



Consultation Document
for the creation of a
Cross-Phase School (Year 5-11) at
the
Yesodey Hatorah Girls Secondary
School
in September 2019.

London Borough
of
Hackney

This consultation sets out and explains the reasons why Yesodey Hatorah Girls School wishes to annex a Year 5 and Year 6 in September 2019 to its existing Secondary school and create a cross-phase school which would cater for students from Year 5 to Year 11. The primary reason behind this move would be to increase the number of students who attend the school in order to reach our Published Admission Number (PAN) of 455.

Context and Intent

Yesodey Hatorah was set up for the education of charedi girls in years 7 to 11. The aim is to provide these girls with a robust and well-balanced education while maintaining the ethos and values that are central to their way of life. We now wish to give some of the younger students the same opportunity that their older sisters to receive a quality education building on the foundations set in the primary school.

When the school was built and received Voluntary Aid Status in 2005 the PAN was set at 450. The present PAN is 400 with an expected 80 students per year group. The governors' admission policy agrees with this PAN namely of 80 students per year. At present there are just over 305 students on roll, and the school is therefore operating at well below the PAN that was originally set. This puts the school in a vulnerable position both vis a vis funding and with regard to mid-year admissions.

It is therefore the governors and trustees intention to increase the numbers through adding two additional year groups to the existing infrastructure and the creation of a cross-phase school which would comprise of two distinct elements: A middle school for Y5 - Y7 and an upper school for Y8 – Y11.

Current and Potential Admissions

At the moment the vast intake at YHSGS, but not the sole intake, is from the Yesodey Hatorah Primary Girls School. Based on existing students numbers in the Primary school the expected intake from this source indicates that the Secondary school can expect to remain well below the expected PAN for the foreseeable future. While potentially we could get additional applications from students from other local charedi primary schools this has mainly not been the case in the past, and this is unlikely to change. Even if the school was to experience an unprecedented 20% increase in applications from other schools we would still be below PAN.

Yesodey Hatorah Primary Girls Schools and its Relationship to the Secondary School

Currently most of our students come from the Yesodey Hatorah Primary Girls School all considerations on what is required to create a cross-phase school has been based on information provided by this entity, and in consultation with the SLT at the school. This is to ensure a smooth transition and to enable the Secondary School to best meet the needs of the students.

It is important to note that the Yesodey Hatorah Primary School (YHPS) part of the Yesodey Hatorah School is a totally distinct organisation to the secondary school, and is in the independent sector. The school is housed in a totally separate campus, has its own governance structure and independent staffing and leadership teams. They also maintain completely independent finances and admission procedures. In common, both schools have a shared ethos with a common goal to

provide a well-rounded and comprehensive education to charedi girls in and cater to the same target audience.

As a consequence of the recent ruling in the appeals court, