that should be supplied either free of charge or at cost. I have a history in purchasing & believe it should be possible to source 1500+ brand new blazers which could be supplied to all children as a gesture to soften the blow. Happy to assist!!	Parent/carer of pupil at Brayton High School

67	As this is as stated by councillors an amalgamation and not a take over of Brayton High by Selby High, then this new school created by amalgamation should have a new name new uniform and new identity so all children have a sense of belonging and pride in their new school.	Parent/carer of pupil at Brayton High School
68	Please no merger!!! I tried to attend the consultation meeting last eve at Brayton high school only for the doors to be closed and many parents/careers turned away with the words we are full!!! I continued to wait and some of us were eventually let in a back door and had to try to listen behind a wall. What a waste of time yet again no answers were given to the question asked and some of the attitudes of those speaking left a lot to be desired, rude abrupt to name but a few. It became apparent that this merger is being taken much too quickly and although it kept being said the main reason was the Education of the Children..I'm sorry but that is not true it's is for monetary gain..if it was not then Brayton would become an academy and given a chance to continue there hard work educating our children.	Parent/carer of pupil at Brayton High School
69	I see this as a good move as it will strengthen both schools. Selby High is clearly running out of space and Brayton has the space required.	Parent/carer of pupil at Selby High School
70	I recognise the importance of the change, key focus must be on minimising the impact of transition together with creating a new strong identity that all pupils can relate to. Please do not let all the really difficult policy, legal and employment issues prevent you from addressing the simple ones that will have the greatest impact. Both public meetings sent you a clear message - new school, new uniform, new identity! You cannot allow any child to feel second class by feeling taken over by the other school. A new brand and identify is very important. Speak to any organisation that has been involved in amalgamations, take-overs, acquisitions (call it what you will). A clear sense of belonging is key to success. Please listen!	Parent/carer of pupil at Brayton High School
71	Selby Town Council support the merger over an Academy. However it was noted that Brayton High Schools results were unacceptably low and should the merger go ahead it must not be at the detriment to Selby High School pupils. The merged schools need to be adequately resourced to ensure the standards currently held at Selby High School are maintained. The Town Council were also concerned over the deficit from Brayton High School of more than £250,000. This deficit should not be carried over to the newly merged school, it would be prudent to have a clean slate for the newly merged schools.	Local Town Council
72	Please provide a sixth form	Parent/carer of pupil at Brayton High School
73	I agree with what is trying to be done in terms of the financial situation at Brayton however I think that there was a lot of emphasis on the best education for the Selby Community and Selby Children. Yes trying for an outstanding high school is going to be a long and hard challenge in the long term but my concerns are for the pupils in the short term as regards to their emotional state as there will be a lot of big changes. I agree that it would be great to get rid of the 'us' and 'them' stigma that has been in Selby for as long as I can remember but I believe that the parents will have a big influence on the children's thoughts and feelings towards each other if their parents had a rough time at the 2 schools in the 'olden' days. I hope that if the proposal goes ahead that there will be a lot of additional support to help the children get through the first couple of years in terms of their feelings and help them to cope with such big changes. I hope that it will be a school that has brought all the BEST ideas and procedures from BOTH schools together and not just Brayton being made to do what Selby do already. Uniform needs addressing and I think we should be subsidised if we require a new one.	Parent/carer of pupil at Brayton High School

74	<p>Having attended the consultation evening at Brayton High School on 26.1.16 I would like to ask a number of questions as my hand was ignored during the event. I found a couple of the panel members to be very obnoxious individuals with no heart and/or feelings for those that are really affected. Having worked/work in a sector which is about engaging with communities, developing young people and encouraging everyone to work to their best abilities I found the whole event to be somewhat patronising to both parents and students. There was no opportunity for the students of Brayton High School to stand up and express their concern. What happens to those children that chose the school for their own choices, that school which was small and not intimidating? The uniform needs to change to change parents/childrens mindset - what costs will be covered? The name of the school needs to completely change - again to change mindset? What help will NYCC give to parents/students who wish to get their child(ren) to transfer to another school/authority? We live in Eggborough so on the borders. Many children of which attend Snaith High School - a choice I wish to consider..</p>	Parent/carer of pupil at Brayton High School
75	<p>I am concerned that this is a knee jerk reaction to the Governors at Brayton High School seriously looking at academy conversion. If this option had been approved, the LA would have lost control of the Doncaster Road site and any future prospects of building a new school would be gone. I am aware that other factors are cited as being integral to the proposal, one of which is the most recent GCSE results. While I agree that 38% is disappointing, it is 1% less than Barlby recorded in 2014 and, as Barlby have proven with their greatly improved results in 2015, bounce back is more than achievable. Brayton should be given the same opportunity as Barlby. The second major factor is finance and I cannot see how operating a split site to educate more young people with a smaller combined budget is possible. Have you considered that all the pupils could be housed on the bigger of the two sites at Doncaster Road? I appreciate that this would not be feasible within the current timescale of an enlarged school by 1st September 2016 but finance is available to local schools using money from local housing developments. This could go some way to solving the financial crisis at both schools.</p>	Member of staff at Brayton High School
76	<p>I oppose the amalgamation. Please advise what is meant by an integrated year 7 and 8. Does this mean mixed year groups? My son would have an extra half a mile to walk each morning and evening meaning taking earlier and later buses. He would have a 1.2 mile walk to/from Selby a us Station which I don't find acceptable. Would there be an option for a school bus please? Would Brayton teachers stay in place and be teaching my son in year 8? At this moment in time I would seriously consider removing him from Selby High School given my serious concerns for my son's future education provision.</p>	Parent/carer of pupil at Selby High School
77		Parent/carer of pupil at Selby High School
78	<p>I have completed the online NYCC consultation document however I feel some key observations need to be shared directly with both schools. You also need to be aware that the online system for NYCC consultation is at a fixed number of characters so it is restricting the comments & feedback people will be able to give. I would also suggest consideration that the current Year 7's at Selby might be allowed to remain in situ for Year 8 which would minimise their disruption. Having attended the meeting at BHS last night, I feel it is important to get across some points which I believe would be key to the success of the amalgamation: 1. In order to ensure it is a success, BOTH schools need to lose their name & come together with a new identity. 2. If the house system currently in operation at Selby is to remain, I feel this could be retained with my suggestion & would fit perfectly. 3. The name should be around the history of Selby itself to give clarity to all but to be different from both current names to align all students & staff & give a real feeling of creating a new future. 4. Selby is linked to Benedict see entry pasted from Wikipedia: The abbey was founded when Benedict saw three swans on a lake in Selby, and he saw it as a sign of the Father, Son and Holy Ghost. That is why the official</p>	

crest of Selby Abbey is three swans.^[6] Selby Abbey was closed in 1539 as part of the Dissolution of the Monasteries under Henry VIII and the majority of the buildings have since been demolished.^[9] The central nave of the abbey church survived and in 1618 it became the parish church of Selby.

5. The current house system at Selby High would fit in around a new name linked to Benedict - **I suggest either Benedict High School or St Benedict High School.** 6. The new combined school should be given a new logo & blazer identity. To make this totally different I suggest Grey. Smart, practical & different. 7. I suggest keeping the rest of the uniform as black trousers or skirt & white shirt. 8. Tie possibly based around the house system currently in place at Selby. Furthermore & crucially, I feel that it would be a very important factor to this transition if a team of volunteers could be put together to work on sourcing the Blazer. (of course once the name & logo is settled on) but the logo design could fit into the current house system at Selby. The blazer committee could then negotiate & secure the blazers at the lowest cost price possible. The new combined school should then aim to foot that bill to provide a brand new blazer to all students of the new school as a one off. This would soften the blow, give a feeling of goodwill and of course help many financially. It would also reduce the risk of ostracising the Brayton students who would otherwise be forced to wear a uniform that they did not choose to wear. As I have a background in purchasing, I conducted a brief online search last night for suppliers on my return from the meeting & believe it should be possible to source 1500+ grey blazers in plenty of time to issue them for September 2016. There are several UK based companies who offer this service and also who will offer an option of consignment stock going forward with a quick turnaround on deliveries. They can also work with the school to hold stock all year round based on projected income of students. Supply of blazers, ties & potentially PE kit could then go on to become a source of income to the new school after the initial supply of the first blazer. With rebranding there would obviously be other changes required such as stationery, but there is sufficient time to run down stocks of current paper etc without this presenting too much of a problem & it should be possible to negotiate the cost of changing logo to incorporate this into the cost of the supplies. The children could become involved themselves in a competition to design the new logo - as long as it fits with the current logo's in use for the house system at Selby. Involve the children also in updating the logo on the websites - surely there will need to be updates and costs built into the change anyway, so it should not add more cost to include building a new logo into the combined / shared website. I have relatives who live in Wakefield and their school provides all intake Year 7 students with key items of their uniform. It gives a really good feeling and helps with the associated cost of moving from primary to high school. It also gives reassurance that they are not moving to a dictatorship. I realise there would be additional consideration such as PE kit, however I think it would help to allow use of the current PE kits where these are currently owned, with an agreement to purchase the new branded kit where appropriate only on renewal of kit. This would help to reduce to impact of cost to all parents. Alternately, make the PE kit a simple plain unbranded kit. Of course this would be open to debate and need lots more research & discussion. I would be happy to discuss these ideas further & hope they help. I would like to formally complain because I believe the process of 'consultation' to be fundamentally flawed. I have it on very good authority that the Head Teacher of Selby High School Paul Eckersley has already instructed the Uniform shop in Selby to proceed with placing orders for more uniform for Selby High to accommodate the amalgamation!!! If that is not living proof that he already knows the outcome of this consultation then tell me please what is? I strongly object to this and any decision to force Brayton students to wear the Selby High Uniform. The fact Mr Eckersley has already issued prior instruction when the outcome of the 'consultation' is not scheduled to take place until May tells me that this is a foregone conclusion. This amounts to a takeover, not an amalgamation. What is the point in going through the motions of consulting parents, staff and students with a stressful, costly and timely process when it is clear that the decision is already known? I will be writing to both Governing bodies to inform them of this information and to advise that I find this foregone decision appalling. The only way to ensure a smooth transition which gives a positive outcome to merging two schools that have been historically such rivals, is to remove

	<p>the names of both schools and give the new combined school a new identity. The very fact that Mr Eckersley has already instructed the local uniform shop to place orders in advance of the decision is showing that this process is flawed.</p>	
79	<p>I have completed the online NYCC consultation document however I feel some key observations need to be shared directly with both schools. You also need to be aware that the online system for NYCC consultation is at a fixed number of characters so it is restricting the comments & feedback people will be able to give. I would also suggest consideration that the current Year 7's at Selby might be allowed to remain in situ for Year 8 which would minimise their disruption. Having attended the meeting at BHS last night, I feel it is important to get across some points which I believe would be key to the success of the amalgamation: 1. In order to ensure it is a success, BOTH schools need to lose their name & come together with a new identity. 2. If the house system currently in operation at Selby is to remain, I feel this could be retained with my suggestion & would fit perfectly. 3. The name should be around the history of Selby itself to give clarity to all but to be different from both current names to align all students & staff & give a real feeling of creating a new future. 4. Selby is linked to Benedict see entry pasted from Wikipedia: The abbey was founded when Benedict saw three swans on a lake in Selby, and he saw it as a sign of the Father, Son and Holy Ghost. That is why the official crest of Selby Abbey is three swans.^[8] Selby Abbey was closed in 1539 as part of the Dissolution of the Monasteries under Henry VIII and the majority of the buildings have since been demolished.^[9] The central nave of the abbey church survived and in 1618 it became the parish church of Selby.</p>	
80	<p>5. The current house system at Selby High would fit in around a new name linked to Benedict - <u>I suggest either Benedict High School or St Benedict High School.</u> 6. The new combined school should be given a new logo & blazer identity. To make this totally different I suggest Grey. Smart, practical & different. 7. I suggest keeping the rest of the uniform as black trousers or skirt & white shirt. 8. Tie possibly based around the house system currently in place at Selby. Furthermore & crucially, I feel that it would be a very important factor to this transition if a team of volunteers could be put together to work on sourcing the Blazer. (of course once the name & logo is settled on) but the logo design could fit into the current house system at Selby. The blazer committee could then negotiate & secure the blazers at the lowest cost price possible. The new combined school should then aim to foot that bill to provide a brand new blazer to all students of the new school as a one off. This would soften the blow, give a feeling of goodwill and of course help many financially. It would also reduce the risk of ostracising the Brayton students who would otherwise be forced to wear a uniform that they did not choose to wear. As I have a background in purchasing, I conducted a brief online search last night for suppliers on my return from the meeting & believe it should be possible to source 1500+ grey blazers in plenty of time to issue them for September 2016. There are several UK based companies who offer this service and also who will offer an option of consignment stock going forward with a quick turnaround on deliveries. They can also work with the school to hold stock all year round based on projected income of students. Supply of blazers, ties & potentially PE kit could then go on to become a source of income to the new school after the initial supply of the first blazer. With rebranding there would obviously be other changes required such as stationery, but there is sufficient time to run down stocks of current paper etc without this presenting too much of a problem & it should be possible to negotiate the cost of changing logo to incorporate this into the cost of the supplies. The children could become involved themselves in a competition to design the new logo - as long as it fits with the current logo's in use for the house system at Selby. Involve the children also in updating the logo on the websites - surely there will need to be updates and costs built into the change anyway, so it should not add more cost to include building a new logo into the combined / shared website. I have relatives who live in Wakefield and their school provides all intake Year 7 students with key items of their uniform. It gives a really good feeling and helps with the associated cost of moving from primary to high school. It also gives reassurance that they are not moving to a dictatorship. I realise there would be additional consideration such as PE kit, however I think it would</p>	

	<p>help to allow use of the current PE kits where these are currently owned, with an agreement to purchase the new branded kit where appropriate only on renewal of kit. This would help to reduce to impact of cost to all parents. Alternately, make the PE kit a simple plain unbranded kit. Of course this would be open to debate and need lots more research & discussion. I would be happy to discuss these ideas further & hope they help. I would like to formally complain because I believe the process of 'consultation' to be fundamentally flawed. I have it on very good authority that the Head Teacher of Selby High School Paul Eckersley has already instructed the Uniform shop in Selby to proceed with placing orders for more uniform for Selby High to accommodate the amalgamation!!! If that is not living proof that he already knows the outcome of this consultation then tell me please what is? I strongly object to this and any decision to force Brayton students to wear the Selby High Uniform. The fact Mr Eckersley has already issued prior instruction when the outcome of the 'consultation' is not scheduled to take place until May tells me that this is a foregone conclusion. This amounts to a takeover, not an amalgamation. What is the point in going through the motions of consulting parents, staff and students with a stressful, costly and timely process when it is clear that the decision is already known? I will be writing to both Governing bodies to inform them of this information and to advise that I find this foregone decision appalling. The only way to ensure a smooth transition which gives a positive outcome to merging two schools that have been historically such rivals, is to remove the names of both schools and give the new combined school a new identity. The very fact that Mr Eckersley has already instructed the local uniform shop to place orders in advance of the decision is showing that this process is flawed.</p> <p>I think the proposals announced are the very best solution for all the pupils, both current and future. The proposals will not suit everybody but I believe that what has been suggested is a workable compromise that the majority of people should be reasonably happy with. I think that Selby High School is a victim of its own success in that it is now at bursting point with each year being oversubscribed. This is a positive situation and I do not consider that this ongoing success is a valid reason to lose either its name, uniform or traditions which have all been around for many, many years and are a tried and tested formulae for achievement Brayton High School in contrast has not been built on high standards, either in uniform, discipline or results, it has not got the background, heritage and history of Selby High and it would be a shame if Selby was made to compromise on this to accommodate the aspirations of a few parents at Brayton High who cannot see what a lifeline they are being offered. I attended the meeting at BHS and was dismayed at the inference the situation was one of SHS's making by being successful. Playing the blame game at this stage is unhelpful at a meeting looking for solutions.</p>	
81	Assuming the results at Brayton were due to the standards of teaching, how will you ensure that the standards of Selby High School will be maintained and not adversely affected.	
82	My daughter is a year 9 pupil at Brayton High. As we heard at the meeting; year 10's currently at Brayton will be allowed to stay on and complete year 11 at Brayton. I would like to suggest the year 9's should also be allowed to stay on and finish year 10 and 11 at Brayton. Selby High operates a 3 year KS4 and Brayton operate a 2 year. At the meeting Mr Eckersley did try to reassure parents that extra lessons would be allocated to year 9's who move across to help them catch up; but these pupils will still surely be at a disadvantage to those already at Selby High and working towards their GCSE's. To compensate for the imbalance in pupil numbers; perhaps those in year 7 at Selby could stay on at Selby through year 8 as I'm sure some would have had trouble adjusting to high school and moving them again after only one year could potentially set them back. If Brayton year 9's are forced to move over to Selby for year 10 then I will be taking my daughter out and finding an alternative school that operates a 2 year KS4..	Parent/carer of pupil at Brayton High School
83	As a parent of a child who is in year 7 at Selby high . Who is really happy and settled. Why can't you keep this year 7 at Selby high . And start a fresh with the new starters who are joining this year . Who haven't settled yet and don't know any difference.	Parent/carer of pupil at Selby High School

84	I attended the meeting at Brayton high school on Tuesday night. I feel that the proposal is a positive step for the 2 schools to bring them together as 1 new school. I think the plans for a lower and upper school is a good one also. I do believe a new name should be given to the school if it goes ahead to make a fresh start as a new entire school not just Brayton being absorbed into Selby High. I think a new uniform should also be agreed on so the children are united in the new school and there is no Selb children or Brayton children.	My children attend Brayton c of e Primary School, in Yr 4 and yr2 and so this affects their future.
85	Hi i am Inese Goluskova i was submitted an application for my daughter to Selby High School,i just want to ask can we get straight to this school,i mean Selby High School? not in Brayton,we dont have time to wait for decision till March,because we need then time to write application to other School...sorry about disturbing,we want to be sure that we can get places to another school...we understand that you combine two schools,but we want go only in Selby,if you cant guarantee place for as in there,than just let as know now...with sincerely I.G	Pupil of Selby High School
86	The effect that the proposal will have on all children across the two Schools can not be underestimated and the turn out and acrimonious nature of the consultation evenings shows that parents are highly concerned about what this means for the quality of education of their children. I believe the impact will be greatest on the current year 7 pupils at Selby who only moved school last year and will then be forced to move schools in year 8 and year 9 making 3 moves in 3 years. This is unacceptable for these children. It would seem a much more sensible plan to have a two year transition. Take new year 7 pupils into Brayton as planned but have all current year 7 pupils move to year 8 at Selby, not Brayton. This would only effect perhaps 80 Brayton pupils who would move to, and then stay at Selby. The following year, both year 7 and 8 will be at Brayton. In essence the transition to the full lower school at Brayton would take two years, not one and means the least disruption as possible for the majority of pupils since no pupil would have to change schools more than once in their high school career.	Parent/carer of pupil at Selby High School
87	it is a shame that such a few number of children missing out on their 5 gcse s have tipped the balance for this to happen, maybe some children, and their parents do need the pressure from Selby highs environment to get working. However, my children are hard working, high achievers, very self motivated, because they have been raised by us to be so, and encouraged in that way of working by Brayton high teachers, whilst remaining balanced, caring, sociable and friendly young men. my worry about my remaining son who is in yr 8, remains the same as when we chose Brayton in the first place. Based on what I heard from the headteachers speech at Selby high when we visited for choosing high schools, i found him to be very dishearteningly arrogant. When this amalgamation takes place, i would hope that the attitudes were fair and supportive towards all the students, and that as was mentioned at the tuesday meeting, the managers take responsibility for their attitudes towards Brayton high and do something to address it. I am happy about the arrangements for yr 8s, which does show that the students are being seen as one body, and that the pastoral side of Brayton is being recognized.	Parent/carer of pupil at Brayton High School
88	Uniform change cost. My younger children go to school in York, and the feeder school for a lot of them leaving at 14yrs is All Saints in York. They have two separate sites for Year 7, 8 and 9, and Year 10 and 11. It works really well. I like the proposal to create a lower and upper school. My only concern would be on the demands made of staff during the restructuring - in terms of student input time v. restructuring time, and that student input time would suffer because of the demands of needing to restructure.	Parent/carer of pupil at Selby High School
89	I am a parent with a child at both schools.My eldest left last year as one of the children that you intimate received inadequate education - I note to you that she is at college studying the A levels of her choice after achieving excellent results from Brayton. I am able to give a measured comment as I am not attached to one single school. My children and I choose the schools they wanted to go to because of what each school could offer them as individuals. I firmly believe the proposal takes away choice for young people and parents within the Selby District - you note that there still is a	Parent at both schools

	<p>choice but where? I understand the discussions around results in 2015 at Brayton and the financial situation but I must raise the following: looking at 3 year averages Brayton is above Barlby High School in all key areas, Barlby is also a school that raises concerns regarding financial situations - why have the local authority not ruined the reputation of Barlby and shut the doors to their students? Is Barlby in the wrong location for the bigger plan I wonder? I recall a newspaper article in 2008(?) where the current head of Selby talked about opening a 'super school' - mission accomplished well done NYCC!!</p>	
90	<p>I attended one of your consultation meetings and would like to offer a suggestion for current Selby High Y7 students. I have a child that joined Selby high in September 2015 and face the potential proposition that he would need to move to the Brayton site for one year, Y8, and then have to move back to the Leeds Road site one year after for Y9. It was acknowledged at the consultation that children moving to new schools or campuses can be a daunting and worrying time for young children. I therefore suggest that current Y7 students of Selby High remain at the Leeds Road campus for Y8. This would be for one year only similar to the proposal for current Y11 students of Brayton High.</p>	Parent/carer of pupil at Selby High School
91	<p>I didn't choose to send my children to Brayton school for a good reason (it's results) A merged school with Brayton will be a major distraction for my children at Selby High School. This will also mean a drain of talent as teachers move over to Brayton to manage it.</p>	Parent/carer of pupil at Selby High School
92	<p>I would have requested , given the opportunity for Selby high school to remain as it is</p>	Parent/carer of pupil at Selby High School
93	<p>I believe that the proposed merger would be detrimental to my childrens' education at Selby high school. There are too many uncertainties.</p>	Parent/carer of pupil at Selby High School
94	<p>Brayton High School and Selby High School Consultation on a proposal for amalgamation Observations / comments</p> <p>I strongly support the proposal, which I consider has the potential to deliver significant improvements for current and future pupils of both schools.</p> <p><i>Advantages for Selby High</i></p> <p>Selby High is undeniably cramped, and has been for some time. Both our sons (older – Year 12, now at Fulford Sixth Form; younger – Year 9) have had negative experiences with (for instance) insufficient space in the cafeteria at lunchtime, limited access to computing facilities in the LRC to do homework tasks, pressure on access to lunchtime leisure facilities such as table-tennis / badminton etc. Splitting the school across two sites will ease this pressure, and allow more pupils access to the facilities on offer. It is no good Selby High having excellent facilities if many pupils are unable to benefit from them because the school is overcrowded.</p> <p>It is understandable that many current Selby High parents may instinctively fear that the change will be “bad” for their child. However, from a rational / objective viewpoint, there is no good reason to believe that the headteacher and SMT of Selby High, who have achieved and maintained significant improvements in educational standards over a number of years, will be overwhelmed and outpaced by the purely logistical challenges of operating on a split site, such that current pupils will be detrimentally affected. Therefore, provided that all concerned (LA, headteacher, SMT, staff) keep their eye on the ball during the transition, these parental fears should be proved groundless.</p> <p><i>Advantages for Brayton High</i></p> <p>Whilst I have no direct experience of Brayton High, it is clear that it has acquired an arguably undeserved reputation in the area for providing a poorer quality of education than Selby</p>	Parent/carer of pupil at Selby High School

<p>High. Having previously acted as governor for a local primary during a period when there were some very small Yr 6 cohorts, I can appreciate how small fluctuations in pupil performance can translate into apparently "poor" school performance when expressed as percentages.</p> <p>This is a failing in the way in which schools are assessed and ranked, not in the schools themselves; however, because of the publicity attached to results tables, parents can easily be misled into thinking that a school with a lower score is automatically a "bad" school. Parents then select against that school, resulting in a vicious circle of decreasing pupil numbers and increasing vulnerability / oversensitivity to fluctuations in the performance metrics. It is difficult to see how Brayton High can easily break out of that vicious circle, given the stage things have reached. (From some of the comments at the consultation meeting which I attended on 25 January, it is clear that for many Selby High parents, there is a considerable stigma attached to Brayton High, and many of those who voiced opinions had gone to considerable lengths to ensure that their child did not attend Brayton.)</p> <p>Amalgamation into a single larger school will help to smooth out these statistical fluctuations, and therefore will allow current Brayton High staff to concentrate on providing a top quality education, without being subjected to the potentially paralysing (and demoralising) fear that they will be judged as "failing" overall, simply because a tiny minority of candidates perform slightly worse than anticipated. Brayton High staff will also benefit from the support of a much larger colleague-base, with scope for organisational tasks and good practice to be shared.</p> <p>In addition, being part of a larger school will allow Brayton High pupils access to a much wider curriculum, and will also offer more potential for streaming within year-groups, so that pupils at all ability levels are suitably stretched and challenged.</p> <p><i>Advantages for both schools</i></p> <p>Dividing the school into a lower and upper school in the manner proposed has a number of social / pastoral advantages for pupils. When in Years 7 and 8, both our sons complained about older pupils "throwing their weight about", and this is something which would be considerably reduced, if not completely avoided, by the proposed split. To the extent that the numbers in the lower school on the Brayton High site would be rather smaller than the current numbers at Selby High, the transition from primary school would also be easier; and provided that some joint events are maintained, so that the lower school pupils are familiar with the Selby High site by the point they move into Year 9, that transition should not pose a difficulty.</p> <p>To the extent that having a larger school creates better career prospects for staff and reduces staff turnover (which seems fairly high at both schools), pupils would also benefit. Although some staffing changes are inevitable, too high a level of staff "churn" is unsettling for pupils, and can be prejudicial to their learning, especially where teachers in a particular specialism leave and are not (or cannot easily be) replaced.</p> <p>There may also be increased opportunity for staff with specialist subject interests (eg. Astronomy; minority foreign languages) to provide classes in those areas, because of the higher pupil numbers overall (which will help to make such specialist subjects viable). This may in turn have a positive effect as regards staff satisfaction and retention.</p> <p><i>Disadvantages</i></p> <p>Operating on a split site will inevitably bring some difficulties, even if matters are arranged so that there is little need for pupils or staff to move between sites on a regular basis. The most obvious of these is the more limited scope for the use of vertical form groups (which both our sons found helpful in settling into the Selby High environment), and also the logistical difficulties of running whole-school / cross-year group activities. For instance, it is difficult to see how the combined school would be able to achieve something such as the very</p>	
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	<p>successful staging of the “We Will Rock You” musical which Selby High put on last term. Similarly, putting together school sports teams, or running inter-house events, would be difficult.</p> <p>It is to be hoped that the school will give serious thought to ways in which such activities can be continued despite the split-site structure.</p> <p><i>The transition process</i></p> <p>For me, this is the crucial part of the process. If the proposal is to be a success and to deliver the advantages outlined above, it needs to run smoothly from the word “go” in September 2016. The following suggestions are offered for consideration in the planning of the transition process, in case they are of use:</p> <p><input type="checkbox"/> <input type="checkbox"/> <i>Clear, comprehensive and timely communication</i> from senior leadership to staff, from staff to pupils, and from the school to parents, is vital. Staff, parents and pupils alike are likely to find the process of change unsettling, and having good visibility as to what is planned and when it will happen, helps to minimise any fears and concerns. Rumours in particular are highly likely to arise, and need to be pre-empted where possible, and otherwise addressed promptly with an appropriate clarification.</p> <p><input type="checkbox"/> <input type="checkbox"/> <i>Pupil integration</i> is likewise absolutely key. Particular difficulties are likely to be presented by: (a) the fact that there is some history of rivalry between the two schools and their pupils; (b) the contrasting recent performance of the two schools (Brayton High pupils may feel that Selby High pupils in some way “look down” on them – and this may actually be the truth); and (c) the differential in size between the two schools, with Brayton High pupils in each year group being significantly outnumbered by their peers at Selby High.</p> <p>One possible way to start addressing this issue (this may be something which is already under consideration) would be to invite the Brayton High pupils to attend Selby High’s “activities week” in the summer term. The numbers of Selby High pupils on site that week will be significantly lower than normal (helping to address point (c) above), and will be predominantly from the three year groups where integration will be required (Yrs 7, 8 and 9). The pupils will be out of uniform (thereby avoiding the obvious “them and us” division which would otherwise be created) and will be working on a variety of different and fun activities off-curriculum, with considerable scope for them to spend time getting to know those who will be part of their classes in September.</p> <p>It may also be worth considering some kind of “buddy” system for the first few weeks in September on each site, so that those pupils who are new to each site have an existing Selby High or Brayton High pupil who is responsible for ensuring that they can find their way around etc.</p> <p><input type="checkbox"/> <input type="checkbox"/> <i>Parental / staff attitudes</i> are also very important. If the transition is to work as well as possible, parents and staff need to understand that they must – at least outwardly – take a positive and constructive attitude to the amalgamation. Even at secondary level, children will still often take their cue from adult attitudes, and if parents / staff are openly expressing doubts and negativity about the project, this is likely to communicate itself to the pupils. If the amalgamation proceeds, it may be worth being very open with parents /staff about this, and asking them to commit to giving the project their overt support in any discussion with pupils, whilst making it clear that they are still free to voice any reservations or concerns to the SMT / headteacher.</p>	
95		Parent/carer of pupil at Selby High

		School
96	<p>I am not alone in stating that the proposal to amalgamate Brayton and Selby High Schools has created considerable anxiety amongst parents and, I would very much suspect, the teaching staff at Brayton High school. However, having attended both consultation sessions (including opening the questions on the second day at Brayton), I would reluctantly agree that amalgamation is the most viable solution for returning both schools to a more secure financial situation. I don't accept that Brayton results are a primary driver behind this amalgamation proposal, convenient although the drop in results for 2015 might have been. These results were for a single year and were polluted by the intake from other schools which was made clear by Mr McDonald. Irrespective of this, I agree that they need to be better if we are to strive towards "Outstanding" status which should form the longer term objective of every educational establishment. I work as a Business Improvement Consultant for BT Group and am charged with providing business efficiencies through process, system and behavioural change in order that we can provide continuous and sustainable improvements to the level of service we provide to our customers. Our customers (like your pupils) are our life blood but it is imperative that we consider the physical and psychological needs of our managers and agents (your teaching staff and leadership teams). Whilst I appreciate the headline figures are of concern in respect of financial and examination performance results, I do not believe that anything, in either school, is badly broken beyond a state that cannot be fixed through the introduction of a focussed short, medium and long term measureable strategies. On a voluntary basis I would be more than happy to provide insight on how we would look to approach this from a Business and Continuous Improvement basis within BT. Where I do see the greatest risk to this proposal is (with respect) to the implied Leadership solution. The fact that, from talking to parents at Selby High, the current Headmaster rarely engages with children or parents is of considerable concern. I cannot comment on the quality and frequency of his interaction with teachers but my suspicion (judging by the way he conducted himself during the two consultation sessions) suggests there is a tendency towards an autocratic and non-compromising approach. This is a concern for parents and teachers at Brayton and, on the basis that a Leader requires the permission of his "subjects" to actually lead, then this creates a considerable risk to the proposal to install him as Head of School.</p> <p>The proposal to have a single Headmaster covering both sites also seems to provide scope for unintentional neglect of day to day operational requirements. It is certainly a model that we avoid at cost within our BT centres but to beneficial impact. Mr Eckersey, however, has undoubted Business Development skills that are key to maximising income and revenues.</p> <p>So where does that leave us? <input type="checkbox"/></p> <p>My proposal to the structure of an amalgamated school would see:-</p> <ul style="list-style-type: none"> <input type="checkbox"/> Mr Eckersey given responsibility for Business Development across the two sites. <input type="checkbox"/> Both sites should have a Head of School responsible for the teaching performance and learning strategy, pretty much in accordance with existing Headmaster roles and responsibilities. <input type="checkbox"/> Both Heads of School (for an interim period) report and are accountable to a single governing body <input type="checkbox"/> The Governing body reports directly to the Local Authority/NYCC <input type="checkbox"/> The initial Governing body should be rationalised but consist of equal numbers from both the Brayton and Selby Schools. Any imbalance seriously jeopardises fair representation of the interests of both parties during the initial amalgamation period. <input type="checkbox"/> The Business Development director reports to the Governing body for agreement, in principle, to any change/investment proposals. 	

<p>This would be an interim solution that seeks to: -</p> <ul style="list-style-type: none"> <input type="checkbox"/> Provide controlled day to day operation of each school with a local presence <input type="checkbox"/> Ensure common reporting, measures and teaching standards are applied through the Governorship across both estates. <input type="checkbox"/> Ensures the LA and NYCC are more closely tied into the day to day performance through enhanced interworking and more regular reporting from the Governorship. <input type="checkbox"/> Ensure performance measures and results are collated, assessed and reported to the LA/NYCC by the body (Governorship) responsible for the welfare of students and the education they receive. It is important that performance and results reflect the true position and are not a state that may have been manipulated to show the school (and its performance) in a false or miss-leading light. <input type="checkbox"/> Ensure Business development and revenue growth can be given undivided attention by skilled resource that is not distracted by day to day Head Teaching operations. <input type="checkbox"/> Enhance parental trust in the Leadership through Head of School representation using NYCC designated leaders from both current schools. <input type="checkbox"/> Ensure appointed Heads of School are familiar with the nuances of their buildings and services and can work with the Business development leader to identify potential solutions/strategies. <p>Listening to feedback from other parents I would be obliged if you could give further consideration to a number of additional proposals.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Potential amnesty on school uniform up until September 2017. This isn't ideal when we are trying to unite both schools under a single banner but I don't see any justifiable reasons for either the schools or NYCC providing financial support in whole or in part when most uniforms will need to be replaced within a year or so anyway due to natural child growth. <input type="checkbox"/> Travel arrangements - I understand the difficulties that some will have and agree it is most unfortunate for a few cases. However, short of running a shuttle bus from one school to the other at the start of the working day then I'm not sure what else can be done. Perhaps, looking into parental support is one option. <input type="checkbox"/> Use of current spare capacity on Brayton site. I like Mr Eckerselys ideas on this and in particular those geared towards training/educational purposes. With Telecommunications being an increasingly vital part of our Business and Consumer lives through Broadband, Cloud Products and Services, Internet, Mobile and bundled telecoms solutions, there may be scope for receiving sponsorship to develop part of the site into a communications training hub. I would be happy to look into this in advance. <input type="checkbox"/> SENCO facilities at Selby High are a considerable concern. Most children requiring this level of support have been moved from Selby to Brayton or Barlby in the past. For integration purposes, these children have to fit into the transition model of all other children. Therefore, a considerable enhancement to SENCO services and support staff will need to be provided at Selby. This is likely to be costly but will need to take priority over other anticipated spend at Selby next year. <input type="checkbox"/> Branding. The amalgamation will take the best from both schools to create a brand new educational establishment. Neither brand is held in particularly high regard. Enforcing the brand of one school onto the parents and students of the other will fuel further distrust and potential animosity. If this is to be seen as a fair and unbiased amalgamation that is not driven by or in favour of the current Selby Leadership, then creating a new Brand name that covers the interests and identity of both schools seems a sensible and simple solution. By all means, run a competition (I'll go for something like Brayton and Selby District High School or St Willfreds or something else but retaining the Selby High School name will be a source of disproportionate frustration. <p>Interestingly enough, King Henry I was born in Selby and was a pretty decent monarch at the time. Perhaps we could honour his name and call the school the King Henry High School which would be a half decent compromise and reduce the perception that we are in a "take-over" situation.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Finally, whilst the financial situation needs to be addressed as a matter of urgency, I would urge you to 	
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	<p>consider whether all the operational and logistical variations between the two schools can realistically be addressed in a robust fashion for the start of the 2016/17 school year. Would, for example, there be an option to amalgamate the schools in a business/financial sense but to take further time to plan and co-ordinate everything that is required to truly unite the way both schools operate. I have considerable reservations that all the required logistics can be resolved in the time between the final amalgamation decision and 5th September 2016.</p> <p>Many thanks for your time this week and for clearly outlining the amalgamation proposal. As I said, during question time, many parents are sensible enough to support (albeit reluctantly) the amalgamation but have serious reservations over the implied leadership. It has the look and feel of a take-over and that is how it is being perceived by many. Your unenviable task is to determine whether their concerns, together with the proposals and suggestions I have included in this document, are credible and worthy of further consideration if not implementation.</p>	
97	<p>Having worked at Brayton High as Deputy Head and Acting Head for 19years in the days when we had up to 1250 on roll I would like to make a few observations. 1. The amalgamation seems like a solution to a problem and I would support the principle. 2. However a split site school a mile apart creates some real problems especially as travel between the sites involves four way traffic lights and a level crossing open several times every hour and queues can build right up to the Brayton site. This would make any movement impossible except at a lunch hour. 3. Most staff would wish to teach both KS3 and KS4 and this would necessitate a lot of movement. 4. However as an interim measure this could be acceptable but not long term. 5 The Brayton site is large and in addition there are playing fields behind , some of which I believe are owned by Selby High. 6.If a two story block of 16 classrooms were built on the Brayton site this would increase capacity to over 1700 and with some remodelling could accommodate the need in the next 5 years. 7. The Selby site which is at capacity could be sold and the money put towards making a super High School for Selby. 8. With budgets under pressure one site would enable considerable cost savings to be made on site management,grounds maintenance, cleaning and back office costs. 9. This would allow the development of a cohesive school with all the staff on one site. 10. I know the Brayton site well and if more space was needed a field behind belongs to Mack and Lawler and could possibly be acquired for extra playing field area. I feel this would be more acceptable to parents and staff. I live in the catchment area and one well equipped school would find favour in the area.</p>	
98	<p>My suggestion would be to keep the children who have already started year 7 at Selby to continue at Selby for year 8. My daughter is year 7, she has settled so well and her grades are fantastic. I feel that moving to Brayton for just one year would be a massive disruption to her and her school work. If this is to happen it needs to be done over time and not rushed. Especially the change of uniform. I bought plenty big enough for # and feel I have now wasted my money. The uniform change needs to be aradual over 2 years as children grow and need new things. I have a daughter in year 5 I will be happy for her to atart at Brayton Sept 2017. I am not against the schools amalgamating but I do think September 2016 is too quick for anything to really be ready and in place. I want to know that # will not miss out or lose confidence after getting used to Selby High as well as she has. Could the year 7 starters for September 2016 start at Brayton ans year 9 or 10 who are more adapted to high school? I would also like to know that the same Selby High rules will aply, for example Brayton aren't allowed to wear skirts, this would need changing and they use phones anytime. I don't agree with this. #'s phone is in her pocket safe until home time.</p>	Parent/carer of pupil at Selby High School

99	<p>Our yr 7 child attends Selby High, we live in Sherburn-in-Elmet. It is unsatisfactory that yr 8 (in Sept 16) will have to move to the Brayton site. This will cause many problems for us and for your school performance. Our son leaves the house at 730 am every morning to catch the public bus to Selby High. If he were to attend Brayton site he would need to catch a second bus - that's four different buses per day. This will severely impact on his concentration in school and after school to complete important homework, which, in turn, will lower his achievement and ultimately the performance of your school. Not only is this travel unacceptable, but it will increase the cost of transport that we have to pay for. It would be much fairer to consider moving those that live closer to the Brayton site (as per regulations for school admittance). It also needs to be considered, that if there is no other alternative than to move the entire year 8, then the council need to extend the transport that they provide to include those outer areas so that our children do not have to catch four buses every day through no fault of our own.</p>	<p>Parent/carer of pupil at Selby High School</p>
100	<p>As a member of staff and a parent I feel that the coming together of two schools will be hugely beneficial to all concerned. I foresee a tough couple of years to get there but once established I believe we will see the community unite. I remember when my eldest attended Selby High School, they were allowed out at lunch initially but it was stopped due to the rivalry between Selby and Brayton. The joining of the two schools will ensure this is a thing of the past. I am actually looking forward to working and learning from new staff and offering my knowledge in return. Together, and only if we all work together, we can really make this work.</p>	<p>Member of staff at Selby High School</p>
101	<p>I am concerned that French may be dropped from the curriculum if the merger goes ahead. The local primary schools have worked hard to establish a skills base and an enthusiasm among the children, which does not seem to be valued by the local high schools.</p>	<p>Headteacher at Riccall CP</p>
102	<p>As a headteacher of a local primary school I have heard via my ML leader that Selby High no longer intend to teach French as part of the curriculum. If the two schools do amalgamate and French is not taught to any of the children then what would be the purpose of teaching French at primary level? It was decided many years ago that all primaries would teach French to ensure continuity at secondary school but this it appears has been taken away without any notification or consultation.</p>	<p>feeder school</p>
103	<p>Maybe only send new year 7's to the Brayton site because everyone else is use to the facilities at Selby high and they don't want to be taken away from that.</p>	<p>Pupil of Selby High School</p>
104		<p>Member of staff at Selby High School</p>
105	<p>I am concerned by the following: 1. The PASTORAL SYSTEM: how is it possible for a meaningful pastoral structure to be developed and maintained in a school of 2000 students across two sites? Areas that will suffer include: vertical tutoring, opportunities for prefecting, house responsibilities, peer mentoring (eg paired reading), staff relationships with students, SEN provision. 2. WORKLOAD: staff are currently suffering under a massive workload caused by multiple new initiatives and inspections. On top of this several curriculum areas are having to rewrite dozens of lessons due to changes in exam board specification. Any further workload is sure to lead to an increase in absence, loss of staff and a drop in standards. 3. LONG TERM provision: how is it possible for talented staff to be recruited and retained when they will have to move across two sites? Very few people would want to teach solely at a Y7/Y8 school as it would limit career progression. Seeing as movement will have to be done in our own time it will be a huge disincentive to staying and teaching at either school.</p>	<p>Member of staff at Selby High School</p>
106	<p>We chose Brayton High School as it is a smaller schools and felt our son would learn so much more and wouldn't get overlooked. At Selby High the children get pushed around in corridors which I felt is a health and safety risk. I have friends whose children go there and there is a BIG issue with bullying which does not get dealt with. I feel it will be a BIG mistake for the schools to merge. I am happy with Brayton High School, my son is happy there and I am proud to say my son goes to Brayton</p>	<p>Parent/carer of pupil at Brayton High School</p>

	High School.	
107	As a governor of some ten years' standing at Selby High School, I wholeheartedly support the proposal to merge the two schools; the overriding motivation of the governing body at Selby High is to see an equality in provision/facilities across the two sites in order to ensure that all children from the area have the opportunity to share in the benefits of the progress made by Selby High over the last decade. While there will undoubtedly be short-term challenges in the proposed reorganisation, I have every confidence that the move will be beneficial for both schools in the future. It simply cannot be right that local children (sometimes from the same streets) receive such varying chances of success in their education simply as a result of their postcode!	Governor of Selby High School
108	This is an excellent proposal which should certainly be followed through	I am a Governor at Selby High School
109	BLACK UNIFORM	
110	I have many friends at Selby High I think it would be very good I don't see a problem with it	Pupil of Brayton High School
111	I'm not bothered about uniform or badge or anything, as long as my education is good.	Pupil of Brayton High School
112	No vertical forms. Black Uniform. Change the name. Change the logo to like swans and stuff.	Pupil of Brayton High School
113	No forms with mixed years change the uniform and badge better equipment	Pupil of Brayton High School
114	The school logo should be two swans hovering over the school on Brayton's logo. The uniform should be the same. We should have an induction day for the people moving to Selby so they can see what they are going to experience next year. I think we should have houses and forms.	Pupil of Brayton High School
115	I know where to go in Brayton high school but I don't know where to go in Selby high school and Selby high school smells like somebody smokes in the place and Selby's students threaten people and I think its not appropriate for Selby to take over Brayton high school.	Pupil of Brayton High School
116	If I am honest I really disagree with this change. If it is definitely going to happen I would like our form to be one form for a month or so we can settle in. I really cant be bothered with walking all the way to Selby high, one of the reasons I went to Brayton was because it is about 5 minute walk. Black blazer Black trousers White T-shirt KS3 navy blue and black tie KS4 red and black tie Vender High. Vender is German for change.	Member of staff at Brayton High School
117	please can the year 8s have unlimited access to gaming websites in free time you can still ban YouTube at schools ^_^ also can you have a induction day and free lunch for Mondays. cheers	Pupil of Brayton High School
118	LOT'S OF MUFTI DAY'S!!! ^_^ GAME WEDSITS NOT TO BE BANED^_^ Thanks	Pupil of Brayton High School
119	i think for everyone to feel 'together' we should all have one new uniform - we have talked about this and think that the uniform now in use for the Selby yr 11 student would look best. Another point to make about inclusion would be to perhaps have a two or three at the school you will be attending at in September to mix with other students. this would help massively with making new friends ect. maybe even preventing 'sides' in September. i think this should happen before September, as soon as possible.	Pupil of Brayton High School
120	i leik it cuz it sik n gud init m9 lol rekt	

121	I think that it is a good idea due to more people in Selby means that there is more of a possibility of making new friends. I would prefer and completely new uniform and school name (e.g. Belby, or Sayton.) I think that all the year 8s from both schools should get together a couple of times before September and by doing this we could get a head start on making new friends. learning a new bigger school is a bit scary and also a bit worrying. I think that the people who are moving to Selby should get a decision on what clubs to add.	Member of staff at Brayton High School
122	As a pupil I went to the consultation. I put up my hand to make it aware that I wanted to ask a question but was blatantly ignored and was surpassed by the head person. When I went to talk to the head of Selby High School I was told that though it was his pupils that were targeting the Brayton pupils we must come off Facebook. This made me angry as it is his pupils who are causing problems and deliberately starting arguments. There has also been problems with violence on the buses towards the Brayton pupils and it concerns me that if this is happening in the short time on the buses what will happen if we are in the same corridors and on the stairs. It also concerns me as to what is going to happen with the uniform and name of the school. I personally think that we should have a new name and uniform but also who is going to pay for this as I know that personally my family cannot afford another uniform. Hope my views can help. Thanks	Pupil of Brayton High School
123	The one thing im excited about this change is that I will see or even meet my old friends from primary school. However the school is really big and I might get confused. You could help me by putting a map out for me so I know where each lesson is. Also I wont know who's in my form group so you could invite us for a few weeks to spend time with the form were in and get to know people in the form.	Pupil of Brayton High School
124	new uniform(all black) same name: Selby high school induction day (2 or 3 days) have your form as your year group pick people you want be with in your form	Pupil of Brayton High School
125	new uniform keep name as Selby high school new logo a few transition days where we go to Selby high for about 3 days before September to see what its like have form with your year group pick someone that you would like to be in the same form as	Pupil of Brayton High School
126	Questions: How much is the new uniform going to cost? If we get a new. What colour is our new uniform going to be? What is happening to the Ks3 and Ks4? What is happening to the teachers? Friends Are we staying with all our friends in the same form? I don't want to leave them, they are the only friends I have.	Pupil of Brayton High School
127	introduction day before summer hols abbey high school as a new name for the school to have some of my friends in my new form to have I know while I work and also at lunchtime	Pupil of Brayton High School
128	I don't think it should happen because I personally came to this school because of how small it was and it is easy to target problems.	Pupil of Brayton High School
129	What will happen to the teachers? What will the school be called? What will happen to the uniform? Why has nobody been held accountable for the deficit in both schools? Why do parents feel like when they respond to the council their opinion is not being listened to? Parents chose Brayton because of its community feel and the class sizes, if the amalgamation goes ahead what will happen to the class sizes? What has made the two schools get so bad in deficit?	Pupil of Brayton High School
130	Will we have to buy new uniform and how much will it be? What will the school be called? Will I be with my friends and my form? How has the school got into so much dept and never let the year 6 parents know the situation? My Mum says: 'I don't want my children going to a LARGE school. I want the CHOICE to send them to a small school.	Pupil of Brayton High School
131	new uniform - preferably black new name; Selby/ Brayton = SATAN. or the word for change in a different language. German for example; Veränderung	Pupil of Brayton High School
132	i think it is a good idea because we meet new friends, most of Brayton would like a new uniform and new school name (e.g. Sayton or Belby .) i think we should meet some of the school first before	Parent/carer of pupil at Brayton High

	moving.	School
133		Pupil of Brayton High School
134	I'm very excited to be joining Selby high	Pupil of Brayton High School
135	Personally I believe that we should not be treated differently to the Selby high students, and should not be taken into after school or lunchtime intervention due to the fact that it is not underbour control that the schools are merging together. I don't think it is fair.	Pupil of Brayton High School
136	I sent my child my child to Brayton High School because of the small classes sizes, and that has been beneficial to his learning, if this amalgamation is to go ahead, the classes will grow dramatically and I don't want him his education to be affected	Parent/carer of pupil at Brayton High School
137	Personally I believe that us as students would benefit a lot more by staying at our current schools. With me currently being in Year 9 the move will effect me a lot as I will be moving into a new environment for my options and GCSE's. Also the member of the LA which lead the consultation was very rude and we didn't get a say in what is happening. The "consultation" was more of a "getting told what was happening". Also the idea of intervention is a very bad idea as all Brayton students have already said they won't be attending them and they are not bothered about the punishment, except they probably won't go to that too.	Pupil of Brayton High School
138	At Brayton high school we haven't started options unlike Selby high school who have started already which would put us at Brayton high at a disadvantage, we have also been told that we would have to attend intervention everyday to catch up on the GCSE work we have missed out on	Pupil of Brayton High School
139	My child must get back home quickly after school, to look after her younger siblings, yet apparently students at Brayton may be forced to take intervention sessions. Personally, I believe that Brayton students should be able to catch up at school, not in their own time.	Parent/carer of pupil at Brayton High School
140	My daughter has got serious concerns on how the current situation of amalgamating both Selby and Brayton high school. She is currently in year 9 and i believe that this is the year group that will get mostly effected, with her being in Brayton I feel like she will have lacked in serious lesson time that could possibly effect her job in the future due to the fact she will not have the correct qualifications required for a good job.	
141	As a year 9 at Brayton I do not think it's fair to merge us with other year9 that are already 6 months a head on GCSEs also it was stated that we would catch up after school. I think that this is unfair since it would use the time that you are supposed to spend on different things such as socialising, doing sports and homework. I feel that we will be the most affected year and that it isn't fair for us to learn 6 months of work on top of regular work. It is also quite intimidating to merge with a school larger than our own.	Pupil of Brayton High School
142	I think this is a very bad idea to amalgamate as the only reason that people went to either school is because they didn't want to go to the opposite school. People that may have got severely bullied by Selby high or Brayton high people will be reunited and the bullying will continue. Also, the budget does not work. The people from Brayton high have not started their GCSEs but Selby has. Selby is 6 months ahead of us already and it will not be a good idea to have after school interventions. People will start to rebel and not do it. You are stupid if you think that most people are going to be pleased about this. I have recently moved schools and I came to Brayton high. I only went to Brayton because I hated Selby. There wasn't the courses that I wanted to take. When we amalgamate, I will definatly move schools again. I will not stay after school for interventions because I have dance. Dance is my life and I am not about to give it up because of this crap decision thank you.	Pupil of Brayton High School

143	As a student at Brayton High school, i'm not happy about the merging of the schools together. I have bad anxiety so when you put me with a bunch of people I don't know or that i'm comfortable with, I start to stutter and I have bad speech. I'm currently in year 9 which means I start my exams next year. I haven't been told anything about my options which makes me worried, when we all got told about the schools being merged, we got a load of rubbish from Selby were they were telling us that they will bully us till we leave? I don't know about you but I don't want to go to a school where I feel threatend and intimidated. A big concern that I currently have is that I will separated from my closest friends. I think that you should just keep it as it is but have a head teacher over two schools - if you want more options you can move to Selby. If you did this, we wouldn't affected as much as we are now.	Pupil of Brayton High School
144		Pupil of Brayton High School
145	Yum	
146	Fit guys	Pupil of Brayton High School
147	I am a year nine student at Brayton High School. I am extremely unhappy about the talks of Brayton and Selby becoming one. I am unhappy because Selby year nine students started their GCSE's a year before us, and for some reason which I do not personally understand, you think it's acceptable to make Brayton's year nine students come back after school for catch up. First of all this is completely unexceptable, why should we have to give up our own personal time just because you've decided to make Brayton and Selby collaborate. I think it would be better for both schools (especially year nines) if Selby redo what they've already done and Brayton year nines carry on where they're currently up to and Selby do the same work as Brayton. I think this would be a good decision to make because then eventhough Selby will have to redo some work, surely it's better to do this than have Brayton year nines come back after school and be on catch up and be expected to learn the same amount as Selby year nines in a smaller amount of time. Although I am annoyed about this, I am also very excited, I know many students at Selby, and I have also heard many great things about Selby's teaching and facilities. I am excited to	Pupil of Brayton High School
148	I am a year 9 student at Brayton High School and I think it is unfair that I have to move to Selby High School at the start of year 10. I will be a year behind on my options and I will be unable to attend after school intervention sessions or catch ups because there is only one school bus that will take me home and both of my parents have full time jobs. I already knew the options I wanted to take and they were all available at Brayton High School. I am fairly shy and I know I will not do as well as I could with new teachers and new classmates. I think it would be a better idea to leave us at Brayton High School until we have completed our Gcse's. Then you could move the current year 8's to where you think is best. I hope you take my thoughts and feelings into consideration. Lauren Watkinson	Pupil of Brayton High School
149	As a student in my 3rd year of High school education at Brayton High, I suggest personally that we have a day were students from both schools have a day together to learn to get on so no rivalry is there. Also if Brayton High students are going to be kept behind to do extra work to catch up on options instead there are clubs for both schools so if there are pupils who feel like that need extra support it is available. As a student who has been to look around Selby High to move early I felt that the funding just needed to be shared as their facilities are much better then Brayton's therefore if this has happened due to funding reasons then what's going to stop this happening again in the future for the bigger school, as there will be more students the school will need more money to keep the technology up to date. Personally I am pleased with the new arrangements about the new big school however if you put years 7&8 at the Brayton sight then the higher years at the Selby sight then you are letting bad tension happen between the higher and lower years. What about the students who have moved from Brayton to Selby? Or from Selby High to Brayton due to bullying or unacceptable	Pupil of Brayton High School

	behaviour from other students,	
150	<p>As a year nine student at Brayton High School, I can say that I am more than concerned about my future more than the average thirteen year old should be. Brayton runs a system which allows students to study their options over two years with more lessons were as Selby do their course over three years. Overall, I am very concerned. I went to the consultation and I quote, a Selby High representative said that Brayton students would be given "catch up lessons after school to progress in their studies" This is not an acceptable solution. Pupils need buses and I for one have responsibilities outside of school which prevents me to attend things after school. This is what I propose as a solution. I think that the year nines and tens should be left to follow Brayton Highs system, completing their courses in two years. This would be sure to give us students confidence as I am speaking on behalf of a group of students who all have the same views. We are all also worried about being confronted with the Selby pupils. If you cannot see the rivalry between us two schools you are not in a fit position to be part of the merge. For our safety alone, I hope you leave us a Brayton until we finish. Thank you.</p>	Pupil of Brayton High School
151	<p>I personally think that the current year nines studying at Brayton high school are at disadvantage because we have not started studying our GCSEs unlike Selby high school students. Following this, I do not agree with being made to stay behind after school to go to a 'catch up' lesson as my parents have full time jobs and I have to look after 4 younger siblings after school. I think as this amalgamation is meant to the students benefit, we should have a say in our education. I think that key stage four should stay where they are. As I have studied at both schools, I have a perspective on both. After moving on my own back, to study at Brayton to get more out of my education, I do not like the thought of being made to move back to a school where I moved away from as a result of bullying. Selby high school is meant to have a zero tolerance to bullying, but I have experienced this first hand and this is not the case. People are constantly judged and laughed at. There are far too many students. I do not think that this move will be beneficial for my year. The years below me will not be affected as much as my year will be. Also on behalf of all parents, buying new uniforms, having to buy a new uniform will no</p>	Pupil of Brayton High School
152	<p>I'm against the proposal but it has to happen or our school will be in debt. But when it does I think that we should identity so that it doesn't look like a Selby 'takeover 'so new name, uniform and logo to make the school a fresh start. I also think that (since i'm in year 8) all years should get to look around the school(1) so then we can adjust to the surroundings,(2) meet the teachers(3) meet new people so we wont be scared and intimidated.(4) we can try our options.</p>	Pupil of Brayton High School
153	<p>I`m not against the proposal because it has to happen but I think that when it does happen the students should have a say of what can happen and the changes that can be made. For example, so it doesn't look like a Selby `takeover` we should have a new identity, behaviour system, uniform and logo to make the school a fresh start. I also think that (since I`m in year 8) all years should have induction days with each other, going to the buildings they would be in in September so (1) We can get used to the surroundings (2) We can try our options (3) We can meet new people (4) So we don't feel as scared and intimidated when we merge (5) We can choose 2 people from our form to go with us. I also want to try out all the different options so I'm prepared when we merge. I have to travel about 3 miles everyday and on the bus for me it takes 30 minuets, I don't mind this but I feel for the people who live in Brayton and would have to walk all the way to Selby each day, a transport arrangement could be made. All together I think that this is a opportunity for a rivalry to end, to get more options for GCSE`'s and to build a better community.</p>	Pupil of Brayton High School

154	<p>I am not totally against the amalgamation, however, I do not want my child (who is in year 7 at Selby High) disturbed when he has only just settled in his first year. He will spend one year at Brayton High to be moved back again to Selby. Having to settle a child 3 times at 11 years old is unfair. He likes his form tutor, teachers and the school in general. Selby High was my child's first choice. Brayton High was not even an option to him. My son did not even want to attend the open evenings. One of the reasons why my child chose to attend Selby High School was due to the fantastic facilities which the school has to offer. He will not be able to use these facilities if he is moved to Brayton High. Selby High was also a top choice due to the location. It is in walking distance for my child and moving to Brayton would mean an extra hour of walking for my son each day. On the Selby High website, Mr Eckersley writes: This close-knit family approach means that brothers and sisters choose from the experience of their older siblings to come to a school, staff and top class facilities. I attended this school myself, as did my daughter and other son. All three of my children have been in Polin house. My youngest son has even been placed in the same form room as my daughter had when she was at Selby High 4 years ago. My youngest son chose this school due to the fantastic experience which my other children have had and unfortunately he will not be getting the "top class facilities" and "close knit family" if he is moved to Brayton High School. Mr Eckersley uses "choose" in his welcome message on the website. The current students at both Brayton and Selby will not get a choice of which school they want to attend if the amalgamation goes ahead. The year 7s at Selby High will be separated from their mixed form groups (which at the open evening last year, "mixed" form groups were emphasised and seen as a unique system). This system has worked and my son is friends with students of all ages. On the letter which was sent out from the North Yorkshire County Council (highlighting the proposal for amalgamation) - it emphasises that parents and pupils could raise their views and concerns at the meeting. How could we do that when the rude pompous man whom chaired the meeting interrupted every parent and never gave a straight, honest answer, he avoided the truth. The education system is supposed to be about the 'children' but in fact they are letting the children down. It is taking away a child's choice. A teacher at Selby High School has told my year 7 son that he will not be moving to Brayton which made him feel better as he trusted him. Evidently after the meeting that is not the case and my son feels upset and let down. If you want to know more about the concerns which parents have - check the 'Save our Selby' Facebook page where there is over 150 comments from upset and concerned parents. It is ironic that the amalgamation proposal has been discussed in the 'Save our Selby' site as that is what the community thinks - that the traditional Selby High School is going to be ruined if the amalgamation goes ahead. Over 100 years of fantastic teaching, brilliant students, outstanding facilities and awards for its excellence in Arts and Science. That is why my son chose Selby High School in the first place.</p>	Parent/carer of pupil at Selby High School
155	<p>At Thorpe Willoughby Primary school, we fully share the concern of our colleagues in our Selby Schools MFL Cluster with respect to the teaching of MFL. It has come to our attention that French will no longer be taught in Year 7 when the two high schools merge. We have a well established curriculum - following the North Yorkshire Schemes of work - and the teaching of French has been wholly integrated into the timetable for several years now. This introduced following a consultation with our local schools and local feeder secondary schools. At this time, all secondary schools were teaching French. One of the advantages of starting to learn a foreign language at primary level is to develop a level of confidence that they can build upon at their chosen high school. Our schools have put a great deal of effort into setting a common goal and sharing good practice. It would be such a shame to waste such well-established basic language and confidence! Furthermore, in the proposed merger you would have all the expertise required since there is a teacher of French, currently teaching at Brayton High School. We hope that you will give this matter thorough thinking and continue to offer French to our young people.</p>	Governing Body of feeder primary school

156		Teacher
157	I do not support the planned merger between Selby high school and Brayton. I have two children at the school, years 9 and 7, I am unhappy about the planned disruption to both my children's education, my youngest daughter will be attending the Brayton site from September if the merger goes ahead. this does not have the same facilities as Selby and leads to difficulties having two children at different schools. I also have concerns how the cultural changes will be managed, there is a lot of competition between both schools and I think and the evidence suggest this will be difficult to overcome and risks dropping standards across both schools. I feel dissatisfied that Brayton was left to get into this situation regarding results and it should have been addressed sooner. Competition and choice I believe are important in choosing schools and the planned merger takes this away from parents.	
158	Overall, we are very positive about the proposals, if this is the most effective way to improve standards of education. Our children are in Years 5 and 3 of Brayton Primary School at the moment. Our suggestions include: 1. having a new name. Although the name of Selby High School does have some logic, we foresee that a new name would help in creating a fresh start where all students are integrated rather than accentuating historical differences. 2. we would hope that the residential visits could continue e.g. Year 7 Bewerley Park, as this is such a valuable method of developing teamwork and social cohesion. Probably considering the large year group, this may have to be done as two trips. Could other residential be developed too to help foster student bonding, team working skills and the new identify of the school. Happy children learn well and happy teachers teach effectively. We hope that both of these will happen.	None
159	Brayton High School is a prime site with lots of potential. Intake numbers have increased and as housing grows in the area it will continue. Brayton High School should build relationships with the local primary schools like the new one at Staynor Hall and Thorpe Willoughby so numbers increase from these and other schools. The amalgamation will not solve any financial problems in the short term and Selby predicts in house debts of £237,000 next year. Brayton High has had some unfortunate circumstances which has resulted in no proper leadership for a while. There are other factors which affect last years GCSE results and statistics are deceiving. If Ofsted did get involved and see a need then further support will be given, there are specialist Head Teachers who can be head hunted. The consultation meeting at Selby highlighted the animosity and hatred Selby High has for Brayton, this is not an environment that will provide the best education for the pupils or the best for their well being. Fund raising and using the schools resources can generate finance. Brayton can do this without Selby. It is too much unnecessary disruption. Other options need to be considered.	Parent/carer of pupil at Brayton High School
160	my son has learning difficulties and ADHD he went to Brayton due to the low numbers of children attending he has a good rapport with the teachers and is doing really well. he also went there as he was bullied in his previous school of which one was very serious and i do not want my son to subjected nor be put through this yet again and the other children all went to Selby high my concerns are that if this goes ahead this will begin again and his mental health could go backwards and deteriorate.	Parent/carer of pupil at Brayton High School
161	The public presentation power point stated that SHS had a very good pastoral team but there was no mention of the outstanding grade received in 2014 by the Brayton Behaviour and Safety team. Is this because the SHS pastoral team are to keep their jobs and the BHS are not?	Member of staff at Brayton High School
162	At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff? If not when would plan on informing the staff of the reduction process and reasons for this?	Member of staff at Brayton High School
163	The public presentation power point stated that SHS had a very good pastoral team but there was no	Parent/carer of pupil

	mention of the outstanding grade received in 2014 by the Brayton Behaviour and Safety team. Is this because the SHS pastoral team are to keep their jobs and the BHS are not?	at Brayton High School
164	I feel it very unfair that the teaching staff of Brayton high school have been branded as poor teacher's throughout this consultation process!! They do a fantastic job especially as they have to teach such varied abilities in each class!The teaching profession is losing good teachers daily surely we should promoting such people not condemning them!.	Parent/carer of pupil at Brayton High School
165	At the meetings the finances of Brayton High were highlighted. Much of this is due to the number of students at the school! Why then when Selby High School is almost full will they be achieving a similar deficit next year. If they are struggling to manage their budget now, surely the problem will be greater with a larger school on two sites and a smaller budget.	Member of staff at Brayton High School
166	How can we be assured that the new larger school will be financially viable and that budget deficits will not spiral out of control again?	Local resident
167	What are the projected numbers of young people due to start secondary school over the period of the next 6 years?	local resident and tax payer
168	Will the panel be accepting the offer of some air time from Minster FM?	local resident and tax payer
169	In order to fully understand the motivations behind the takeover could you please confirm whether or not any members of management in either school will benefit financially if the decision is to go ahead. Specifically will anyone on a final salary pension scheme benefit if their salary was to increase just prior to retirement?	
170	I was very concerned after reading articles in Selby Times regarding the amalgamation of Brayton High School and Selby High Schools. Surely the priority is the best outcome for pupils and students, not the best option for North Yorkshire County council. What would be the outcome of government intervention and would it be a better option? I read in the national press that many state schools are out performing private schools. Why aren't ours? Brayton High school was the choice of parents and children who felt they would develop better in a smaller and closer environment. Not to mention those with special needs who not be able to cope in a large school. With the 'fusion' of the two and the divisions involved this choice has been taken away. Only two years ago Brayton High school was promising prospective students a bright future, with plans for refurbishment, they had a good head teacher and staff. What went wrong? These children are our future and must be given the best opportunity to fulfil their potential. The foundation of which lies here and now. We cannot afford to get it wrong again.	
171	1. Concern at number of people excluded from consultation evening - bad planning? 2. Change of name eg Brayton & Selby High School. 3. Debt to be written off. 4. Staff travel between schools NOT pupils. 5. Uniform "problems" 6. As few staff changes as possible to aid continuity & settlement of pupils and staff. 7. Hopefully the Head at Selby High will now speak better of Brayton. 8. Avoid "Academy" status. This bit is a 'water under the bridge' comment as we are talking about NOW and there are future years students. Brayton should never have been built in the first place. I was a teacher at Selby Grammar School when reorg was being planned. I was also a District and Town Councillor and NUT rep. The original plan was for 11-18 comprehensive at Selby (on Grammar School site) to be SELBY HIGH SCHOOL, STAYNOR HIGH on Selby Secondary School site, BARLBY HIGH, SHERBURN HIGH & Tadcaster & Holy Family Carlton. Many teachers objected & refused to send children to STAYNOR on council estate! - so a campaign led to collapse of Staynor "emergency" building of Brayton. FIVE YEARS LATER contentious decision to change to 11 - 16 + Selby Tertiary College - to which I moved as a lecturer in 1984 out of all this we have the collapse of BRAYTON and overwhelming success of SELBY COLLEGE!!	Grandparent of pupils at Selby High. Member of staff at Selby High School 1970 - 1984 (Head of RE). District & Town Councillor
172	Has consideration been given to the number of trains that close the route from BHS to SHS in a day and the effect this will have on staff and lessons?	Member of staff at Brayton High School

173	At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff?	Member of staff at Brayton High School
174	On the last page of the document the in year financial position by 2018/19 is -179,533 as separate schools as opposed to -184,533 as an amalgamation. Question: is this option an financially viable one?	Member of staff at Brayton High School
175	1. The strong ill-feeling from Brayton to Selby was clearly evident at the meeting and it is apparent the amalgamation is viewed as a Selby takeover. 2. I was not convinced by the financial argument. I work in education and didn't feel there was transparency concerning the figures. It wasn't made clear how two schools in deficit can not be in financial difficulty in the long term without staff reductions in the future. Whilst economies of scale might reduce some costs it wasn't made clear how both deficits would be substantially reduced. 3. My child is currently in Year 9 at Selby and has begun three year GCSE courses. Whilst it was made clear that Brayton students would need to be taught in separate groups next year as they will have to undertake GCSE's on a two year cycle, I'm concerned this will impact my daughter in Year 11 if groups are merged at various stages of their education. The current changes to GCSE's are already confusing both for staff, students and parents and those currently studying need to be given the least possible disruption. 4. Clearly new housing in Selby will mean increasing pupil numbers. Surely this is a time to improve both schools and ensure choice remains for parents.	Parent/carer of pupil at Selby High School
176		Parent/carer of pupil at Selby High School
177	May I start by saying I'm very disappointed that the local authority has let Brayton High school get into the predicament it is now facing, if my child were at the school I would feel incredibly let down by the local authority, may I also express how unprofetional I felt counciler Barker conducted himself throughout the meeting I think his people skills were lacking that evening. It appears from the meeting that the merge is the only viable option to take so as to ensure that Brayton pupils continue to receive a good continued education, the proposed idea that year 7 & 8 will be based at the Brayton High site does seem to be obvious conclusion seen as Brayton at the moment is not capable of accommodating more pupils seen as half the school is not in use and has not been for several years, one concern I have about the merge is the increased volum of traffic along Leeds Rd particularly near to the school due to pupils from Brayton and surrounding areas having to now travel to Selby high it is already chaotic at school start and leaving times due to parents parking alone Leeds Rds on both sides of the road, also the school car park is not sufficient And teachers are already parking along Leeds Rd	Parent/carer of pupil at Selby High School
178		Parent/carer of pupil at Brayton High School
179	I am so disappointed with the possible amalgamation between Brayton High School and Selby High School. I cannot understand how Brayton High School has got into so much financial difficulty, especially due to all the new houses being built in the Selby area- turning the small villages into larger ones, everywhere you look acres of land are being taken over by more houses – if the schools cannot cope now, why keep on building more houses? Surely Brayton would have had some funding from the houses that were/are being built? – What's happened? Firstly it was only 2 years ago when Brayton School promised and I was led to believe that Brayton would have a good future for my children and was then told they were then planning to refurbish the upstairs of the school too. I was impressed with the 'ethos' of the school and chose Brayton as it was a smaller school, smaller classes and experienced teachers. Again when I looked around the school in October 2015 for our son, nothing at all was mentioned of the school being in financial difficulty so it seemed to be a good choice for him too. We felt our children would be treat more like a person than as a number,	

	<p>as they would just be lost in a crowd in a larger school. My daughter is in year 8 and she is happy and settled at Brayton, her confidence has grown, she has a nice group of friends and she has some good teachers too. Understandably some teachers have left as their future is uncertain at the school. My son is now in Year 6 he has special needs, learning difficulties and suffers with anxiety a large school will not at all be suitable for him, even though I had tried but been unsuccessful to send him to a smaller specialised school with specialised teaching. Therefore I chose Brayton for him as I understand the special needs and SENCO at the school are excellent, as well as again the classes being smaller. He is extremely vulnerable, he will struggle catching the bus as his elder sister would be at the Selby High school site, he will find it extremely hard to cope with anyway even at a mainstream high school, never mind an even larger high school. He will just get lost in the system and left behind along with other students. This being the case, one size does not fit all. Just how big are the classes going to be? Will each child thrive and receive the education that they need and deserve? All of these children are individual, with different personalities, abilities and needs they are our future and they deserve the best start we can give them. I am saddened, worried and disappointed that this seems to be the only scenario to merge the schools together, surely why can't the government step in and bring the school up to standard? – would this not be the better option? I think so, I think this would be the best option for our children. Or as previously suggested to try for Academy status – even though we've been told there's not enough time – Surely someone must have known what's been going on before it's got far too late and into this state. To me it seemed quite clear from the meeting it was all about finances and not our children although I believe I was lucky that I managed to attend a meeting, as to be honest, I dread to think, as the meetings for the parents weren't properly organised some parents were turned away, how on earth NYCC think they can possibly think/organise of amalgamating 2 schools. Also mentioned from parents at the meeting was bullying between the pupils/schools; to be honest some of the parents attitudes were appalling and this would only instigate onto their children and create further problems, also parents attitudes not wanting Brayton teachers teaching their children and vice versa. This is just the beginning of a problem between the schools and our town and it is just not good enough for our children's future. There's also the additional and excessive cost of the uniforms too, when most parents have paid over £150-200 for blazers, logo'd PE kit tops, including joggers, jumpers, Reversible tops, and we will have to pay out again, these are hard times, people losing jobs, hours being cut, many parents will have difficulty affording more uniform and not only for one child but for other siblings too. I am disappointed that our choice maybe taken away from us and we haven't been given the opportunity for OFSTED to review the situation.</p>	
180	<p>The Parish council are concerned that links to Brayton primary schools will be lost - this needs to be encouraged and built on. Help should be given to over subscribed primary schools.</p>	Local Parish Council
181	<p>Dear Mr Dwyer. With reference to the above I have a child in Year 11 and a child in Year 8 at Brayton High School. I have completed the response form and written to Suzanne Firth but as you are the director of Children's Services I wanted to also write to you directly. I do not think the amalgamation should go ahead. Brayton High School is a good site with lots of potential. Unfortunate circumstances have left the school with no proper leadership and this does need addressing. In these circumstances specialist people can be 'head hunted' who have dealt with similar scenarios and have the skills to bring the school forward. There is no benefit by amalgamating the schools and causing such disruption when other options are available. With the local community growing this is a positive for Brayton High School and to keep both schools will give people a choice. Brayton High school should build relationships with the local primary schools especially the new school at Staynor Hall so it is seen as a normal progression to attend Brayton High. As Selby is reaching full capacity there are processes already in place to allocate the spaces. Selby High School and Brayton High School both have a 'Good' status from Ofsted with the Brayton report being more recent. They can work closer together to benefit from buying power, without</p>	

	<p>becoming one. The results of last year can be deceiving, as we all know, especially within a small school. There are good teachers and high standards we just needs the correct leadership. There are further options to generate finance at Brayton High School which were briefly discussed at the consultation evenings and these are things Brayton can move forward with but keep its own identity. As this process seems to be going on in many schools all over North Yorkshire I do feel the decision has already been made and public opinion does not seem to matter. It is probably a waste of time to put forward other suggestions and Carolyn Bird said at the consultation evenings there is no contingency plan. So, my main reason for this letter is if the amalgamation goes ahead my main priority is my daughter's education and well being. After attending the consultation evening at Selby High I was very shocked at the absolute hatred and venom for Brayton High School. I was not educated in either school but was aware of some friction. I attended their open evening when my son was making his choices and listened to Mr Eckersley bad mouthing Brayton High School then (even though he did not specifically name the school it was very obvious). At age 11 my daughter did not want to attend the school and at least then she would have been an equal. Now at a very vulnerable age and critical stage of her education she will be forced to go as a minority, who is seen as inferior and not wanted. Over recent years the government has spent a lot of time and money dealing with bullying and children's well being at school as it became more recognised the devastating affects it had on their futures. To enable them to thrive and reach their full potential they have to feel happy, confident and comfortable in their environment. If the amalgamation is to go ahead the children going in to Year 9 and 10 need to have transition days before the summer holidays so they do not spend all the summer worrying and getting more anxious. It would be best for the current Year 8 and 9's from Selby to spend a few days at Brayton first, so those pupils are in their comfort zone. Then the following week the Brayton pupils to spend a few days at Selby, as that is where they will have to attend from September, and they can become slightly familiar with it. Also for the process to be done in the opposite way for the children going in to Year 8 and the Brayton pupils to visit Selby first as the Selby pupils will have to attend another school for 1 year. To conclude if the amalgamation has to go ahead against the public wishes then please ensure it is done in the best possible way and the situation between the two schools has got to be recognised. As mentioned by Carolyn Bird there will always be casualties in a big change like this, unfortunately it looks like my daughter will be one of them, but every child still matters. The better future for our children is to have two High Schools providing an outstanding standard of education in our local community, and this is achievable, if only it would be considered. I understand you can not reply to letters but please can you acknowledge receiving and reading this.</p>	
182	<p>I think it is a really good idea to amalgamate the two schools. Currently, students in the town of Selby are getting a very different education, and therefore life chances, depending on which school they choose to go to. If young people in Selby are to have an equally good (to outstanding) education, it is vital that the two schools are brought together under the same leadership and governance. Students in Selby should all have the same opportunities, this will allow this to happen.</p>	Member of staff at Selby High School
183	<p>I understand the need for the amalgamation but also feel for it to be successful it needs to be given a new name and uniform uniting the students as one school instead of an us and them scenario. I am slightly worried for the Brayton students if this does not happen as there has been animosity between the schools for a number of years, not helped by the Selby head teacher insisting on putting down his neighbouring schools at every chance he gets (open evenings for new students especially). I, as a parent of a Brayton student worry about this negativity still being placed on Brayton students if they just become part of Selby high school rather than the school being given a new identity. I also do not agree that things have not already decided as i know of certain Selby high governors who are going round telling people that the name or uniform will not change!!! where is the discussion??? what about listening to parents and students? Well i Vote for changeKing Henrys High School, Selby.</p>	Parent/carer of pupil at Brayton High School

184	Just because this years results didn't meet the standard (due to the amount of students expelled from Selby which Brayton had no choice but to take in !) does not mean that all Brayton students are not at the same level as those at Selby. Further to this what will the Selby Head do about all of those students who have already been expelled from Selby to Brayton? will they be passed on to another poor school to deal with? or will the new school / head actually have to deal with them which may lower his grades!	Parent/carer of pupil at Brayton High School
185	How quickly will we know details about the summer? we have already got dates for expected moving on up afternoons and always have a summer school to send new starters to? will the year 8 children have some kind of transition arrangement as my daughter has spent 2 years at Brayton and has no idea of the Selby high school set up? she is naturally worried about moving to a larger school with a majority of students she doesn't know. I'm also slightly unhappy that although i can choose to apply to another high school for my year 6 son to start in September, my year 8 daughter doesn't get a choice as the other schools are full for her year..... Parental and student choice = 0	Parent/carer of pupil at Brayton High School
186	Will the students from Brayton be considered when putting them into forms at Selby High? Children at high school form close friendship and having these broken may do more harm then good.....one suggestion may be to keep them as the forms they already are or only split each form in to two groups and mix with half a form from Selby, rather than dotting them round the large number of forms already at Selby high. I know that for my Daughter this is a big concern about the schools merging.	Parent/carer of pupil at Brayton High School
187	We live in Hemingbrough and my daughter is in year 6 at Primary School. We put Selby High as our preference on our secondary school application form, and the intention was for her to get the Thornes Service bus direct to Selby High every morning, along with a number of other children from our village. If the year 7s and 8s will be based at Brayton High from September, it will be impossible for us to get her there on the public bus. We are just wondering whether there will be any transport provision to help with this situation? Many thanks	
188	As a parent of a Primary year five child I feel that my choice of Secondary schools will be significantly reduced next year if the amalgamation goes ahead. Currently, I have a choice of three schools on our bus route. You are now proposing to reduce this to two - one of which is a faith school with restricted availability. As Selby High was not my preferred school for my son's older siblings I actually feel that unless the culture of the school changes massively, which is unlikely with the current Headteacher remaining in post, I feel forced to look outside the North Yorkshire Authority. If the LA cannot or will not support Brayton High it should allow the school to academise.	
189	Our child is in year 9, already 1 year into a 3 year GCSE programme. How can you integrate year 9's who have not even started their GCSEs yet? Does this mean Selby high School pupils will have to slow down in order for them to catch up? We don't see any benefit for Selby High pupils, only compromises on many levels for them. We can only see that the teachers will be stretched whilst dealing with new procedures and that the pupils will suffer for this. This is the most important two years for our child's education. Obviously we are worried.	Parent/carer of child at Selby High School
190	My concern is that Brayton current year 9 will be forced to move to Selby and be a year behind in the GCSEs as Selby already start in year 9. My daughter wants to study GCSEs drama and then take A level drama and English and go to uni. If this amalgamation goes ahead she will have no gcse in drama as it is year 10/11 at Brayton and only done in year 9 at Selby, so I will have to look at moving her to another school if she can't take GCSEs drama as this is her future the council is deciding on, I think it would be better to leave year 10/11 (current year 9) at Brayton to do their GCSEs or have Selby add GCSEs drama for the children moving across from year 9? I have to tell you my daughter has been in tears over this, it's causing her a huge amount of stress as its changing her education plan!	Parent/carer of pupil at Brayton High School
191	I am writing in order to express our grave concerns as a family regarding the proposed merger of Selby High School and Brayton High School. I wish to mention also that both my wife and myself work in education and have a good understanding of the regional and national context within which	Parent/carer of pupil at Selby High School

all school are operating. I have also lived in the in the Selby area for forty years: I have a love for the town and am desperately keen to see its secondary schools learning organisations of which its community is proud.

We have no confidence whatsoever in the local authority or the respective governing bodies to raise standards in the manner required. In fact, we hold the LA largely responsible for the dreadful position that we now find the schools in.

In 2002 the LA and governing body of Brayton High School (then I believe Brayton College) appointed John Kesterton, Deputy Headteacher at Tadcaster Grammar School, to the position of Headteacher. At the point of his appointment the school was popular, secure in its overall performance and educating approximately 1,200 students. When he was finally removed a decade later the school was inadequate and was educating barely 400 students.

With the complicit support and protection of the local authority John Kesterton destroyed the school. I know this because my eldest daughters attended the school from 2003 through to 2006 when, along with dozens of other desperate parents, we removed them from the school and enrolled them at Selby High School. We were broadly satisfied with their education at Selby High though we would not describe their experience as being close to excellent.

Brayton High School has never recovered from that ten years. Though it clawed its way to an unconvincing Good at its most recent inspection all involved and interested in education in the town could see the obvious signs of a school which could not improve and which was slipping towards untenability.

The reason that this background information is important is that it explains why quite literally hundreds of families have moved away from the Selby area at the point at which their child reaches secondary education. Others have impoverished themselves in paying for private education. The exodus of families has had a devastating impact on our town and will only be solved through the establishment of a truly robust education solution.

It is ironic that the local authority's communication regarding this proposed merger refers to Selby High School's performance in 2015 being 'comparatively better' than Brayton's. The actual performance of Selby High School and what that represents in terms of its capacity and propensity to dramatically improve the performance of a failing school forms the basis for one of our major concerns.

The consultation communication states 'that bringing the two schools together creates an opportunity to rapidly drive up standards'. Your communication offers no evidence of leaders in either school having the track record to deliver consistently good or outstanding education in the Selby area. This is clearly the case for Brayton High School but it is also worth remembering that Selby High School has only very recently been classified as a Good school. In its inspections of 2009 and 2011 it was viewed as being only a Satisfactory school and there is little evidence in data displayed in performance tables for 2015 that it is yet moving close to being an Outstanding school. Indeed, some of its data suggests that it is not securely Good.

As an example, only 7% of students at Selby High School achieved the EBacc qualification in 2015 compared to a national average of 24.3%. Though 23% of higher attainers were entered for the EBacc only half of those students secured the actual qualification.

	<p>Expected progress in English was also well below the national average in 2015 at only 65%.</p> <p>Disadvantaged students also performed disappointingly at Selby High School in 2015. The overall value added measure for the Best 8 subjects for Selby High School was 999.2 which is below national averages. Disadvantaged students performed even less impressively with a score of 979.2 in the same measure. Additionally, only 42% of disadvantaged students secured 5A* - C grades including English and Mathematics and almost half failed to make expected progress in English. 9% of the previous year's cohort went on to become NEET.</p> <p>Overall there is nothing in this data profile that suggests that Selby High School should be doing anything other than concentrating all of its efforts on improving the performance of its own students. The challenge represented by one school being entirely responsible for improving the performance of another should not be underestimated. It can only be achieved where the stronger school has extensive and deep rooted excellence and this is clearly not yet the case at Selby High School. This merger will in fact act as a drain upon the resources of Selby High School in terms of leadership and teaching and is likely to have a detrimental effect upon its performance.</p> <p>In the consultation documentation no evidence is provided of any similar mergers either locally or nationally which have proved successful. My own knowledge of this area would suggest that such a merger is likely to be unsuccessful given other examples of similar re-organisation which have taken place. We would like to know the examples of excellence that North Yorkshire LA and the governors and leaders of both schools have investigated and are using as templates of success. Additionally we have been given no indications whatsoever of the likely structures of education across the two sites. Will younger students be based at one site? What will the implications of such a division be in terms of staffing and curriculum organisation?</p> <p>There is no doubt whatsoever in our minds as a family what the true driving force behind this proposed merger actually is. Without any question Brayton High School, given its appalling examination outcomes in 2015, is highly likely to be placed in Special Measures at its next inspection. Given that the school was last inspected in March 2014 it is likely to be subject to a shortened inspection visit within three years of that date. The desperate rush behind this merger is driven by a desire to avoid that inspection and, in doing so, to ensure that Brayton does not become a sponsored academy.</p> <p>It is stated in the consultation documents that governors 'have explored a range of options but now acknowledge there are no other partnerships which could be put in place quickly enough to address the pressing standards issue'. I would like to suggest as a parent that this is simply untrue. As an example the exceptionally high performing Outwood Grange Academies Trust has done brilliantly in transforming significantly underperforming schools, including in North Yorkshire in Ripon. I am absolutely certain that, were they to be approached, they would be interested in sponsoring Brayton and would have a transformational impact.</p> <p>In conclusion we would like to make absolutely clear as a family our total opposition to this proposed merger.</p>	
192	<p>What safety measures will be put in place regarding the trainline crossing? If the merger goes ahead at present there is less than 400 pupils at Brayton by September there will be 700 pupils at the Brayton site with at least 90% of the 700 when leaving school will be all heading back up doncaster road to the train crossing. This is nearly double the amount of children at the moment that cross there. Does this not pose a risk, can the road/area cope with this?</p>	Parent/carer of pupil at Selby High School

193	<p>The uniform of Selby High School (formerly Selby Grammar School) should continue as the uniform, if the schools amalgamate. It would be a great shame to lose this tradition. I understand that Brayton HS parents may feel different, but the uniform of Brayton used to be a polo shirt and no blazer. I attended Selby Grammar School in the 1970s and my sister in the 1960s and the burgundy blazer was worn then. Also the emblem/motto should continue of the Selby swans and 'In Arduis Fidelis'. This may seem a minor item compared to much larger matters, but the town of Selby should continue with this tradition. Also the name should remain as Selby High School, again to continue with tradition. Thank you.</p>	<p>Parent/carer of pupil at Selby High School</p>
194	<p>Submission on behalf of Selby Schools MFL Cluster. We are concerned to learn that French may be dropped from the KS3/4 curriculum, in preference of Spanish as a result of the merger. As an active MFL cluster in the Selby area, we are extremely disappointed to hear of this. The teaching of MFL is now compulsory in primary schools. We decided as a cluster, prior to the statutory requirements, and after a long consultation process (including with the secondary schools) to teach French rather than Spanish or German, as this was the area in which most primary schools had a skills base. At the time, all of the local feeder secondary schools also taught French (Carlton Holy Family, Sherburn, Brayton, Selby and Barlby). Significant time, money and training has been invested to deliver a good foundation in French prior to high school. An established scheme of work (written by N Yorks) is in use which we continue to develop in all cluster schools. Feedback from parents has been positive and some have expressed concerns that children may be unable to continue learning French in high school. We hope you make the decision to continue teaching French and look forward to continuing our work with you.</p>	<p>MFL Cluster coordinator</p>
195		<p>Parent/carer of pupil at Brayton High School</p>
196	<p>I have two children at Brayton High School. If the Amalgamation goes ahead I have a few concerns. I myself was at Staynor High school and that closed and we had to move to Brayton in year 10. I feel for myself that moving in the last 2 years affected my exams. I have the same concern for my eldest daughter who in September will move to year 10 and a new site. I agree year 9,10 and 11 to go to another site, but can you leave next year 10 with 11 at Brayton. That way year 9 have 3 years and will settle before exams. Year 10 at Brayton are on different options so let year 9 as now stay till they finish their GCSE please. Next my concern is for my daughter who is now in year 7. We accept that the forms will be mixed up again, but what happens in year 9 when they move schools. Will they stay in the same form group or for the 3rd year in a row will she be mixed up again and have to form another friendship group. I am happy for the year splits but would like to know that a brand new uniform be prepared for all the children from year 7 to 11. As from September I will have 3 children at high school and I am willing to find the money to buy new uniforms so that all the children are the same.</p>	<p>Parent/carer of pupil at Brayton High School</p>
197	<p>Currently each form contains a mixture of years allowing students to integrate much more quickly into high school life. Older students become role models for the younger students and the younger students look up to the older students and do not feel excluded because they are younger. We chose Selby High School (SHS) because of this inclusive atmosphere. From September 2016, separating the current SHS year 7 students from the links to the rest of the school community that they forged in year 7, we feel, is a step backwards in their development. The Prefect system currently at SHS encourages responsibility of the prefects for the younger students. How will this function across the two sites? A year 8 Prefect system should be initiated. The School council currently meets during the school day. Again how will the council function across both sites? SHS runs an extensive range of lunchtime and after school clubs that encourage students to learn new skills. How will this now be run when students are split over two sites? Again this is a step backward for current SHS year 7 students if no suitable solution can be found before September 2016.</p>	<p>Parent/carer of pupil at Selby High School</p>

198	<p>The quality of school meals will be the same as now under Selby High system? House events should be organised once a term, as a minimum, to ensure the camaraderie continues even though students are split across sites. House assemblies should be run too on alternating sites. School productions- how will practice sessions for these now be run? Children will have to travel between the two sites under supervision? The LRC centre at SHS is a valuable resource. Is the same quality available to students at Brayton High? We believe that the name of the school should remain as Selby High School, retaining the same school uniform. It does not make sense why either should change especially as SHS is absorbing Brayton students. Children from Brayton currently in years 7,8,9 should be given an allowance from the council for new uniforms. The current year 10 students should retain their Brayton uniforms for their last year, year 11. Having the 1,200 students at SHS change uniform is not a viable option. The ethos at SHS is one of the reasons we chose this school over Brayton for both our children and we do not want the ethos diluted in any way.</p>	Parent/carer of pupil at Selby High School
199	<p>My daughter will be going into year 8 next year and our main concern is that Selby has a very different philosophy to Brayton High. Brayton high have a philosophy of students dressing appropriately, Uniform is very strict and the rules regarding the wearing of trousers only was one of the reasons we chose the school, We do not want our 12 year old daughter pressured into wearing tiny little skirts and plastering herself with makeup just to fit in with the current fashions at Selby High. These comments will be continued on another form as the limitation to how many characters I can use (apart from being unacceptable) means I cannot complete this form fully.</p>	Parent/carer of pupil at Brayton High School
200	<p>My daughter has very particular medical needs which we felt were not even considered by Selby High when we were looking at choosing schools, we called Selby high prior to the open evenings to discuss these to which we were told there "should be" someone available at the open evening to discuss this with, We made the same inquiry with Brayton to which there response was to set up a meeting between us, the school nurse, and the head of year 7 to discuss Charlotte's needs and how they could be catered for by the school. Should this amalgamation go ahead we have serious concerns around my daughters health and wellbeing as she will be going into a school that had little to no concern about it when a concerned parent of a year 6 student contacted them, our Daughter has developed a relationship with the nurse and we are concerned that the standard of care will not continue once the amalgamation is complete. To be continued due to the limitation on the number of characters.</p>	Parent/carer of pupil at Brayton High School
201	<p>As a student at Brayton High school, this makes me very worried. I am currently in year 9 and i'm soon to be choosing my options, however students at other schools have already chosen their options which therefore means I am behind. Also with Selby High choosing their options a year before therefore means that I am a year behind if we joined. I have previously had problems with students at the other school, making it an uncomfortable environment for not only me but other students at the school. Students at Selby high have not been very welcoming, saying that they 'will bully us until we leave' or just being plain rude to us. This makes the school not very welcoming. Seen as it is a big school compared to Selby I would be very uncomfortable due to the fact that I get nervous very easily and I have anxiety. A major issue that I am having is being split up from my friend group, seen as we have spent the last 3 years together as a very close group. However because of the two schools coming together we may get separated in classes which worries me because I will not be able to become comfortable.</p>	Pupil of Brayton High School
202	<p>We are disappointed that as a new Year 7 pupil, our child may be transferred to a lower school at Brayton. We chose Selby after two visits with our child and did not expect more upheaval following a very successful start to her high school year. We are also concerned about transport as our daughter has to get the service bus from Monk Fryston and there is no such service to Brayton and we cannot take her there ourselves due to work commitments.</p>	Parent/carer of pupil at Selby High School

203	As the Headteacher of Selby High School I am writing to fully endorse the proposed amalgamation with Brayton High School. As a school I believe we should ensure that all the young people of Selby each receive the same standard of education and outcomes regardless of the educational setting they attend. Moreover, the current size of Brayton High School is such that it costs 25% more per student at Brayton High to provide their education than it does at Selby High School. We look forward to working closely with the staff at Brayton High School, in order to establish an enlarged and outstanding 11-16 school for the Selby community. Paul Eckersley Headteacher Selby High School	Member of staff at Selby High School
204	At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff?	Member of staff at Brayton High School
205	It is felt that the voice of BHS continues to be left in the background while SHS storm ahead in securing what is likely to be good deal for their staff?	Member of staff at Brayton High School
206	The presentation and consultation document emphasized the financial situation at Brayton High. Why when Selby High is nearly at capacity therefore receiving an enlarged budget to Brayton and also receiving extra funding this year from the Local authority are they expecting to be in deficit next year? Does this not question their financial management, especially the when they will have the upkeep of two sites?	Parent/carer of pupil at Brayton High School
207	"The vision is for the enlarged Selby High School to become an outstanding school..." This is a quote from the FAQs updated as at 11th Feb. Considering, that currently, neither school is anywhere near to meeting the criteria to become an outstanding school, when does the LA hope to be able to realise this vision and will there be additional support for the enlarged school to help achieve this?	Member of staff at Brayton High School
208	"Meetings for staff are being held at both schools during the consultation period." This is a quote from the FAQs as at 11th Feb and would lead one to believe that this is a description of the current situation and that meetings are on going. Please note that this is not a reflection of the situation at Brayton High. Yes, there were meetings at the start of the process which we were invited to attend but there have been no further meetings since 26th Jan.	Member of staff at Brayton High School
209	It is clear that the amalgamation would put both schools in a more robust financial situation in the future. As a parent I can see why the lack of choice for a school would be concerning. Pupils would very quickly adapt to their environments and new peers - many of them know each other from primary schools, local sports clubs and teams etc. I believe it is worth considering siting year 9 with the year 7 and 8 to allow teaching staff the flexibility and carer progression of teaching the exam content also at the Brayton site as it reads the 3 year GCSE will be adopted. It is good that areas of expertise will be able to be shared between the schools and other schools. The very tight time constraints of the proposal for a Sept. 2016 is a real concern. How often are the staff going to be able to meet and work together to ensure a smooth opening in 2016 for all pupils? How will staff on parallel roles across the 2 current schools be treated, when will the new management structure be decided? If staff have to reapply for their role will their be sufficient time to reapply to other institutions if they are unsuccessful? Or would they be simply expected to take on other responsibilities for their pay grade?	
210	As the Acting Headteacher of Brayton High School, I would like to express a strong support for the proposed amalgamation of SHS and BHS. SHS has made sustained and continuous improvement over of time. Governance and leadership is strong with a clear vision of education in the Selby area. The school has capacity, resilience and the desire to strive to become an outstanding school. It is inclusive and supportive of the needs of all students. The quality of teaching and learning is excellent. Finances are well managed and outcomes are excellent. BHS also has many strengths, regarding teaching and supporting students. The BHS staff like SHS staff are dedicated to ensure they do the best for the students in their care. However, the number of students in the school is just not providing the financial stability required to enable the breadth and depth of teaching and curriculum that is required in secondary education. It is sad to see a school designed for so many	Member of staff at Selby High School

	<p>students underutilised. So, it is time to extend the hand of friendship, harnessing the strengths of both schools through collaboration, cooperation and mutual respect to ensure that the education provided is outstanding.</p>	
211	<p>I am strongly in favour of the amalgamation because I think all of the young people in Selby will benefit from going to a stronger, bigger School. There will be more resources and more choice. I'm particularly keen on creating a smaller school community for year 7 and 8 pupils on the Brayton site because I think it will really help with the transition from often very small primary Schools into the secondary school. For new year 7 pupils at Selby High School I felt the presence of so many children, was quite intimidating, especially after being 'the big ones' at primary school. The proposal will help year 7s settle in well and consequently get the best out of their time at the school. I realise that there will be some disruption to children in specific year groups and think that the governors and teachers should do something to help this. Perhaps year 7 students at Brayton could be invited to the Selby High School year 7 camp so they can do some shared activities before next September, even if they just go for a day trip There may be other residential or trip activities that yera groups could do together to build up community spirit.</p>	<p>Parent/carer of pupil at Selby High School</p>
212	<p>As a member of the support staff at Brayton High School I have questions to ask regarding my current contract of employment. As Brayton will in effect be closed, will my contract automatically be taken over by Selby High School and will it remain on the agreement. If not will there be a skills assessment for all staff over both sites. We have been reliably informed that Selby teaching assistants have been told their jobs are safe. Why have Brayton staff have not been told this? Will we be on a level playing field alongside Selby staff.</p>	<p>Member of staff at Brayton High School</p>
213	<p>Will the SEND students at Brayton High School receive the same high level of support and care that they receive at Brayton? My son and others like him will need continuity and security of support Brayton give, would the teaching assistants that work with him move to Selby.</p>	<p>Parent/carer of pupil at Brayton High School</p>
214	<p>Could I suggest a new name and identity for the proposed amalgamation ,as I feel a new start for all partys would be the most affective way forward.</p>	<p>Parent/carer of pupil at Brayton High School</p>
215	<p>Observations raised by NUT members from Selby High School, I have raised them as the NUT representative a) How will the facilities at Brayton be equalised with those at Selby? What dates? Will there be a financial cost to current Selby site? b) Can the decision date for the structural organisation be amended to permit current employees time to deciding if to stay or leave? This has to be some time before the deadline for handing in notice for September 2016 jobs c) The decision date will provide limited opportunity for meeting/working with existing members of staff. Can effective "getting to know you" time time be built into the schedule to ensure a smooth transition? d) Like wise for point c) members are keen to ensure sufficient time is built into the timeline to ensure resources/curriculum are aligned between the teachers and schools.</p>	<p>Member of staff at Selby High School</p>
216	<p>I support the proposal to amalgamate the schools and that they be divided to upper and lower schools on the two sites. I would prefer that years 7,8,and 9 attend the current Selby High site as it is nearer to town and the school already has a well established student support centre and the new Gibson Guidance suite, my reasoning is that the majority of behaviour and attendance problems tend to occur in those early years and the school has a proven track record in addressing them. I would ideally like to see a new larger school built on one site so pupils and staff will not need to travel between the two.</p>	<p>school governor at Selby High</p>

217	At the public consultation meetings it was announced there would be no initial reductions in teaching staff. Is this the same for non-teaching staff?	Member of staff at Brayton High School
218	A governor at Brayton has applied to move their child to Selby High (to get them settled)! Why do this if nothing is set in stone? I think minds have already been made up and the TAKE OVER is taking place whatever!!	Other
219	It has been advised there will be as little disruption to the existing pupils as possible. My daughter is currently at Selby in year 7 and has settled in really well after a very tough time at primary school due to various issues. I am extremely concerned with her having to move to Brayton in September and then back to Selby the following September that this will knock her back as she is already getting very anxious about the whole merger. Has it been considered that the current year 7 at Selby stay at Selby to minimise disruption to them and the new year 7's go to Brayton as planned as that will then be the norm for them to stay there for 2 years. That way there is minimal disruption back and forth for the current year 7s at Selby. I have spoken to a number of parents regarding this disruption for the year 7s at Selby and the fact that they have started at Selby then move 12 months later to Brayton and then a further 12 months later they move back and they all agree that this is a considerable amount of disruption for those children. I really would hope that this would be considered not just for my child but for the rest as well and like was said you want minimal disruption to children!	Parent/carer of pupil at Selby High School
220	I am disgusted that as a parent of a yr7 student at Selby High, I may be forced to send Chloe to Brayton High, against our wishes. This should have been our catchment area school and to avoid Chloe having to go there we went as a family to every high school within a 10 miles radius to ensure the correct school was chosen. Also, Chloe wants to be a drama teacher and therefore we especially looked at all the drama departments within each school and Brayton didn't even appear to have one! The staff we met were not interested in talking to us and therefore, we knew this was not the right school. On learning that the lower school would be based at the Brayton site, during your consultation evening, Chloe became upset saying she didn't want to go! You need to listen to the students, it is after all, their school life you are messing with and many will have chosen the school they wanted to go to. Where has the choice gone for ours and future students? I have no faith in the majority of the staff at Brayton, especially SLT and DO NOT want them teaching or managing the teaching of Chloe. Chloe's grade and confidence have increased greatly at Selby, due to staff and the facilities. SAVE SELBY, BAN BRAYTON!	Parent/carer of pupil at Selby High School
221	Re: Amalgamation of Selby High School and Brayton High School Having attended a recent meeting at Brayton High School and asking a question I would like to put to you several questions which I feel need addressing before anyone could feel comfortable with the proposed amalgamation, these questions are detailed below following an overview of information presented at the meetings. Reasons for Merger Performance Brayton High has fallen below the national MINIMUM requirement of education. It was pointed out that due to the smaller numbers of pupils at Brayton this was only by 5 pupils, but this is the minimum requirement. Purely by merging the schools this minimum level of performance will easily be avoided as would special measures which will reflect badly Nationally on NYCC, Brayton High and the area. Detailed below is current and combined performance if education standards stay the same. Current Performance Brayton 38% of 399 gained 5 A* - C 152 pupils Selby 61% of 1092 gained 5 A* - C 666 pupils Combined Performance (combining both schools performance together) Amalgamated School 55% of 1491 gained 5 A* - C 818 pupils Budget It was presented that both Brayton and Selby High Schools are runn	Parent, Resident & Employer
222	I am a teacher at Brayton High school. I think that most of our students will settle into the change without too many problems as long as they are given some time to get to know the school and the new students. It would be good if we could have a day set aside where the current year 7 come to Brayton and the current year 8 go to Selby and we have some sort of ACE day. It would also help if when they are put into forms they have a few friends with them. I think that the vertical tutor	Member of Staff Brayton

groups will work with the younger students but personally having taught both vertical tutor groups and normal tutor groups I don't agree with vertical tutor groups and I think that this is a policy that all of the teachers should be given the opportunity to discuss and it shouldn't be a case of we already do it at Selby so it will be part of the new school. I think putting the Brayton current year 8 into vertical tutor groups would be a mistake and possibly put them off the move as this is the only aspect they have been really concerned about. It is difficult enough learning a new school and having new peers without being put into a tutor group with a lot of year 10's and 11's, who according to the students have sent some bullying comments on social media as to our students being unintelligent. My main concern is for our current year 9 cohort; I feel it would really improve feelings towards the merger if they were also left where they are along with the current year 10 my reasons are as follows:

1. The year 9 are very upset about this move (unlike the year 8 and year 7 who can see the benefits) some of them have already been to Selby and then moved to us because they didn't enjoy the experience and feel that they have burnt their bridges with the staff and students there.
2. Our students have been following a three-year key stage three and it is unfair to ask them to attend extra classes after school to catch up. This is already causing a lot of animosity on social media, again with the perception that our students are not intelligent.
3. Some of our students live a long way from school and would need late buses organised if they were required to stay behind or they pick up younger students and have to be out of school at a particular time, this will cause an extra financial burden.
4. In science the Brayton students are ahead as we have already started the key stage 4 work, would the Selby students be expected to catch up or will you expect ours to repeat or tread water for the rest of this current year, in which case that shows double standards with the Selby students being prioritised.
5. The extra classes and perceived intelligence levels are already causing conflict between the students, forcing the Brayton students to attend extra lessons will increase this conflict and increase the segregation if the Brayton year 10's are asked to stay behind whilst the Selby year 10's are allowed to leave on time.
6. Keeping the current year 9 students at Brayton will also mean that we can really concentrate on just moving one year group to Brayton and one year group to Selby in the first year, allowing any teething problems to be ironed out.
7. This will help the teacher situation at Brayton as teachers will be happier if they are situated at Brayton due to the mix of Key stage three and key stage four students for another two years, otherwise teachers will have to work at both sites so that they are not limiting their career by only teaching Key stage three.

I am concerned about the choice of head teacher, this has probably been blown out of proportion and having not met our new head teacher I couldn't comment personally, but on social media the students have been discussing this a lot and it is upsetting them. The rumours are that the Head teacher had assemblies where he told the students that the Selby cohort (staff and students) will be given priority from him. He also refers to us in disparaging terms (the school down there) and we had a number of parents from the last open evening who commented that the Head spent more time trying to put the year 6 students off of Brayton by putting us down, rather than explaining why Selby was a good school. He has also been discussing the perceived lack of skills from the teachers inferring that we will not be able to teach their students before we are checked. I am aware that we will not be able to change the LA's mind as to the Head teacher but some of these issues must be addressed, he needs to meet the Brayton staff and give them some assurances as to how we are perceived and how we will be treated in the coming merger. We have had lots of recent visits from the LA including observations and all of them have been positive, this has not been referred to. He also needs to meet our students to reassure them that they will be treated equally. The head teacher also needs to include us in some policy decisions such as vertical tutor groups etc to show

	<p>that he values our skills and to show that this is not simply a take over.</p> <p>My final concern is with the disparity of information being given to the two schools. The Selby high teachers are being given information a long time before the teachers at Brayton so instead of hearing news officially it is coming to us via the students who have friends and family at Selby and this makes us look unprofessional. For example the fact that Brayton was going to host Key stage three was known at Selby two weeks before we were officially told, they were also aware that their Head teacher would become the head whereas we were still under the impression that the two head teachers would be interviewed for the post. If this is to feel like a merger instead of a take over then we must be given information at the same time and consulted over certain policies such as the pastoral system and exam boards.</p>																																	
223	<p>243 Dear Sirs/Madam</p> <p>Have tonight tried to put the detailed below on the NYCC amalgamation website and it us unable to take the detail could you please advise how I load this onto the website. Could you please confirm that this letter is added to the consultation input.</p> <p>Re: Amalgamation of Selby High School and Brayton High School</p> <p>Having attended a recent meeting at Brayton High School and asking a question I would like to put to you several questions which I feel need addressing before anyone could feel comfortable with the proposed amalgamation, these questions are detailed below following an overview of information presented at the meetings.</p> <p>Reasons for Merger</p> <p>Performance</p> <p>Brayton High has fallen below the national MINIMUM requirement of education. It was pointed out that due to the smaller numbers of pupils at Brayton this was only by 5 pupils, but this is the minimum requirement. Purely by merging the schools this minimum level of performance will easily be avoided as would special measures which will reflect badly Nationally on NYCC, Brayton High and the area. Detailed below is current and combined performance if education standards stay the same.</p> <p>Current Performance</p> <table border="0"> <tr> <td>Brayton</td> <td>38% of</td> <td>399 gained 5 A* - C</td> <td>152 pupils</td> </tr> <tr> <td>Selby</td> <td>61% of</td> <td>1092 gained 5 A* - C</td> <td>666 pupils</td> </tr> </table> <p>Combined Performance (combining both schools performance together)</p> <table border="0"> <tr> <td>Amalgamated School</td> <td>55% of</td> <td>1491 gained 5 A* - C</td> <td>818 pupils</td> </tr> </table> <p>Budget</p> <p>It was presented that both Brayton and Selby High Schools are running negative budgets albeit Selby Highs appears to be far less. These levels if left unchanged will be over the next few years in the region of 1.1 to 1.2 million pounds. One could assume that these levels of loss will put severe strain on the education facilities/abilities of in particular Brayton but will also affect Selby. Detailed below is projected deficits if the schools remain as separate entities.</p> <p>Current Deficits</p> <table border="0"> <thead> <tr> <th>Brayton</th> <th>Selby</th> <th>Combined Total</th> <th></th> </tr> </thead> <tbody> <tr> <td>2015/2016</td> <td>-£266k</td> <td>-£ 38k</td> <td>- £ 304k</td> </tr> <tr> <td>2016/2017</td> <td>-£270k</td> <td>-£237k</td> <td>- £ 507k</td> </tr> <tr> <td>2017/2018</td> <td>-£267k</td> <td>-£ 96k</td> <td>- £ 363k</td> </tr> <tr> <td>Total 3 Years</td> <td>-£803k</td> <td>-£371k</td> <td>-£1174k</td> </tr> </tbody> </table> <p>Both of the above are compelling reasons to amalgamation of Schools in the Selby area but it is the manner in which this is done that will prove its success or failure.</p> <p>Current Proposal</p>	Brayton	38% of	399 gained 5 A* - C	152 pupils	Selby	61% of	1092 gained 5 A* - C	666 pupils	Amalgamated School	55% of	1491 gained 5 A* - C	818 pupils	Brayton	Selby	Combined Total		2015/2016	-£266k	-£ 38k	- £ 304k	2016/2017	-£270k	-£237k	- £ 507k	2017/2018	-£267k	-£ 96k	- £ 363k	Total 3 Years	-£803k	-£371k	-£1174k	
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The current proposal is to merge the two schools with all Year 7 & 8s to be based at Brayton with current Year 10 from Brayton (Year 11 next year) to remain at Brayton. Year 9,10 & 11 Selby to combine with Brayton same year students at Selby. As shown above this amalgamation assuming no increase or reduction in performance would result in 55% 5 A* - C.

Questions?

- Why is there a requirement for amalgamation, it was apparent in the meeting that there is a lot of animosity to the proposal from all concerned?
- Why is there such urgency to amalgamate completely from day 1, surely it would be better to evolve the amalgamation? (a proposal would be to amalgamate the schools and then develop the shared site structure from new internees next year. As Brayton has the capacity to take all new year 7's for the next 2 years).
- Regarding the budget there is not enough detail, no substantiation of actual cost savings/ revenue benefits, versus the actual reduction in budget that is going to occur due to the combined budget, plus any increased costs due to the merger. Surely it is irresponsible to go ahead with a merger plan that has no real detail of 'proposed' cost savings?
- If cost savings cannot be made that are 'significantly greater' than the reduction in budget due to combining budgets, then 'no actual financial benefit' is made and surely amalgamation would be the wrong process?
- There seems to be no consideration to the fact that current year 7's at Selby High will have 4 schools in four years. It is important for these children to have stability and not constant change, when they are developing so much between the age of 10 and 14. Surely it would be wiser to start these changes a year later so everybody concerned can consider their options?
- There has been historically a lot of animosity between the 2 schools which is historic as is with all schools in similar proximities. What is the detailed plan to cover the bullying which will occur?
- Part of the improvement in performance at Selby High over the years has been the integrated form and house system. In the forms at Selby all 5 years are integrated together so pupils have role models reduced peer pressure plus many more benefits. This is key to student development and performance this will be destroyed with the new structure and all pupils will suffer for this. How can this be avoided?
- Brayton Students are on 2 year GCSE course and Selby are on a 3 year GCSE course this cannot work as the two programs are not aligned and pupils in the same school years will be at different stages of their respective programs. What is the plan to resolve these conflicting programs?
- It was asked at one of the meetings if it would be possible to engage the energy of the attendees in a sub-committee to put these and many other points to the principle players in this decision process. Will this be possible and if so when/how?

Alternative Suggestions.

- Amalgamation of the schools with a desire to combine both schools to Brayton Site. As the Selby site is land locked and is fully developed. Immediate increase in percentage results by combining results under one name and a full and correct development can take place in a controlled manner with minimal disruption to all year groups. Both sites could educate as currently under the Selby management structure. This would allow cost reductions due to the amalgamation of non-teaching staff. If the Selby High site could be sold with planning approval this would surely fund the redevelopment of the Brayton site into a super site. This measured and considered approach would surely allow best practise from both sites to be incorporated. It may even be worth considering amalgamation of Barby as well to fund development of a super school for Selby

	<ul style="list-style-type: none"> • Merge to create the middle and upper school system by starting a 'two year' changeover that is controlled in line with both 2 and 3 year GCSE programs. <p>This would require only merging Yr 6 2015/16 (total intake yr 7 2016/17) and Brayton Yr 8 2015/16 (yr 9 2016/17) in the 1st year. Following with a continual merge of yr 9 yr on yr.</p> <p>This would avoid any confusion at Selby as to who was on a 2 or a 3 yr GCSE course (as all would align at yr 9 on a 3 year program) minimising disruption of mixing a hybrid yr. (20 16/17 yrs 10 and 11 would remain in their current school)</p> <p>The total numbers of children proposed at each site would remain the same as the proposed merge, however Yr 7 2015/16 Selby would not have to change schools for 1 year in order to accommodate the hybrid yr, thus avoiding the disruption caused of 4 school changes in 4 years at a critical point in their development and Yr 10 Brayton would not have to change sites to be an out of line GCSE program for 2 years.</p> <p>Again an immediate increase in percentage results would be achieved by combining results under one name.</p> <p>Conclusion.</p> <p>Such a move has effects not just to the schools but to the whole area as these facilities produce the future adults of our area, whether they be entrepreneurs, careers, employees or teachers to name but a few. As a resident, an employer and a parent in the area, I would like to think we consider the decision at length and its consequences. The current and future students of these facilities will provide the basis of our society ongoing.</p>	
224	<p>According to minutes of governor meetings, the chair of governors for BHS had a meeting with P Dwyer on the 17th November 2015 to discuss Academy Conversion, yet the formal proposal to amalgamate were presented to the Executive member on the 5th January 2016. This could indicate that the proposal had been prepared earlier and would render this consultation meaningless, or it was hastily prepared in the 48 days (to include weekends and holiday periods) between the above events. Based on these facts, how can we trust the LEA, who continue to say that decisions have not already been made and how can we be sure that enough planning and preparation has gone into such a community changing event?</p>	Member of staff at Brayton High School
225	<p>Could it be clarified whether there is a covenant on the Doncaster Road site that states the land can only be used for educational purposes? As the proposal is to merge the two schools, wouldn't a new name for the school be appropriate to support the transition? Did both governing bodies ratify the document called "Brayton High School and Selby High School – consultation on a proposal for amalgamation – January 2016" which went into the public domain? If so, why did they decide not to mention the "Good" Ofsted judgements held by both schools? The following points are unclear.</p> <p>Please clarify Is the long term plan to build a new school on one site? Is there a covenant on the land for the Doncaster Road site which states that it can only be used for educational purposes? Parents were told that the Leeds Road site would have 3 year groups but in another document it is written that it is only big enough to contain 2 years groups. Which is correct? Does the LEA have a plan to help the new enlarged SHS become an outstanding school as described within the consultation paperwork? According to minutes of governor meetings, the chair of governors for BHS had a meeting with P Dwyer on the 17th November 2015 to discuss Academy Conversion, yet the formal proposal to amalgamate were presented to the Executive member on the 5th January 2016. This could indicate that the proposal had been prepared earlier and would render this consultation meaningless, or it was hastily prepared in the 48 days (to include weekends and holiday periods) between the above events. Based on these facts, how can we trust the LEA, who continue to say that decisions have not already been made and how can we be sure that enough planning and preparation has gone into such a community changing event? According to minutes of governor meetings, had BHS chosen to use Progress 8 to record and measure the Y11 outcomes, they would</p>	Member of staff at Brayton High School

	not have been below the floor target. Progress 8 recognises the achievements of all students irrespective of their starting points. Please scrutinise the Progress 8 data from both schools before any decision is made. Progress 8 is the future while 5A* - C is the past.	
226	I am a Deputy Headteacher at Selby High School and currently Acting Headteacher at Brayton and, in my opinion, having had the opportunity of working in both schools, I feel that the proposed amalgamation will be highly beneficial for the educational outcomes of both schools. I am fully in favour of the amalgamation as I believe it offers the best solution to provide all young people within the Selby area the greatest opportunity to achieve and flourish within one, larger establishment, with all of the resources and pooled talent that it will be able to provide.	Member of staff at Selby High School
227	I am against the proposals to merge the two schools. I believe in diversity and choice for parents and children to select from the unique characteristics and opportunities which each school can offer. I question the decisions in the recent past such as the expansion of Selby High in a number of ways namely financial opportunities and resources which SH have had; Astroturf, ICT suites and other new facilities when BHS has been neglected, there should have been a fair 'market share' of children between the two schools during the years when there were fewer primary children and allowing one school to 'pass on' their more difficult students and forcing the other school to take them. There also appears to be a lack of fairness in the way the proposals have been put forward; the status of the two schools are ofsted 'Good' yet in the public consultation BHS has been portrayed as a poor, failing school. This proposal is demoralising to both the staff and students at BHS. It could have been sold as an exciting opportunity yet as it stands the BHS students feel as if it is a 'take over' and they will be treated as the underdogs or poor relations. Is this really 'the best' we can offer the young people of Selby?	Member of staff at Brayton High School
228	Are we on a level playing field with Selby staff? We have been reliably informed from Selby High that their teaching assistants have been told that their jobs are safe. Why haven't the teaching assistants at Brayton High school heard anything about whether they will keep their jobs or not?	Member of staff at Brayton High School
229	<p>The on-line petition that people are signing for Nigel Adams' attention is based upon a number of emotional, sensational and factually incorrect statements. In fact, six out of the seven statements are unfounded; the only one that has any validity is the fact that Chelsea would not merge with West Ham next year, because of one bad season. The factually incorrect and, therefore, unfounded statements are as follows:</p> <ol style="list-style-type: none"> 1. Brayton results were affected by forced intakes of poorly performing/expelled students from other schools. 2. When intakes are taken out of the performance calculations, both schools had similar results. 3. Selby receives full funding as pupil numbers are high, yet it is still forecast to lose £250,000 next year. 4. They claim the amalgamation will create a new school, however new schools, by law, are to be Academy run. 5. This amalgamation, therefore, equates to nothing other than a take-over that serves only to threaten the welfare and security of Brayton High School staff and Pupils. 6. It is an unnecessary action that is being taken to resolve a problem that amounts to nothing more than one set of below par performance scores." <p>A significant number of the signatories have now no connection with the school and refer to past times when the situation was different, but this proposed amalgamation is about the here and now, building for the future and not the nostalgic past.</p> <p>I have no problem with people signing a petition, but they should not be drawn into a signature through one person's misrepresentation of the true situation.</p> <p>Equally, the disgraceful article on page 6 of the Selby Times (Thursday 25th February 2016) has</p>	Seniors Leader Selby High School

	<p>further compounded the situation by providing copy space to these skewed opinions and inflammatory statements. Should the amalgamation go ahead the comments within the article are, to say least, unhelpful.</p>	
229	<p>The decline of Brayton High has been on-going for several years and the authority should have intervened before now. It is a very big site and to have half the school unused is a waste of money. The amalgamation of the 2 schools over 2 sites is not a practical solution and if the 2 schools were to become one it should be all on one site. The benefits of the amalgamation of the 2 schools as proposed will not be apparent for several years to come, so our children who attend both these schools now will have to go through a difficult period of change and for what? For the authority to save money, as it has been said Brayton High can no longer run as it is at present. A price cannot and should not be put on a child's education. Selby High is an excellent school at present and will be a hard act to follow on an additional site which has different practices, standards, attitudes etc</p>	<p>Parent/carer of pupil at Selby High School</p>
230	<p>I disagree with the proposal for the closure of BHS & the enlargement of SHS. The desire for first class education is not in question but I believe both schools have a place within the town to offer educational choice. If there is a need for a new 'super' school shouldn't this process be delayed a couple of years to allow demographics to develop further and allow time for a 'new build' with closure of both schools so that a brand new school with fresh identity, new name and uniform be launched & established. How much does the present proposal really save? How much is it part of an elaborate business plan for domination which has been desired by SHS for several years. The antagonism/revelry between the schools should be considered seriously. I also ask that the issue of disregarding or 'putting down' of Brayton with such negative comments be redressed as a matter of urgency as this is damaging within the community. BHS has an Ofsted good judgement 2014 and has over the years successfully educated young people who have become retail managers, reliable trades people, London City accountants and dedicated doctors. Present & former students and staff who have been proud to put BHS on their CV.</p>	<p>Y6 teacher at Brayton Primary/previously Brayton High with over 20 years service.</p>
231	<p>If this amalgamation goes ahead it will do so without any consideration of the children's feelings. There are a lot of worried and unhappy children in the Selby area at the moment. Thank you. If life isn't stressful enough you've managed to add this to the mix. How would you feel if this was happening to your child who was about to start studying for their GCSEs! This amalgamation has been in the planning for years now. I am sure I am not the only parent who believes that there is more to this than what we have been told. Why have we not been given the full details regarding Brayton becoming an Academy, not just scaremongering tactics that were presented to us at the meetings?</p>	<p>Parent/carer of pupil at Brayton High School</p>
232	<p>The public presentation power point stated that SHS had a very good pastoral team but there was no mention of the outstanding grade received in 2014 by the Brayton pastoral team. Is this because the SHS pastoral team are to keep their jobs and the BHS are not? The pastoral/safeguarding team at Brayton provide excellent support for all students. This is recognised by all stakeholders including parents and students. This is an extremely unsettling process for all the students at both schools but the students at Brayton High are increasing anxious as they feel that the staff they know and trust will no longer be in the positions they currently hold. All welfare posts at Brayton are held by support staff (non-teaching) including senior management and senior leadership post, the consultation process has been very clear that teaching roles are initially secure but this does not apply to 'non-teaching'. It would appear that support staff are the initially 'easy route' to save money.</p>	<p>Member of staff at Brayton High School</p>
233	<p>The local authority has deemed it necessary to portray Brayton High School in a negative manner in all documentation. Indeed articles that 'found their way' into the media were also very negative towards Brayton. Teaching has been portrayed as ineffective but yet no evidence to support this has been provided - one set of low results does not make in inadequate teacher. Does the local authority take responsibility for the amount of students that are in year transfers at Brayton High School and the inability to refuse said students due to numbers. At both public meetings the emphasis was on</p>	<p>Member of staff at Brayton High School</p>

	<p>how good Selby was and how rubbish Brayton was yet no representative from the local authority addressed the numerous questions from parents as to 'so this is a take-over not an amalgamation'. If a school is to close and the other school is to stay open, keep the same name, same staff and same Headteacher and leadership team - is that not quite clearly a takeover? In addition the local authority deemed it appropriate during the consultation process to 'provide interim leadership support' at Brayton by two Deputies of Selby High School - are they supporting Brayton High School or the takeover by Selby High?</p>	
234	<p>I appreciate the situation both schools find themselves in financially and the need to increase results at Brayton. A change is therefore necessary. However the reduction to one school with a large number of pupils is not the answer. This proposal has removed my parental choice, and those of others in the future, to send my son to a 'small' local high school within close walking distance with a good pastoral care and with a smaller number of pupils/teachers to support his needs on a more 1:1 basis. We ruled out Selby High school as being too big and too busy with large classes which would not necessarily allow much teacher/pupil interaction. This proposal seems more of a 'done deal takeover' by Selby High School and a head teacher who seems more driven by 'business' and 'glory' rather than providing the best possible education for all pupils of all abilities across the whole community. If the 'joining' of the 2 two schools goes ahead, the head teacher should be appointed through recruitment, a new school name should be agreed and a new school uniform should be put in place and ensure full amalgamation.</p>	Parent/carer of pupil at Brayton High School
235	<p>To save the costs of having two of every department, could we just build upwards on the Selby site?</p>	Other
236	<p>Has the three way amalgamation of Barlby High, Brayton High and Selby High been considered at the same time. As far as I can see, Barlby High School is far from ideal either with low numbers of pupils, poor GCSE results and a poor reputation. Surely, a three way amalgamation would make sense as the three schools are so close together.</p>	Other
237	<p>What process will be introduced at the proposed amalgamated school to improve GCSE results to the level of other NYCC secondary schools such as Fulford? Schools are a postcode lottery. Living slightly further north up the A19 would mean entry to a school with an 81% pass rate 5 (A*-C) rather than Barlby, Brayton or Selby High.</p>	Other

238	<p>The closure of Brayton high school is completely wrong for many reasons. Neither school will benefit from the take over of Brayton as it's small family character will be swallowed up by the bigger Selby High. Furthermore Selby High will be on a split site, thus losing it's own character as well. The only people to benefit will be the Headteacher, and senior staff of Selby High, whose salaries will be greatly enhanced. This is all about money, and nothing to do with the quality of secondary education in Selby. Brayton is a good school, and has served the community well, providing it's pupils with a rounded education in a caring environment. It has always had a good reputation for helping children with Special Educational Needs and Disabilities, (SEND) but this in itself has been it's un-doing, as in a school with small numbers, each pupil carries a disproportionate percentage when exam results are collated. Whereas in Selby High more pupils means that children with SEND do not affect percentage results as much. Exam data and league table mentality should not be the only criteria used to judge a schools effectiveness. It will be a sad day for the children of Selby if this proposal goes ahead.</p>	Parent/carer of pupil at Brayton High School
239	<p>We have a daughter currently in year 8 at Brayton High School. We thought long and hard about which high school to send her to after having an appalling year 4 & 5 at Brayton Juniors, when the school went into special measures. She a very successful year 7, going up 4 sub levels in some core subjects, excellent teachers, consistency, an all round happy year. It is totally wrong that the school is now in this position and once again her education is being effected in year 8, due to good teachers leaving and so much uncertainty. More importantly I am concerned that the current year 8 and 9 will be the collateral damage of this "TAKE OVER" which is what it is. They are the minority group having to integrate into established classes and start 2 of their GCSE options at the same time. This is morally wrong on so many levels and we feel the local authority have really let my daughter down for so many years of her education. One thing I do think will help is to have a new school name, blazer,tie and sport wear. I appreciate this then effects everybody financially, but from a pupils perspective it puts them more on an equal footing, especially Brayton students who are definitely going to be more effected.</p>	
240	<p>The proposed amalgamation will be of significant benefit to the town of Selby. All students deserve access to an outstanding education which, I believe, this proposal will ultimately lead to. It will allow students to develop, enhance and celebrate their secondary school experience. Therefore, enabling them to be prepared and equipped for the next stage of their life at post 16. The proposal will allow the existing knowledge, understanding and commitment of staff from both schools to join and work together to offer and enhance the curriculum befitting that which all students deserve access to which ultimately leads to progress. We need to be acutely aware of the future forecast of students in the Selby area and this proposal will help to prepare this. Selby High is almost at capacity and this proposal will potentially help to ensure that there is a plan for the future as both school sites prepare for the higher influx of students embarking on their secondary education in a few years time.</p>	Member of staff at Selby High School

241	<p>If this amalgamation goes ahead I believe it has to be a completely fresh start I think the school name needs to be changed and the uniform. This would show the move is not a take over and begin as a new school. I do not fully agree with the amalgamation I chose Brayton high school for many reasons for my daughter and feel that the school is being sacrificed for Selby. I believe further time could be given to Brayton and funding to help improve its facilities and therefore increase pupil numbers. The results from last year cannot be blamed solely on the teachers as one parent submitted to the local paper it was her daughter's fault for not putting the work in. Brayton also get the kids Selby high don't! If this goes ahead I just want it to be right for the children so they can join together as one new school not a takeover of one to other. As a former pupil of Brayton myself I feel this is a very sad day to see the once best school in Selby be effectively closed. NYCC and the government should feel very ashamed.</p>	Parent/carer of pupil at Brayton High School
242	<p>Although I feel that the amalgamation is a positive move for the staff at Brayton, I would have preferred the option of an Academy. After attending the consultation meeting, I can't honestly see how this proposal is an amalgamation of the two schools. By keeping the Selby High School name and possibly uniform, the current rivalry between the two schools will continue for the next five years until all the current pupils have left the school. The only fair way to overcome this would be to create a new identity for a new school. Change the name to represent the local area, such as Abbey High School or Three Swans High School. This will also mean that all pupils will have a new, fresh uniform to integrate them rather than divide them. Having been a former pupil of the school myself, I feel that Brayton's demise has been as a result of the council focusing their attentions on Selby in the recent past. Brayton was a good school and only started to suffer when the attention was focused on the failings of Selby in the last 10 years. Money was pumped into raising the standards and facilities at Selby whilst Brayton got left behind. The council should take some blame for this.</p>	Parent/carer of pupil at Brayton High School
243	<p>We are parents of children both at Brayton High and Selby High. We chose the schools for each of our children due to their individual choices and needs. We are concerned that that choice will no longer exist if the two schools merge. Currently, there are only 100 children in year 7 at Brayton and we feel that our child is well known by all of the staff there. Adding another 240 children from year 7 at Selby into the mix will result in opportunities being diluted and in the children no longer being known / individuals. This is something we experienced at Selby with our older child - he appeared to be only a name on a piece of paper until mid way through year 8 - this will be even worse with even more pupils. We are also concerned about how the integration of pupils will take place and that Brayton High pupils will not be made to feel like they have to just fit into everything Selby High. Brayton High has a fantastic way of nurturing pupils and it would be essential if these are continued if the larger school is formed. We are concerned that this merger is proposed after just one year of potentially freak results when pupil numbers were low.</p>	Parent/carer of pupil at Brayton High School

244	<p>I am disappointed in the way in which the situation regarding Brayton High school and its management has been allowed to develop over recent years, to a position that has not only allowed it to drop below the academic minimum standards, but has also led to a desperate financial deficit.</p> <p>Moreover, I am even more disappointed that the response to this situation is to propose an amalgamation with another Selby School that is clearly been managed well and is achieving high standards.</p> <p>The reason for my disillusionment is not that this may ultimately be a move forward in the long term (by addressing the failings that have clearly taken place at Brayton) but in the manner in which the proposals have been put forward, as it would appear having attended both amalgamation evenings and read all the information available, that there is a reluctance from either Brayton Governors/Management and NYCC to take responsibility and be accountable for the demise of Brayton High School finances and results.</p> <p>Having allowed this situation to develop to a stage where it is now below minimum standards (and therefore in danger of having intervention from outside of NYCC which would reflect bad on all concerned) it seems that a knee jerk reaction to amalgamate with Selby High is the answer to cover up the failings, rather than a controlled plan to bring Brayton High up to the same standards of both management and academic attainment as Selby High.</p> <p>I would like to challenge several points that have been forwarded as part of the proposals so far in the NYCC letter to parents:</p> <ul style="list-style-type: none"> • You say the schools face similar challenges and state falling numbers of pupils in the area as having impacted on their budgets, however in the same document you go on to say that Selby High will exceed its capacity in 2016. Selby is therefore not suffering from pupil numbers falling. You also say in the same document that pupil numbers are to rise in the Selby and Brayton areas due to housing growth, again this goes against the so called joint problem of pupil numbers falling. • Regarding educational standards, there is a clear difference between the Brayton and Selby results yet you state that the amalgamation will provide opportunity to rapidly drive standards up across the area, and also to provide rapid improvement for children at Brayton through sharing good practice. Firstly, it is not the whole area that needs to improve its results (Selby we have already established is above average) and secondly, if it were only good practice that were required to rapidly raise standards at Brayton, that could be achieved without having to carry out a full amalgamation. Yet again a failure to look at Brayton issues and suggesting it is a joint problem. • Financial position. Again having seen the details of the financial situation, it is quite clear that the deficit that Brayton faces is desperate in relation to Selby, albeit both have situation to manage. I understand that a combined budget would be assigned to the joint school (should amalgamation take) place and this budget would be lower than the joint budget of both schools in their current state. Albeit I understand that some savings could be made with a joint school, these would have to significantly outweigh any reduction in budget due to the 	Other
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	<p>amalgamation. They would also have to cover any increased costs that will invariably occur due to the amalgamation. No one seems to have mentioned/published the increased costs that could occur (transport, staffing issues, branding, contract changes to name but a few). It would appear to me to be wholly irresponsible to go ahead with a plan that is not costed to a reasonable degree, that takes into account the whole financial picture to North Yorkshire taxpayers.</p> <p>It would appear that the situation at Brayton High requires some immediate management to turn things around, however by simply forcing through an amalgamation process with Selby High and affecting many pupils at both schools does not address the core problem of poor results at one school, and furthermore risks damaging the results / academic reputation across the whole Selby and Brayton area. I would suggest that NYCC should look to manage the situation at Brayton so that the Selby area has two successful schools and therefore more choice / time to develop education standards moving forward.</p>	
245	<p>Brayton High and Selby High consultation on the Proposal Amalgamation</p> <p>The current year 9's from both schools Concerns are that Selby High students have already started their options and have been studying them for the last year and Brayton High students haven't even started them, so how are the 2 year groups going to mix when they are both at different stages in their education???? Preference would be to keep these children where they are and not move them at all. Its a very stressfull time for children, they only get one shot at this time in their lives. They are never going to be at the same level in there education one group will hinder the other group. Moving the current year 7's from Selby High to Brayton The current year 7's have only just got use to where they are ? so they are expected to move to the Brayton site and then move back to the Selby site in another year. This is too much up upheaval for the children and will effect their education. The Selby high students should stay where they are for the next year then bring both groups together in year 9 to start options together at the current Selby High site, This gives both groups 2 years at 1 school and a year to get use to the change ahead, plus the students will be more mature, confident and some interaction between the 2 groups can take place so they can make friends and acclimatise themselves to the new school environment. Its too soon to mix the the 2 groups in September 2016 The Name of the school This should be changed its not fair to either school pupils to keep there name and get rid of the other, by calling the school a brand new name with 2 sites will give the pupils a sense of unity rather than calling it Selby High and Brayton High been dropped. Uniform This should be changed to something new and introduced to the new intake of September 2016. The old uniforms of Selby and Brayton should no longer be stocked. So as and when parents needs to replace or want to, then it should be replaced with the new one.</p>	

	<p>Mixing the children Are the children going to be spending time with there new peers before September 2016? 1 The form system at Selby High Is where all ages of the school join together in the morning, I think is an excellent system. How will this continue with the separate schools, (both of my children have benefited hugely from this as when they first started having older pupils around them, choosing options advice from pupils who have been through the process,)? As a parent I can see the benefits of the merge, and I think it eventually will benefit all children of Selby, although I have my reservations for the initially start process as you can see above. My main concern is that it will be rushed and end up hindering children's education rather than enhancing it. I personally cant see how the staff can have everything in place, all polices, procedures, timetables, staff all children and parents all informed and knowing exactly what will be happening, and everything else that goes on behinds the scenes of organising a successfu'l school, now 2 schools, be in place in 7 months?. In my opinion looks virtually impossible. Time is what is needed to let everyone get use to the idea. If all pupils stayed where they are until September 2017, wouldn't this be a time to see if everything is working properly and then no child has had any disruption? I know you have to start somewhere. So the new intake of September 2016 will be under the new umbrella of the new school with a new uniform and then over that year introduce aspects slowly, this will show the people of Selby what a good move this will be. Rushed and it could fall flat on its face.</p>	
246	<p>Carolyn Bird was excellent at SHS presentation. Mr Eckersley is a brilliant H/T and will be the perfect man to take forward the amalgamation and become Head of both sites (as one school). Uniform – Selby H.S. uniform should become the uniform. I would be very sad to see it disappear. It has been the SHS uniform for many years, whereas Brayton HS uniform was much more casual originally. Also the motto 'Arduis Fidelius' should continue. Also I hope that Selby High School remains as the name of the school, supporting the market town of Selby.</p>	Parent/Carer of Pupil at Selby High School
247	<p>Our main concern at Brayton High School, is the lack of a coherent and managed pastoral care system for children with mental health issues. We hope that a new, bigger amalgamated school will have the resources to address this. I have a child at Brayton High School and a child at Selby High School. The child at Selby High was moved there last year after a period of persistent low-level bullying. My child at Brayton High School has mental health problems which have been exacerbated by the mis-management of her pastoral care at Brayton High School.</p>	Parent/carer of pupil at Brayton High School Parent/carer of pupil at Selby High School

248	<p>Dear Mr Dwyer,</p> <p>Further to our conversation I would like to put on record my opposition to the proposed amalgamation of Brayton High and Selby High Schools. In addition to being the Member of Parliament for the constituency, I am a former governor and pupil of Selby High School.</p> <p>It is a matter of deep concern to me that despite your own website declaring that North Yorkshire County Council "are recognised as having one of the best education services in the country," not a single secondary school in my constituency is deemed to be 'outstanding' by OFSTED. The two schools in question are both currently deemed to be 'good'.</p> <p>Selby High has recently attained its 'good' status having been previously judged a 'satisfactory' school. Brayton High has clearly had recent bad exam results and would likely struggle to retain its current 'good' rating.</p> <p>I agree that something has to change at Brayton and action needs to be taken but I do not see how forcing its amalgamation with a school that has only recently moved into the 'good' category is the way forward. I do not see how 'bringing the two schools together creates an opportunity to rapidly drive up standards' as your release to parents states.</p> <p>In my view, Selby High School management should be concentrating all their efforts on trying to become the first 'outstanding' secondary school in the district and not attempting to solve the woes of a neighbouring school with a similar rating. There is plenty of data to suggest Selby High should be concentrating on improving in certain areas particularly with regard to disadvantaged pupils.</p> <p>This decision also deprives parents and guardians of any real choice in secondary school provision. I am unaware of any similar school amalgamation which has taken place in the North Yorkshire area which has delivered positive outcomes.</p> <p>I do not believe that there has been sufficient exploration of the sponsored academy route for Brayton High. To my knowledge, the school governing body has only spoken to two possible sponsors, only one of which, has any experience of actually sponsoring an academy.</p> <p>This is not acceptable and the way in which this process has been handled by the LEA and the timeframe it has given, makes the sponsored academy option difficult.</p> <p>In fact, it appears to me that the current process is not a consultation and the LEA option of a merger with Selby High is a foregone conclusion. This should not be the case and I would request that the current process is halted to allow Brayton High governors to explore more fully the sponsored academy route.</p> <p>I appreciate that North Yorkshire County Council has not embraced academies like other areas of the country, however, in the case of Ripon, where a school 'requiring improvement' was taken on by an academy trust, we now see after a short period of time, an impressive turnaround. Parents and pupils in Ripon now have the choice of two 'outstanding' schools.</p> <p>There are plenty of similar examples in Yorkshire and across the country where schools requiring improvement have been academised and improvement</p>	Local MP
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	<p>followed.</p> <p>I hope my submission is helpful and for clarity, I should also make you aware that I have informed the Secretary of State for Education about my concerns over the proposed merger.</p>	
249	<p>The decline of Brayton High has been on-going for several years and the authority should have intervened before now. It is a very big site and to have half the school unused is a waste of money. The amalgamation of the 2 schools over 2 sites is not a practical solution and if the 2 schools were to become one it should be all on one site. The benefits of the amalgamation of the 2 schools as proposed will not be apparent for several years to come, so our children who attend both these schools now will have to go through a difficult period of change and for what? For the authority to save money, as it has been said Brayton High can no longer run as it is at present. A price cannot and should not be put on a child's education. Selby High is an excellent school at present and will be a hard act to follow on an additional site which has different practices, standards, attitudes etc</p>	<p>Parent/carer of pupil at Selby High School</p>



HOUSE OF COMMONS

LONDON SW1A 0AA

Mr Pete Dwyer
Corporate Director, Children and
Young People's Service
North Yorkshire County Council
Northallerton
DL7 8AD

1 March 2016

Dear Mr Dwyer,

Further to our conversation I would like to put on record my opposition to the proposed amalgamation of Brayton High and Selby High Schools. In addition to being the Member of Parliament for the constituency, I am a former governor and pupil of Selby High School.

It is a matter of deep concern to me that despite your own website declaring that North Yorkshire County Council "are recognised as having one of the best education services in the country," not a single secondary school in my constituency is deemed to be 'outstanding' by OFSTED. The two schools in question are both currently deemed to be 'good'.

Selby High has recently attained its 'good' status having been previously judged a 'satisfactory' school. Brayton High has clearly had recent bad exam results and would likely struggle to retain its current 'good' rating.

I agree that something has to change at Brayton and action needs to be taken but I do not see how forcing its amalgamation with a school that has only recently moved into the 'good' category is the way forward. I do not see how 'bringing the two schools together creates an opportunity to rapidly drive up standards' as your release to parents states.

Member of Parliament for Selby and Ainsty

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In my view, Selby High School management should be concentrating all their efforts on trying to become the first 'outstanding' secondary school in the district and not attempting to solve the woes of a neighbouring school with a similar rating. There is plenty of data to suggest Selby High should be concentrating on improving in certain areas particularly with regard to disadvantaged pupils.

This decision also deprives parents and guardians of any real choice in secondary school provision. I am unaware of any similar school amalgamation which has taken place in the North Yorkshire area which has delivered positive outcomes.

I do not believe that there has been sufficient exploration of the sponsored academy route for Brayton High. To my knowledge, the school governing body has only spoken to two possible sponsors, only one of which, has any experience of actually sponsoring an academy.

This is not acceptable and the way in which this process has been handled by the LEA and the timeframe it has given, makes the sponsored academy option difficult.

In fact, it appears to me that the current process is not a consultation and the LEA option of a merger with Selby High is a foregone conclusion. This should not be the case and I would request that the current process is halted to allow Brayton High governors to explore more fully the sponsored academy route.

I appreciate that North Yorkshire County Council has not embraced academies like other areas of the country, however, in the case of Ripon, where a school 'requiring improvement' was taken on by an academy trust, we now see after a short period of time, an impressive turnaround. Parents and pupils in Ripon now have the choice of two 'outstanding' schools.

There are plenty of similar examples in Yorkshire and across the country where schools requiring improvement have been academised and improvement followed.

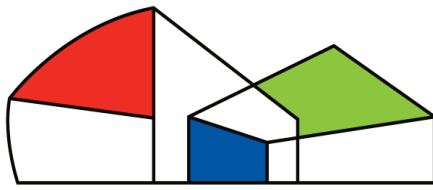
I hope my submission is helpful and for clarity, I should also make you aware that I have informed the Secretary of State for Education about my concerns over the



proposed merger.

Yours sincerely,

NIGEL ADAMS



Brayton High School

Headteacher: Allison Redshaw BA (Hons) MA NPQH

Acting Headteacher: Amanda Lumb BA (Hons) PGCE NPQH MA

Co-Actina Headteacher: Stuart Lewis BSc (Hons) PGCE NPQH

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Providing a "Good" and "improving" all round education for its students

Ofsted March 2014

25th February 2016

Dear Members of the Executive Committee,

Response to Consultation on the Proposed Amalgamation of Selby and Brayton High Schools

The Governing Body of Brayton High School have already committed to working constructively to facilitate the amalgamation of Selby High and Brayton High for the benefit of education in Selby should it be decided that it go ahead. However, as a group we would ask that you consider retaining and supporting Brayton High as a separate entity in the interests of parental choice and minimising disruption to schooling at both establishments. If it were decided that Brayton High was to close and Selby High enlarged then we strongly urge that steps are taken to present it as an amalgamation rather than a takeover to ensure a smoother and more positive transition.

Recent history

Brayton High has a successful history of identifying and working in a number of partnerships over the last few years, as we have strived to improve the standards and outcomes of our school and move the school from the current Ofsted judgement of good to outstanding. Our aim has always been to provide an outstanding school and be a school of choice for the community of Brayton and the surrounding areas.

The Governing Body of Brayton High has worked hard over the last 12 months to secure a future for Brayton High and is deeply disappointed in the current situation and the way in which senior figures in NYCC Children's Services have chosen to work with us. During this period the Governing Body has considered more formal arrangements with local education providers which included a proposed amalgamation of Brayton High & Selby High which we voted not to approve in 2015, as the Governing Body wanted to explore all options which included partnership with other schools and educational trusts. We have also explored the possibility of joining a Multi Academy Trust which, although it looked positive, did not yield a definite route forward. Following the issue of a formal warning notice from North Yorkshire County Council in November 2015 the Governing Body was compelled to open formal discussions with Selby High to consider amalgamation of the two schools.

Results 2015

We fully accept that the results for the summer 2015 cohort were unacceptably low but do not feel that the school should be judged solely on these results. The school and the local authority have been fully aware that summer 2015 leavers were a weak cohort and results were expected to fall. Inadequate support and intervention was given to the school by the Local Authority in respect of this year group.



The fall below floor level also reflected:

- Low numbers in the year, so each student represented a large percentage of the cohort. The decrease from predicted results represents just 5 pupils obtaining a 'D grade' instead of a predicted 'C grade' in English. If just 3 of these pupils had achieved 'C' in English the school would have been above floor target.
- Despite knowing the weakness of the cohort no support was offered by the LA to the governing body to improve the teaching and learning within the school.
- The school has frequently highlighted the impact of in year transfers on the school. Only 55 of the summer 2015 leavers had been in the school from the start of year 7 and these students achieved progress 8 results of just -0.02 below the national average
- The school was severely affected by the resignation of the Head Teacher in November 2014. The interim support provided by the Local Authority did not have the necessary skills requested by the Governing Body and caused significant disruption in the senior leadership team.

Prior to 2015, the results of the school were not significantly below national average. We anticipate that the headline results for summer 2016 will show a significant improvement over 2015.

Finance and student numbers

We also acknowledge that the financial position of the school is unsustainable and that the school would need continued additional support of the LA in the short term. However, this is not a unique position as many other secondary schools find themselves in similar situations, including Selby High. We recognise that the school needs to continue to increase student numbers in order to become more financially stable.

Pupil numbers of the school increased in summer 2015 for the first time in recent years as the number of year 7 pupils joining the school in September 2015 exceeded the number of year 11 pupils leaving the school in June 2015. This reflects the increased confidence that the community has in the school. Our forecasts show that increasing pupil numbers would allow us to create financial stability at the school within 5 years.

Head teacher

The school has a new head teacher who has only been in place since September 2015. LA representatives acknowledge that she made a very promising start and instigated significant changes to the school to improve results. Unfortunately due to ill health the Head Teacher has not been able to implement the changes and we have had to rely on support from Selby High in the interim.

We urge you to give the school a chance to implement the rapid planned improvements required and support the Headteacher in this respect.

Amalgamation

We acknowledge the benefits that could be achieved from the amalgamation. Due to the loss of a number of key members of staff Brayton High needs to strengthen its senior leadership team at this



time and has relied on the support of Selby High since January 2016. The combined schools will be able to find cost saving efficiencies in the senior leadership team.

Brayton High needs to improve teaching and learning and this will be reflected through improved results. The majority of teachers at Brayton High are good teachers. We acknowledge the benefits that they could gain from being part of a larger team through increased CPD opportunities and sharing of ideas. This could be achieved without a formal amalgamation through closer partnership or federation working with schools within Selby District and North Yorkshire.

The Selby area does not have an outstanding school and the proposed amalgamation provides the opportunity to create a school with the best levels of education, both through academic results and extracurricular activities. However, the provision of a single school does not enable parents to choose a different school if standards decline in the future and they are unhappy with the provision available. We consider that the community of Selby benefits from having a choice of secondary schools, and that choice and competition ensures standards are maintained and improved.

We urge you to give serious consideration to retaining Brayton High school as a separate educational establishment. We acknowledge that the school is not currently in a position to stand alone without continued support from the LA in the form of the provision of senior leadership, intervention for teaching and learning and financial support.

Whatever the decision of the consultation we will continue to support the school and its staff and pupils to ensure that their interests are listened to. Should the amalgamation be approved following the consultation process there are a number of areas that we feel strongly should be considered as part of the planning process.

In order to create the feeling and positive momentum of a new enlarged school in Selby, the introduction of a new name and a new uniform for all students is vital. Students from both schools should feel that this is an opportunity that builds on the best from both schools and not simply a take-over by Selby High School.

It is vital that staff from both schools feel supported through this period of uncertainty so that we are able to retain our best staff both teaching and support roles. This can be achieved by creating opportunities for staff engagement with transition planning; staff training led from expert practitioners from both schools and early communication on future staffing needs and structures.

Yours faithfully

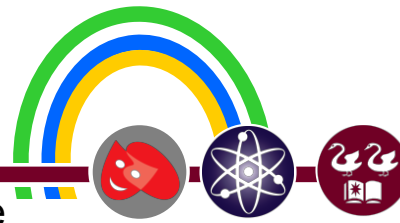
Julie Bury

Co-Chair of Governors on behalf of the Full Governing Body of Brayton High School



SELBY HIGH SCHOOL

A Specialist School for the Arts and Science



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North Yorkshire
YO8 4HT

Tel: 01757 703327
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Headteacher: Mr Paul Eckersley

"All groups of students make good progress, illustrating the school's actions to ensure equality of opportunity"
Ofsted December 2013

admin@selbyhigh.co.uk
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Proposed Amalgamation of Brayton High School with Selby High School

Dear Members of the Executive

The Governors of Selby High School request the Executive of North Yorkshire County Council to consider the proposed amalgamation of Brayton High School with Selby High School, with the intention to form one single educational establishment from September 2016. This proposal will involve changing how the schools are led and managed utilising both sites.

The Board of Governors priority is to allow the school to continue to provide an excellent education for our students while protecting the school's role at the heart of the community and retaining its qualities and strengths. We recognise the Local Authority's role in supporting schools and working in collaboration with one another and that it is Government policy to encourage schools to become academies.

Governors of both schools, along with the Strategic Planning Section and senior officers from North Yorkshire County Council, have carefully considered this decision over the past twelve months and believe this course of action will benefit students and staff from both schools for many reasons.

As a successful community secondary school and the peoples' choice, we strive for excellence. However, restricted by space, challenged by listed building status, issues around planning and the constraints on finances, the school is currently at capacity with no room to further expand and develop.

Already collaborating with other educational establishments, Selby High School feel it is in an ideal position to offer support and share best practice to provide the rapid improvement required for those students who best need it, thereby building a secure educational foundation for the young people of the Selby community. Both schools share part of their catchment areas serving some of the same town and rural communities.

Governors see the amalgamation of the two schools to secure employment in the whole educational environment. It would create greater opportunities for the continual professional development of staff. It would create career opportunities in areas of leadership and subject leadership not available in academies.

We believe there would be worthwhile long-term financial economies from the proposal this would include savings achieved through joint procurement and improved contract management. Selby High School leadership and management have a consistent proven approach, despite being one of the lowest funded schools in the County, to continue to provide financial scrutiny and management.

We anticipate the new school would enable better use of current facilities with potential projects to generate further revenue, use and access throughout the wider community.

Following consultation with North Yorkshire County Council Human Resources both Governing Bodies have agreed that the current Headteacher of Selby High School Mr. Paul Eckersley will lead a single leadership structure. Having a single leadership and management structure with two Heads of School would give a consistent approach to teaching and learning.



The Board of Governors and senior leaders are unanimous in their belief that, through ongoing strategic development, that the best way to secure and achieve excellence in the future while maintaining and combining our school ethos, philosophy and community spirit is by amalgamating Brayton High School with Selby High School.

We would therefore like to receive your approval to commence the formal consultation process so that the amalgamation of the schools can take place in September 2016.

Yours sincerely

Mr. Grant Gibson
Chair to the Board of Governors
Selby High School

**Brayton High School and Selby High School
Consultation on a Proposal for Amalgamation
As at 11 February 2016
Frequently Asked Questions**

What is an amalgamation?

An amalgamation is a permanent merging of two or more schools, usually by the formal closure of one or more of them and the enlargement of one of them.

What is the background to this proposal?

Both schools face a number of shared challenges and issues, including financial constraints. At Brayton High School the financial challenges and falling pupil numbers impact on the school's resilience and ability to maintain and improve the quality of educational provision and to ensure the continued recruitment and retention of high quality staff. Brayton High School is a small secondary school which creates a number of additional pressures. Its GCSE results in Summer 2015 were lower than expected and this needs to be addressed as quickly as possible.

Why are the schools planning to amalgamate?

The local authority and both governing bodies consider that to amalgamate now would be in the best interests of pupils currently at the schools and those that would attend in the future. Amalgamation would secure better and wider opportunities and would contribute to the long-term viability of the enlarged school.

There are particular benefits in terms of educational and social experiences for pupils, professional development for staff and ensuring effective use of limited resources.

Won't this change be very disruptive for the pupils currently attending both schools?

Governors from both schools are looking very carefully at how the proposal would be implemented to minimise disruption for pupils who would be affected. Clearly it will involve some changes for some children and their families but with careful transition planning this can be kept to a minimum. The longer term benefits are considered to outweigh any short term impact.

The two schools have historically been seen as rivals. Won't that make it difficult to bring them together?

Merging schools always generates these sorts of worries for parents. In reality there is already collaboration between the two schools (as well as some healthy competition) with children from local communities attending both schools. Careful planning and the creation of a single identity for the enlarged school will go a long way to address these concerns. Governors will think carefully about how best to bring pupils together in the new arrangement to get to this point as rapidly as possible. Experience elsewhere suggests that as new year groups enter the enlarged school any historical 'rivalries' will be extinguished.

My child attends Selby High School. Won't standards there suffer if it enlarges and becomes a split site school?

The vision is for the enlarged Selby High School to become an outstanding school serving the Selby and Brayton area. This will be the focus for future planning. Selby High School faces the same financial challenges as other schools and the availability of a large single budget managed by a single leadership team and governing body creates the potential to focus resources on frontline teaching more than is currently possible. This will benefit all pupils not just those currently at Brayton High School.

What will happen to class sizes? Will they grow?

At Brayton because of low pupil numbers some of the teaching groups are too small to be effective educationally or financially. Bringing the schools together will address this but it is not anticipated that class sizes generally will need to rise significantly.

My child is about to make GCSE option choices? How is this going to work?

Currently the two schools organise their GCSE curriculum in different ways. A significant part of the planning for the new arrangements will be to bring the curriculum and timetable together. It is intended to move all pupils to a 3 year GCSE programme. Careful consideration will be given to how this affects current pupils in these year groups and this will determine how and whether to bring them together in the short term. Further information will be provided to parents by the schools.

Is this the first step along the road to closure for either of the school sites and the creation of a single 'super-school'?

No. There has been no discussion relating to closure of either site and in the longer term more secondary school places will be needed across the Selby and Brayton areas. Neither school site is large enough for the current pupil numbers. Predicted rolls in the future will see more children needing secondary school places.

Won't this be a very large school? I am worried about my child being bullied.

There are other successful schools in North Yorkshire and nationally which are larger than this. The creation of an upper and lower school will mean that the school will not feel so large and there will be an opportunity to provide a nurturing environment for the younger children. Both schools have good pastoral support available and strong policies on bullying. It is intended to bring together the best practice from each school.

Does this mean that there will no longer be a choice of schools for parents?

There are many parts of North Yorkshire where towns are successfully served by single secondary schools and where the availability and cost of transport effectively limit parental choice. There are children from the Selby area already attending other schools outside of Selby and Brayton and this will continue. Retaining a choice between schools cannot be at the expense of ensuring high quality education for all

children in the area. The priority is to ensure that all children are attending a good or outstanding school now and in the future.

Will the school have a new name?

There are no immediate plans to change the name of Selby High School as part of the amalgamation. A number of suggestions have been made about a new name. A future name change would be a decision for the governing body.

Who will be the head teacher of the enlarged school?

If the proposal is approved, Brayton High School will close as a separate establishment and the head teacher of Selby High School will remain as head of the enlarged school. Discussions are taking place with governors and the two head teachers to agree new leadership arrangements which will ensure that there is sufficient leadership capacity to run the enlarging school effectively whilst implementing the change.

What will the leadership arrangements be below headteacher level?

The governing body with the headteacher is responsible for deciding on an appropriate leadership structure. It is likely that each school site would have a senior leader who would take responsibility for the day to day running of the school site.

What about Ofsted?

The enlarged school would have a single Ofsted inspection in the future.

What will the Governance arrangements be? Will there be representation from each of the two schools on the new Governing Body?

A joint steering group comprising members of both governing bodies has been created to plan for the implementation of the proposal if agreed. The amalgamation creates the opportunity to create a single governing body with the appropriate skills to challenge and support the leadership of the enlarged school. There are governors on each of the existing governing bodies that would bring knowledge and expertise to any new arrangements.

Both schools are rated as good by Ofsted. Why is there such a focus on the GCSE results for one year?

It is acknowledged that as a small school Brayton is vulnerable to changes from year to year as a result of small cohorts. However, children only have one chance at an education and it is important that any reduction in standards is addressed as quickly as possible. In the context of such low pupil numbers impacting on financial resources at Brayton the local authority does not consider that the school can make the necessary improvement quickly enough without support from another education provider. It is considered that if Brayton were re-inspected it would not be rated as good. Brayton High School has good teachers and some recognised strengths particularly around its pastoral care but in the light of its current vulnerability rapid

change is needed. There is already a strong focus on making the required improvements and this work will continue in parallel with planning for the proposed amalgamation.

Is the amalgamation going to improve children's education?

Yes, it is considered that the opportunities available to children would be greater. They would have greater access to specialist teaching resources and potentially a richer curriculum. There is a great deal of expertise across the two schools, so children would have more access to a variety of specialist teaching. It creates the potential to rapidly address the current challenges at Brayton High School. There would be a single calendar and timetable with a single school website and contact point for the school.

Will pupils share facilities across the two sites?

The governing body and leadership team would decide how best to use the facilities across the two sites for the benefit of all pupils. Initial thoughts are to create an upper and lower school arrangement with an integrated Year 7 and 8 on the current Brayton site and Years 9, 10 and 11 on the current Selby town site. The current Brayton Year 10 group would continue in Year 11 to receive their education on the Brayton site to avoid disruption at this important stage in their education. There may need to be other interim arrangements to protect the interests of particular groups of children in the short term as the new arrangements are implemented.

Will pupils and staff move between sites during the school day?

Movement of pupils and staff between sites during the school day will be kept to a minimum to minimise loss of teaching time. There may be some opportunities for whole school activities and sporting events where pupils may come together. Some staff will be expected to work across both sites.

Will facilities be improved on either site?

A review will be undertaken of facilities across the two sites to identify any priorities for capital investment to support the coming together of the two schools. Use of the two sites may change as numbers increase in the future.

What pastoral support will be offered to children?

It is hoped that having the younger children together on one site will maintain a small school feeling on the Brayton site. This will be enhanced through the operation of the house system. Selby High school already has good pastoral support including personalised support for individual pupils, team mentoring etc. It is intended to take the best practice from both schools to ensure strong pastoral support for all students.

Would there be a new uniform?

It is agreed that there will be a single uniform which will not distinguish between former Selby High and Brayton High pupils. It has been suggested that a change of

uniform might be part of creating a single identity for the enlarged school. However, inconvenience and cost to parents are important considerations. Parents will be informed of any changes to uniform as soon as practical.

How will amalgamation affect the financial position of the schools?

There would be a single budget allocation for the enlarged school taking account of the total number of pupils on roll. Although the joint budget would be slightly smaller, the Governing Body would be able to look at ways of giving value for money through streamlining purchasing and administrative arrangements. Some transitional support would be provided to protect the enlarged school from the loss of one lump sum and a split site factor would be provided to recognise the additional costs of operating across two sites. Support will also be provided by the local authority to assist with transition planning.

Is the real reason for this to save money?

There is the potential for savings and efficiencies to be made by the enlarged school so that it is in a much stronger position to protect provision in an uncertain economic climate. All schools are looking at how they can make best use of the finance they have in order to concentrate resources on teaching and learning. There is no potential for the Local Authority to direct any savings towards other County Council services as school funding is ring-fenced.

What financial support will the local authority provide to help with the transition?

Governors are looking at what resources are needed to ensure a smooth transition and the local authority will consider these plans to agree how best it can provide support in the short term to facilitate this work.

Will the enlarged school still be able to collaborate with others?

Yes. Other collaborations between the enlarged school and other educational providers could continue and be developed over time. The local authority is strongly of the view that schools need to work together in a variety of partnerships in order to be able to offer the best to children.

How will existing staff be affected?

Both schools are Community Schools which means that the employer is North Yorkshire County Council (NYCC). Staff would continue to be employed by NYCC and would be under the direction of Selby High School head teacher from September 2016. Brayton High School staff would have the same rights as those at Selby High School in relation to any restructuring following amalgamation.

Meetings for staff are being held at both schools during the consultation period.

As pupil numbers will stay the same or increase it is not anticipated that there would need to be any reduction in frontline teaching staff. No changes to staffing will be

implemented until a final decision is made on the proposal. Any proposals for restructuring of staff (teaching or non-teaching), or changes to working practices, would follow the existing agreed procedures that are already in place at both schools, and the proper consultation processes and timescales applied. There may be an opportunity to make some changes through natural wastage to address any rationalisation, and reduce any impact on existing staff.

Newly appointed staff would be appointed to the enlarged school and would be expected to teach across both school sites if required. Recruitment of teaching staff and, in particular, headteachers is very difficult in small schools. An enlarged single school could be more appealing and this would be likely to ease recruitment and retention difficulties.

Will there be any changes to services such as catering or cleaning which may affect staff?

Governors will consider how best to bring together a range of services and contracts. Where this affects staff existing agreed procedures and timescales will apply.

What will happen to admissions and transport?

NYCC will remain as the Admissions Authority. Pupils on roll at both schools at the point of amalgamation will be automatically placed on roll at the enlarged school.

It is not anticipated that there will be a significant impact on home to school transport although there may be opportunities to streamline the arrangements. The NYCC policy would continue to apply.

What about parents who have applied for places in Year 7 for September 2016?

Parents who have expressed a preference for either school for September 2016 have been notified of the consultation. The deadline for finalising their preferences has been extended to take account of the proposed changes. Parents would no longer be offered a place at Brayton High School but would instead be admitted to the single school unless they change their preference.

Can the amalgamation be reversed?

No. If the proposal is agreed, the amalgamation will be brought about through the technical closure of Brayton High School which will be permanent.

Have the Local Authority and Governors already decided to amalgamate?

No. The County Council is required to consult on any proposal which involves the closure of a school or a significant enlargement. Whilst amalgamation appears the best proposal to bring about the rapid improvement required the Executive of the County Council will need to consider consultation responses before making a final decision. It can approve, reject or amend the proposal.

What alternatives to amalgamation have been considered?

The Brayton High and Selby High governors have looked in detail at the potential to form a federation but concluded that amalgamation would offer a more secure structure. Brayton High governors also explored the potential for a sponsored academy as part of a Selby Education Trust. Whilst this may be an option governors come back to in the future it was not considered likely to secure the rapid improvement needed. Before a school can become an academy there is a consideration of whether it would be viable either on its own or as part of a multi academy trust (MAT). At present there is no academy option available as a means of rapidly addressing the standards and financial viability at Brayton. This local solution is seen as a more appropriate response to the challenges faced by both schools.

We were unable to attend one of the consultation meetings. Will there be any further meetings?

It is acknowledged that a number of people were unable to attend the meetings, in some cases because of the level of interest exceeding the safe capacity of the venues. It is not intended to hold any further consultation meetings. More than 700 people attended the meetings and a wide range of issues were raised. All these issues will be reflected and addressed in the report which will go to elected members before any decision is made about whether to take the proposal any further. This FAQ document has been updated to reflect some of the most common questions and concerns raised at the meetings and there will be further communications as decisions are taken by governors about how the proposal would be implemented in detail. All stakeholders have the opportunity to submit their views about the proposal in writing and we would encourage them to do so before the consultation ends. A further four week representation period will be available if the decision is taken in April to publish statutory proposals to take the amalgamation forwards.



Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated May 2015)

Proposal to Amalgamation Selby High School and Brayton High School through the technical closure of Brayton High School and the enlargement of Selby High School.

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email communications@northyorks.gov.uk.



যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھیے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	CYPS Strategic Planning Team	
Lead Officer and contact details	Suzanne Firth, County Hall	
Names and roles of other people involved in carrying out the EIA	Carolyn Bird, Assistant Director – Strategy and Commissioning	
How will you pay due regard? e.g. working group, individual officer	LA Officers and School Governing Body	
When did the due regard process start?	County Council Officers have been working closely with the separate governing bodies of both schools since early 2015	

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

The Local Authority proposes to amalgamate Brayton High School and Selby High School through the expansion of Selby High School and the technical closure of Brayton High School. This proposal will be determined by the County Council's Executive.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

There is a pressing need to address the quality of educational provision at Brayton High School, in particular as a result of unacceptably low GCSE results in summer 2015. In addition, Brayton High School has for some time been experiencing very low pupil numbers which has had an impact on the school's budgets.

The local authority and governing bodies of both schools reached the conclusion that the most appropriate option which has the potential to secure rapid improvement of standards and to secure the future of educational provision in Selby would be for the two schools to merge under a single leadership and governance structure and an initial period of consultation was carried out on this proposal.

The current position is that both governing bodies recognise the potential benefits of amalgamation although the preference of the Brayton Governing Body is for the school to remain a separate establishment.

These are set out in further detail in the consultation document.

Section 3. What will change? What will be different for customers and/or staff?

Brayton High School will cease to operate as a separate establishment and Brayton High School's current catchment area will be served by the enlarged Selby High School.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

A period of consultation with the community have been carried out, including written consultation and a consultation meeting.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

Please explain briefly why this will be the result.

The closure, if approved, would provide a saving to the Dedicated Schools Grant. Those resources would remain in the ring-fenced Dedicated Schools Grant as part of the funding for all schools

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age	x			
Disability	x			Expertise will be utilised from both schools to provide appropriate SEN support.
Sex (Gender)	x			
Race	x			
Gender reassignment	x			
Sexual orientation	x			
Religion or belief	x			
Pregnancy or maternity	x			
Marriage or civil partnership	x			

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?	x			
...have a low income?	x			

Section 8. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or

demographic information etc.

Not applicable

Section 9. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	x
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services.) It is considered that this proposal will not affect any of the groups listed above.	

Section 10. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

Monitoring will be carried out through the County Council's Education and Skills Team and through Ofsted inspections.

Section 11. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements
Not applicable				

Section 12. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

All staff at both schools would experience changes under these proposals that staff and governors would need to manage sensitively.

The County Council's Officers now feel that this decision is in the best interests of children and families served by both schools to ensure stability and quality of secondary education provision in the area.

Section 13. Sign off section

This full EIA was completed by:

Name: M.George

Job title: Strategic Planning Officer

Directorate: CYPS

Completion date: 02/03/2016

Authorised by relevant Assistant Director (signature):

Date:

DRAFT

Proposal to amalgamate Brayton High School and Selby High School to form a single school offering places for 11 – 16 year olds by the enlargement of Selby High School and the technical closure of Brayton High School

Selby High School

Statutory proposal for Prescribed Alterations –Expansion

Full Proposal Document

Name and contact details of the Local Authority or governing body publishing the proposal

North Yorkshire County Council, County Hall, Northallerton, North Yorkshire, DL7 8AD

Name, address and category of the school

Selby High School, Leeds Road, Selby, North Yorkshire, YO8 4HT. Selby High School is a Community School.

Proposed implementation date

Proposed date of implementation is 1st September 2016.

Description of alteration

The proposal is to expand Selby High School, with effect from 1st September. The enlarged school would have approximately 1330 pupils. This would be an increase of approximately 36% of the current roll.

The current Planned Admission Number (PAN) at Selby High School is 241 and under this proposal the PAN would rise to 420.

If the proposal is approved, the area currently served by Brayton High School would in future be served by Selby High School from 1 September 2016.

This proposal is linked to a proposal to close Brayton High School.

Public consultation on the proposal and the related proposals has taken place.

Objective

The proposal is to expand Selby High School from 1st September 2016. This proposal is related to proposal to close Brayton High School with effect from 31st August 2016.

Brayton High School and Selby High School have a shared catchment area covering the Selby town area as well as separate rural catchment areas. Brayton High School

and Selby High School are less than a mile apart (an approximate five minutes' drive).

There is a pressing need to address the quality of educational provision at Brayton High School, in particular as a result of unacceptably low GCSE results in summer 2015. In addition, Brayton High School has for some time been experiencing very low pupil numbers which has had an impact on the school's budgets.

The local authority has now reached the conclusion that the most appropriate option which has the potential to secure rapid improvement of standards and to secure the future of educational provision in Selby would be for the two schools to merge under a single leadership and governance structure.

Effect on other schools, academies and educational institutions

There is not expected to be any effect on other schools, academies and educational institutions.

Project costs and indication of how these would be met, including how long term value for money would be achieved

The expanded school would work across the two existing sites.

The Joint Steering Group are undertaking a review of the facilities on both sites with a view to creating a development plan for the enlarged school. Where this indicates the need for capital investment consideration will be given to whether this can be met from the schools capital programme.

Consultation

Public consultation took place from 14th January to 26th February 2016. Consultation documents were sent to families of pupils and staff at Brayton High School and Selby High School. The primary schools which feed into Brayton High School and Selby High School, school governing bodies, Councillors, parish and district councils, unions and professional associations and the local MPs were consulted electronically.

The consultation document is attached in Section B, together with copies of the consultation responses and notes of the public meeting held as part of the consultation process.

Related proposals

This proposal is related to proposal to close Brayton High School with effect from 31st August 2016.

Procedure for making representations (objections and comments)

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to Strategic Planning Manager, Children and Young People's Service, North Yorkshire County Council, County Hall, Northallerton, DL7 8AE by 5pm on 21st April 2016

Proposal to amalgamate Brayton High School and Selby High School to form a single school offering places for 11 – 16 year olds by the enlargement of Selby High School and the technical closure of Brayton High School

Selby High School – Enlargement

Notice is given in accordance with section 19(2) of the Education and Inspections Act 2006 that North Yorkshire County Council intends to enlarge Selby High School, Leeds Road, Selby, North Yorkshire, YO8 4HT, from 1 September 2016.

The expanded Selby High School will continue to operate on the sites currently used by Selby High School and Brayton High School. The impact on home to school transport is likely to be minimal.

This proposal is linked to a proposal to close Brayton High School from 31st August 2016.

Brayton High School – Discontinuance

Notice is given in accordance with section 15(1) of the Education and Inspections Act 2006 that North Yorkshire County Council intends to discontinue Brayton High School, Doncaster Road, Selby, North Yorkshire, YO8 9QS on 31st August 2016.

This proposal is related to the proposal to expand Selby High School from 1st September 2016.

This Notice is an extract from the complete proposal. Copies of the complete proposals can be obtained from: Strategic Planning Manager, Children and Young People's Service, Strategic Planning, North Yorkshire County Council, County Hall, Northallerton, DL7 8AE and are available on the County Council's website at www.northyorks.gov.uk.

Within four weeks from the date of publication of these proposals, any person may object to or make comments on the proposals by sending them to Strategic Planning Manager, Children and Young People's Service, North Yorkshire County Council, County Hall, Northallerton, DL7 8AE by 5pm on 21st April 2016.

Signed:

Barry Khan,
Assistant Chief Executive,
Legal and Democratic Services

Publication Date:

24th March 2016

Proposal to amalgamate Brayton High School and Selby High School to form a single school offering places for 11 – 16 year olds by the enlargement of Selby High School and the technical closure of Brayton High School

Brayton High School

Statutory proposal for school closure

Full Proposal Document

Name and contact details of the Local Authority or governing body publishing the proposal

North Yorkshire County Council, County Hall, Northallerton, North Yorkshire, DL7 8AE

Name, address and category of the school proposed for closure

Brayton High School, Doncaster Road, Selby, North Yorkshire, YO8 9QS. Brayton High School is a Community School.

Proposed closure date

Proposed date of closure is 31st August 2016.

Objectives, reason for closure and why closure of the school is considered necessary

The proposal is to close Brayton High School with effect from 31st August 2016. This proposal is related to proposal to expand Selby High School from 1st September 2016.

Brayton High School and Selby High School have a shared catchment area covering the Selby town area as well as separate rural catchment areas. Brayton High School and Selby High School are less than a mile apart (an approximate five minutes' drive).

There is a pressing need to address the quality of educational provision at Brayton High School, in particular as a result of unacceptably low GCSE results in summer 2015. In addition, Brayton High School has for some time been experiencing very low pupil numbers which has had an impact on the school's budgets.

The local authority has now reached the conclusion that the most appropriate option which has the potential to secure rapid improvement of standards and to secure the future of educational provision in Selby would be for the two schools to merge under a single leadership and governance structure.

Pupil numbers and admissions

There are currently 391 pupils on roll at the school, 8 of whom are recorded as having Statements or Educational Health Plan and 53 of whom are recorded as receiving SEN support.

	Y7	Y8	Y9	Y10	Y11	Total
Boys	54	42	36	36	39	207
Girls	46	34	42	21	41	184
Total	100	76	78	57	80	391

The school's age range is 11-16 years, and provision is available for boys and girls. There is no boarding provision.

Details of the schools at which displaced pupils will be offered places

If the proposal is approved, the area currently served by the school would be served by the expanded Selby High School from 1st September 2016. The related proposals include the expansion of Selby High School. Children currently on the roll of Brayton High School would automatically be transferred to the roll of the enlarged Selby High School. Due to the related proposal in respect of Selby High School there is no additional need for school places in respect of displaced pupils.

Parents have a right to express a preference for any school and, in the case of community and voluntary controlled schools, the relevant Local Authority is the admissions authority and will meet that preference provided there are vacant places. In the case of Voluntary Aided schools and Academies, the governing body decide the conditions for admission to their particular school. Where a child attends a school which is not their normal school or nearest school, parents are normally responsible for making transport arrangements.

Impact on the community

No impact on the community is anticipated.

Rural primary schools

Not applicable

Balance of denominational provision

Not Applicable

Maintained nursery schools

Not applicable

Provision for 16-19 year olds

Not applicable

Special educational needs (SEN) provision

There is no specific SEN provision at Brayton High School. The pupils at Brayton High School would have their Special Educational Needs met by the enlarged Selby High School.

Travel

The expanded Selby High School will continue to operate on the sites currently used by Selby High School and Brayton High School.

Where a child attends a school which is not their normal school or nearest school, parents are normally responsible for making transport arrangements.

Consultation

Public consultation took place from 14th January to 26th February 2016. Consultation documents were sent to families of pupils and staff at Brayton High School and Selby High School. The primary schools which feed into Brayton High School and Selby High School, school governing bodies, Councillors, parish and district councils, unions and professional associations and the local MPs were consulted electronically.

The consultation document is attached in Section B, together with copies of the consultation responses and notes of the public meeting held as part of the consultation process.

Related proposals

This proposal is related to the proposal to expand Selby High School from 1st September 2016.

Procedure for making representations (objections and comments)

Within four weeks from the date of publication of this proposal, any person may object to or make comments on the proposal by sending them to The Strategic Planning Manager, Children and Young People's Service, North Yorkshire County Council, County Hall, Northallerton, DL7 8AD by 5pm on 21st April 2016

Brayton High School and Selby High School- Student Engagement Exercise

Process:

As part of the consultation process Participation Officers from the Local Authority attended both schools and work with focus groups of pupils from both schools. These groups discussed the key issues that they identified regarding the amalgamation proposal.

Response:

The pupil engagement exercise responses in many cases mirrored the concerns raised in the public consultation responses. These issues have been fed into the *Issues Raised* section of the report and officer responses have been provided where appropriate.

Next Steps:

The contents of the pupil engagement exercises will be shared with the Join Steering Group and should the proposal go ahead it is intended that the concerns and suggestions will be used to inform the implementation. The Joint Governing Body has been considering, as part of its work to date, how the two pupil bodies at both schools could be brought together.

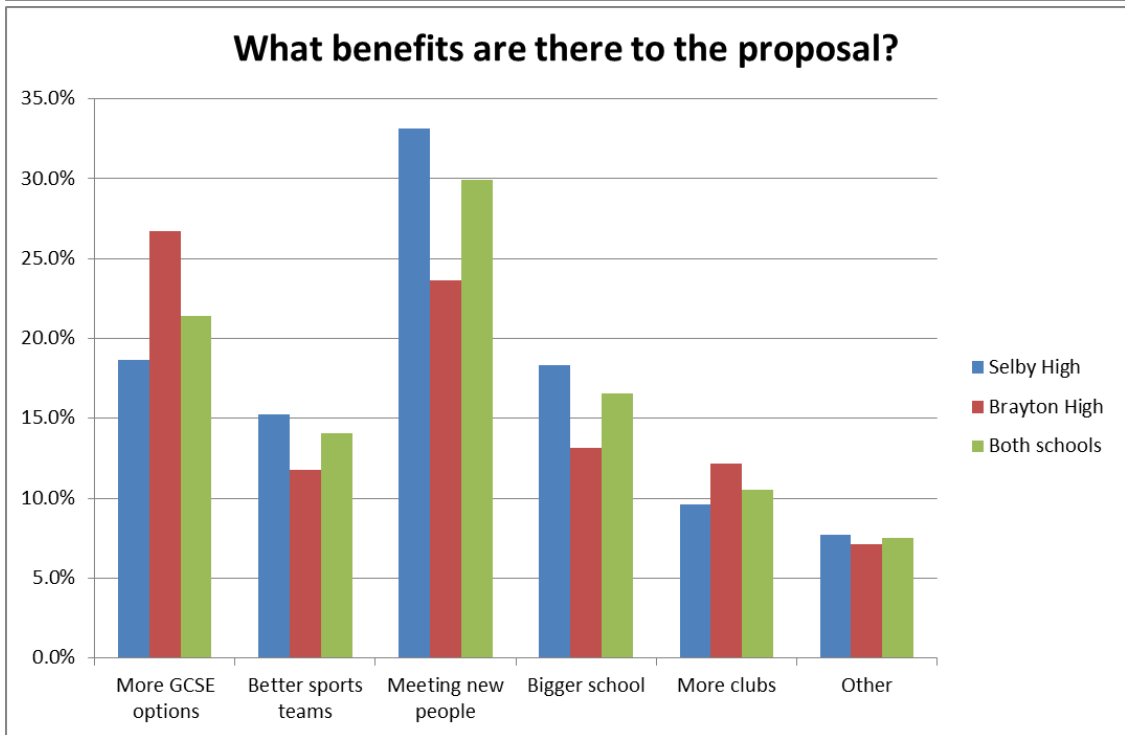
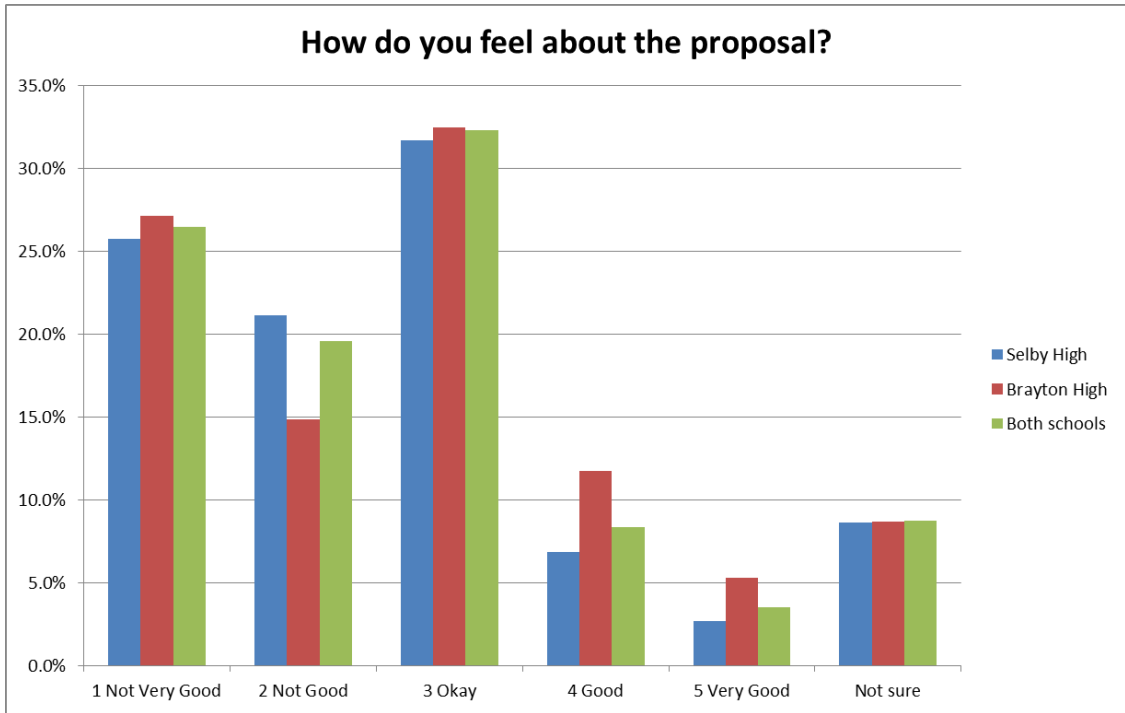
Initial Analysis:

For the benefit of Members taking the decision on whether to publish statutory notices, some initial analysis of some of the key questions has taken place.

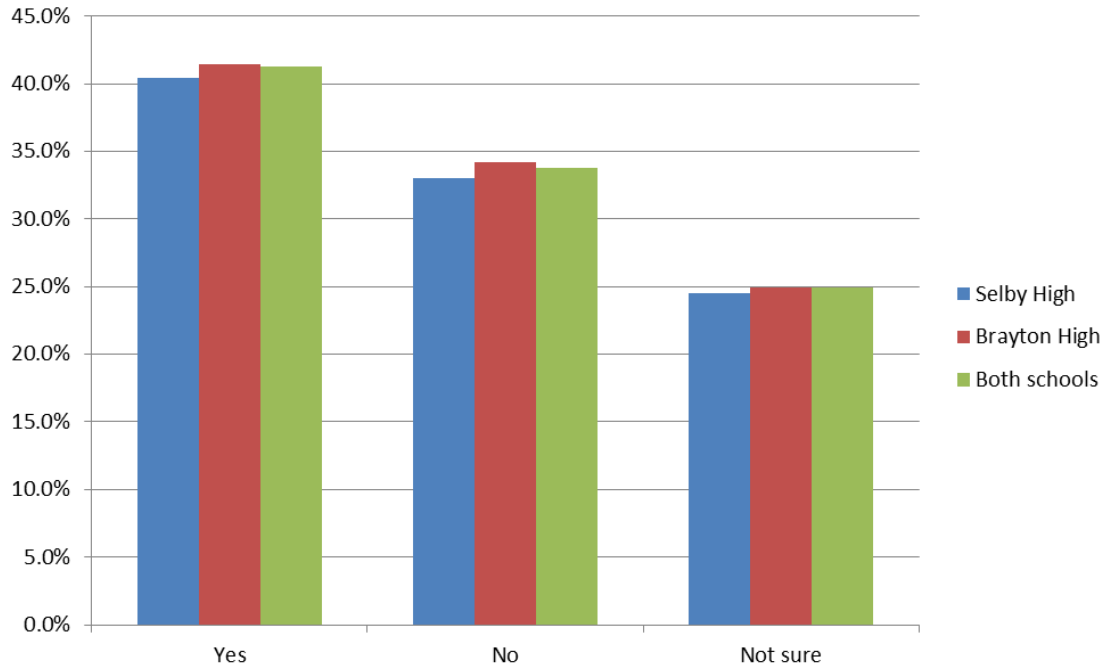
The pupil focus groups asked their peers how they felt generally about the proposal. The results are shown over the page and show that around a quarter of the pupils at both schools felt 'Not Very Good' about the proposal. However, the largest body of pupils at both schools felt 'Okay' about the proposal and the percentage was very similar at both schools. Higher proportions of pupils at Brayton High School said they felt 'Good' or 'Very Good' about the proposal than Selby Pupils.

The pupil focus groups gave their peers a range of things that they felt may be benefits of the amalgamation and asked which they thought were more beneficial. The pupils at both schools selected a range of options. For pupils at Selby, 'Meeting New People' was deemed the biggest benefit of the amalgamation. For pupils at Brayton the greatest proportion chose 'More GCSE options' as the biggest benefit.

The focus groups highlighted a concern about the bringing together of pupil groups from the different schools and asked if their peers had any concerns about this. Just over 41.3% of pupils at both schools said that they did have concerns and 33.8% the remainder said that they were unsure.



Have you any worries about class groupings?



SCHOOLS STRATEGY

The quality of education available to children and young people in North Yorkshire is of paramount importance. Access to education is a right of every child; the provision of sufficient high quality school places is a statutory duty on local authorities, and the quality of the education provided by those schools is a joint responsibility of school leaders, governors and the local authority.

OUR PRINCIPLES

- We aim to have all pupils attending a good or outstanding school or setting, with high quality outcomes for all children, no matter what their circumstances
- We believe strongly in the importance of strong school leadership and governance in creating strong and sustainable schools
- We have an expectation that all schools will be working in demonstrably effective partnerships with other schools
- We recognise the importance of schools to community life, particularly in rural areas, but also acknowledge that it is not always right to retain schools where they cannot sustainably deliver a high quality of education
- We acknowledge that the viability of schools should relate not only to their financial situation but also to how they may offer both the required breadth of curriculum and the social experiences children need
- We believe that removing transitions between different organisations can benefit learners through continuity and familiarity
- We understand the importance of being able to recruit and retain the best teachers and leaders and will promote and support strategies to support schools in this
- We respect diversity of provision and parental choice whilst acknowledging that geography and economics may make provision of that impractical
- We welcome and support new models of delivery which lead to improved outcomes
- We are committed to the local authority and local schools bringing together their collective energy and resource to maintain educational coherence across our communities, together with diocesan authorities as appropriate

Our strategic view:

We actively support the development of local federations, single or cross-phase, which over time and at a pace which is right for those local circumstances, could evolve into other structural forms such as local multi-academy trusts.

We are clear that in some areas of growth, the development of new academies may be the way forward, rather than the expansion of existing schools. We will be sensitive to local views when making those decisions.

We are aware that the challenges facing some schools – at all phases – are too great to be addressed alone. We will if necessary take structural decisions for the greater good of quality education across an area. We would hope to do this wherever possible in partnership with the local school communities.

The local and national context

There is now greater variety in the manner and organisation of education in England than in any time since the 1944 Education Act.

Schools are able to select from a range of options about their future: conversely schools may be directed into a variety of arrangements by the Secretary of State.

As a local authority which has for decades championed significant delegation of resource and responsibilities to schools, North Yorkshire has no ideological position on the status of schools. What we do hold strongly is a view that schools should be in arrangements that offer the greatest possibility of securing high quality education for children, and that those arrangements should be appropriate and make sense for local communities.

There are already high standards of education across the county, which is something we celebrate, and we are encouraged by the rapid development of sector-led improvement, which is consolidating more widely through the work of the School Improvement Partnerships which came about after the work undertaken by the North Yorkshire Schools' Commission.

In "Young and Yorkshire" the plan for all children and young people in North Yorkshire, we collectively signed up to an aspiration that all children should be in good or outstanding schools. That was a challenging ambition, but we believe it is within our reach – if we work together across the education community. The **Schools' Commission** made it clear that we expect all schools to be working in partnership, and we are seeing that shared leadership, joint practice development and collaborative work is making a real and positive difference to outcomes.

We celebrate and welcome schools' leadership of their destiny. We do so within a view that in an area such as North Yorkshire, with all its challenges of geography and demography, individual school aspirations are best taken forward in local partnership. We are challenged in North Yorkshire by both the need for additional school places in and around our market and larger towns, and by the diminishing need for school places in many rural areas. Each scenario presents challenges for schools and for the county council. Each is best addressed in partnership with others and with a clear view as to the needs of the local population. We value the input of diocesan authorities across our area, the support they give to faith schools, their involvement in school improvement and in community leadership.

We want to see coherent local partnerships formed which provide local leadership and local accountability and quality education for local communities.

In our discussions with the Regional Schools' Commissioner we do not see capacity within existing Academy Trusts to be able to take on significant additional numbers of schools. The Chancellor has made a commitment to helping schools to become academies by 2020. Whether this is just secondary schools, or all schools, is open to debate, the capacity nationally is not as yet there even for secondaries. The additional financial resources originally available to converting academies is not at previous levels, and academies are facing the same funding constraints as other schools. The imposition of a national funding formula will no doubt further erode any lingering financial advantage.

So our view is that we would wish to see schools considering the future carefully and examining possibilities based on a clear understanding of the local position, shared with the local authority.

QUALITY IN SCHOOLS

The influences on the delivery of high quality education are many and various:

- Quality of leadership and governance
- Quality of teaching
- Funding of schools
- Quality of the built environment
- Quality of the taught curriculum
- The health and emotional well-being of the children and young people
- Quality and accessibility of support services

SCHOOL PLACES IN NORTH YORKSHIRE

North Yorkshire faces an unprecedented situation with a growing primary school population largely concentrated in towns, combined with some rural parts of the County where numbers are still declining. In the coming years the growth in pupil numbers will feed into the secondary sector which is currently facing in many places its lowest pupil rolls for a decade. Post 16 numbers will continue to decline for the next couple of years.

This volatile demographic position means that at the same time as implementing a programme of school expansions and opening new school sites it is necessary to address the challenges faced by a significant number of very small schools, both primary and secondary.

The current school funding arrangements are likely to be challenging for all schools in coming years and there will need to be a proactive approach to creating sustainable structures in areas where schools are struggling with combinations of low numbers, challenging finances, difficulties recruiting and retaining staff and governors and declining educational standards.

CREATING ADDITIONAL PLACES

One of the key strategic issues which will continue to affect school organisation in North Yorkshire over the next few years will be the growth in demand for primary school places as a result of population growth, housing development and major army re-basing plans. We will only be able to continue to meet our statutory duty to provide sufficient places if we continue to invest in expanding schools or building new ones.

We are currently delivering a £58 million capital investment programme which will provide up to 1700 additional places by September 2017. This includes the development of two new school sites and some major expansions, as well as some smaller scale school expansions. One, at Staynor Hall in Selby, will be the first wholly new sponsored academy to be built in North Yorkshire but others are likely to follow in Northallerton, Thirsk, Harrogate, Catterick and Norton.

There are a further 21 potential projects identified where initial options and feasibility assessments are being undertaken. This includes a number of further new school sites arising from major housing and some large scale expansions. A further allocation of just over £1 million has been made to North Yorkshire for 2017/18. Priority needs greatly exceed this and the County Council will consider how it can resource the level of demand by putting in funding directly from its own reserves.

There are 18 key areas of growth anticipated in North Yorkshire by 2018. The position is being monitored closely as it is very sensitive to the speed with which particular housing developments advance. The level of planning applications for new housing has reached an unprecedented level compared with recent years. Multiple negotiations are in progress to secure developer contributions through s106 or Community Infrastructure Levy funding.

In time this growth will feed through into secondary school places. At present the only two areas showing potential shortfalls of secondary school places are Knaresborough and Boroughbridge, both of which attract students from neighbouring catchment areas in significant numbers. The position will continue to be monitored and where additional secondary places are required discussions will be initiated with schools and academies about expansion.

The position in Harrogate will be affected by the rebuilding of Harrogate High School on a significantly smaller footprint with a reduced capacity.

The ability of Academies to admit above their admission number and to expand their size and/or age range will impact on the number of places available as will any government approved provision such as UTCs, studio schools or free schools.

THE CHALLENGES FACING SMALL SCHOOLS

North Yorkshire has a relatively high number of small schools compared with other local authorities. This has long been a challenge affecting the organisation of education in this area. Whilst many of them provide a good or outstanding education, this is as inconsistent as it is in other groupings of schools, and the vulnerabilities associated with them are without doubt greater than in larger schools. This was recognised in a peer review of school improvement services carried out in 2015.

There are a number of very small primary schools (with fewer than 50 pupils) with declining rolls which continue to be monitored in terms of viability. In the past few years there have been a number of closures of small primary schools. The County Council has a long history of supporting small schools and will continue to do so where schools are of high quality and where they are necessary to ensure the availability of accessible school places. However, sometimes a school closure is unavoidable and may represent the most appropriate solution to declining numbers and budgets impacting on educational quality.

The challenges facing small schools are a combination of low pupil rolls, financial viability, difficulties recruiting headteachers and variable educational standards. These factors interact with each other. It is often the schools experiencing a combination of these challenges which are the most vulnerable.

This is not only a challenge for small primary schools but also for smaller secondary schools. Funding arrangements are creating a particular challenge for small sixth forms.

Not all very small school schools have faced immediate financial difficulties. A number have been protected from a deficit position as a result of the minimum funding guarantee and/or the operation of the sparsity factor. Others have been relying on revenue balances carried forward acting as a buffer. However some of these balances are now reaching the point of exhaustion and these schools will face deficits in the coming years.

The current assessment is that by March 2017 87 schools will be in a deficit budget situation, and this will increase as the funding challenges continue.

These schools will need, with the support of the local authority, to seek solutions to their financial vulnerability. Governors will need to consider carefully how they can balance the books through reducing costs. In some cases the local authority and/or governors may conclude that a school should close. In other cases it could be that creating larger more sustainable structures which can benefit from economies of scale could be an appropriate solution.

Whilst many small schools are offering a good quality of education even in the face of low numbers and challenged finances, solutions for small schools need to take account not just of the quality of what is on offer now, but also whether that is likely to continue to be the case in the future.

The concern is always that as numbers reduce alongside budgets the school's ability to deliver a broad educational and social experience for children diminishes. Schools with poor Ofsted judgements or below average outcomes may rapidly become unpopular with parents, creating a downward spiral of falling rolls, reducing budgets and a struggle to retain good leaders and to make improvements. This spiral can operate in the reverse direction when standards are seen to improve.

SUPPORTING COLLABORATION BETWEEN SCHOOLS

Experience with the first wave of collaborations between schools is indicating that informal collaborations which retain individual governing bodies at each school are unlikely to sustain small schools on a long term basis. They create a significant challenge for shared Headteachers who remain accountable to multiple governing bodies.

It is our view that "hard" federations or other structural solutions are a more secure and sustainable structure for small schools.

Whilst school to school support and partnership is essentially for schools themselves, the local authority is proactive in promoting this and in making available advice and guidance, including support through partnership conferences, dissemination of good practice and toolkits to help governors and school leaders explore these options. Where potential arrangements are particularly complex and/or sensitive, Local Authority officers help to broker these discussions and to advise on collaboration and federation processes.

The Strategic Planning section within CYPS is the first point of contact on all school organisation issues co-ordinating support from other teams such as Education and Skills, HR, Governor Support and Finance.

REMOVING TRANSITIONS

There has been a longstanding recognition that transitions between educational establishments can result in dips in educational attainment. As a result schools which do not offer the full primary or secondary age range have been vulnerable in terms of their outcomes and Ofsted judgements. North Yorkshire actively encourages amalgamations which remove unnecessary transitions and over recent years has carried out a number of these, predominantly in response to school standards issues but also to alleviate concerns over finances, pupil numbers and leadership. There are 15 remaining infant and junior schools in the county where amalgamation may be an appropriate response over time as the position develops in these schools.

SPECIAL SCHOOLS

A review of services for children with Special Educational Needs and Disabilities, including enhanced mainstream provisions as well as special schools and pupil referral services will over time lead to structural change. This is work in progress and proposals will emerge in due course.

Pupil numbers in special schools are starting to grow which may have an impact on accommodation. No funding is available from government to address shortfalls in special school accommodation so this would have to be locally resourced.

EARLY YEARS

Children aged 2-4 have an entitlement to varying hours of high quality childcare and early years education. In an area such as North Yorkshire provision of early years places on an economic basis can be challenging. It is important to consider the early years provision in an area when wider issues of school organisation are being considered, including the provision of new schools. It is important to get the balance right between school involvement and providing the right environment for very young children. North Yorkshire Children and Young People's Service has responsibilities for early years which extend across the maintained, private, voluntary and independent sectors and should always be consulted when early years provision is being considered.

FURTHER INFORMATION AND ADVICE

North Yorkshire: Guide to models of school organisation/collaboration. Detailed information on alternative models of working has been published and can be accessed via CYPs info – Organisation and Management/School Organisation/Federation and Collaboration. This includes a toolkit for governing bodies to use to frame their thinking.

It also includes references to good practice elsewhere, nationally and internationally.

The Strategic Planning team within the Strategy and Commissioning Unit provide further advice and support when governing bodies have committed to developing new ways of working. School's first point of contact for structural change is via their Strategic Planning Officer (contacts listed in the North Yorkshire: Guide to models of school organisation/collaboration page 21).

DfE Guidance on academies may be found at: <https://www.gov.uk/government/collections/convert-to-an-academy-documents-for-schools>

February 2016

**North Yorkshire Local Authority
Children & Young People's Service**

Warning Notice to Brayton High School Governing Body

This warning notice is based on Part 4 of the Education and Inspections Act 2006 which defines when maintained schools are eligible for Interventions by Local Authorities. Brayton High School is eligible specifically for intervention under Section 60(2) which states a Local Authority may use its powers of intervention when:

'The standards of performance of pupils at the school are unacceptably low and are likely to remain so unless the authority exercises their powers under Part 4 of the 2006 Act'

'There has been a serious breakdown in the way the school is managed or governed which is prejudicing, or likely to prejudice, such standards of performance'.

1. Context

This warning notice is being issued because of the serious concerns of the Local Authority about the outcomes achieved by students of Brayton High School. The local authority considers that the standards of performance at Brayton High School are unacceptably low and are likely to remain so. The local authority considers that the governing body has failed in its duty to promote high levels of student performance through rigorous monitoring, evaluation and challenge to the senior leadership of the school. In addition, the governing body has failed to take a clear strategic view regarding the financial management and viability of the school.

In essence, the governing body has failed to secure the performance and viability of the school.

The standards of performance at Brayton High School are unacceptably low

The standards of performance of students at the school are unacceptably low because:

- The unvalidated GCSE results for 2015 show that attainment for students is below the minimum floor standards. 37% of students attained 5A*-C with English and Maths. This figure is 24% below the North Yorkshire county average for 2015 (61.2%). The national figure is 56.1%
- The unvalidated GCSE results in 2015 show that not enough students make or exceed expected levels of progress. Only 47.9 % of students made expected progress in English, and 58.6% of students made expected progress in maths. This compares with a national average (2015 data) that 70% of students made expected progress in English and 66% of students made expected progress in maths.
- The proportion of students making more than expected progress in English is also unacceptably low. 18.3% of students made more than expected progress in English compared to a national average (2015 data) of 31%.
- The unvalidated GCSE results in 2015 show an unacceptably high level of variation in students' attainment and progress across subjects and in departments.

- The school's unvalidated GCSE results are significantly below the predicted figure of 46%, with significant variation across departments in the accuracy of predicted outcomes, both for individuals and groups of students. The school did not know itself well.
- The governing body of Brayton High School has failed to monitor student performance effectively. Too much credence has been given to evidence of limited areas of improvement at the expense of focusing upon key priorities, such as the decline in English outcomes, closing the gap and the performance of more and most able students.
- The governing body of Brayton High School has failed to hold the school's leadership to account for standards of student performance. Governors have been too quick to accept the information provided by leaders and managers. Rather than ask challenging questions, governors have readily accepted the narrative offered by leaders, particularly where this has masked under performance in key areas and in particular subjects.
- The governing body of Brayton High School has withdrawn from advanced strategic discussions with Selby High School aimed at securing improvement capacity. They have sought alternative collaboration arrangements with more limited evidence of approval or success. Those actions have delayed the introduction of necessary change and improvement.
- The school is at risk of an early inspection and is likely to be judged as inadequate at its next inspection.

On the basis of the evidence cited above, the local authority remains unconvinced that the governing body will fulfil its statutory responsibility to rapidly promote high standards of performance at the school.

Financial Concerns

There are concerns about the ongoing financial situation at the school and a lack of evidence that the Governing Body is prepared to address this. Although the school's balance stood at £269k in March 2015, this surplus has been reducing in recent years and the latest budget plan predicts this will almost entirely disappear by March 2016. Following that, the school will quickly incur a deficit of such a size that it will be extremely difficult to recover. This is despite additional funding from the LA over three years and a projected increasing roll in that budget plan.

2. Action to be taken

All actions must take place within 15 working days – by ¹.

The governing body must ensure that it is fit for purpose as judged by the local authority, by:

- Continue urgent and meaningful discussions with the governing body of Selby High School and the Local Authority with a view to the technical closure of Brayton High School through amalgamation with Selby High School.
- The governing body must work with the Local Authority to implement an action plan, with clear timescales for progress towards the technical closure of Brayton High School and the amalgamation of Brayton High School with Selby High School.

¹ The 2006 Act states that 'working day' means a day other than a Saturday, a Sunday, Christmas Day, Good Friday or a day which is a bank holiday.

- The governing body will ensure in the interim that the school's leadership implements an action plan that will lead to rapid improvements in student achievement, and that the governing body is actively involved in monitoring the impact of the improvement plan. The governing body will ensure that success criteria are sharp and measurable, that key responsibilities are identified, and that milestones are clearly identified.

The local authority will:

- Monitor and review the action plans and continue to support the schools with both the amalgamation process and the plans for school improvement.
- Give advisory support to the governing body

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- Monitor and review the action plans and continue to support the schools with both the amalgamation process and the plans for school improvement
- Give advisory support to the governing body

3. Non-satisfactory compliance with formal warning

If the governing body does not comply satisfactorily with this warning notice within the given time scale the Local Authority can:

- Apply to the Secretary of State for consent to replace the governing body with an Interim Executive Board.
- Withdraw the delegated budget from the governing body.

4. Representations/Appeal

The governing body of Brayton High School may make representations to Ofsted under Section 60(7) of the Act. This can be on the following grounds.

- The warning notice is without sufficient evidence.
- The proposed action is disproportionate to the scale of the issues facing the school.

Representation must be made in writing within 15 working days of receipt of the warning notice. It should be sent to: warningnotices@ofsted.gov.uk where it will then be forwarded to the Ofsted Regional Divisional Manager and copied to the Local Authority.

The written appeal should contain as appropriate:

- a) Why the governors disagree with the grounds for the warning notice.
- or
- b) Why the governors consider the action proposed by the LA is disproportionate to the scale of the issues facing the school.
- or
- c) Combination of both the above.

5. Role of Ofsted

The Local Authority judges that the school is causing significant concern and, without significant change in strategic leadership, particularly that of the governing body, is unlikely to be able to address current weaknesses in leadership. This is based on:

- Weaknesses in the strategic leadership of governors, and the consequent threat to the performance of pupils
- Weaknesses in the capacity of governors to hold school leaders to account appropriately for performance and school improvement.
- Concerns around financial planning, given the on-going budget pressures

Taken together, these issues comprise serious weaknesses in the leadership and management of the school. This is of serious concern both for the Local Authority and for Ofsted. It is likely that, in an Ofsted inspection, the school would be judged to require special measures.

It is the responsibility of the local authority to inform Ofsted of this warning notice.

On behalf of North Yorkshire County Council

Pete Dwyer
Corporate Director, Children and Young People's Service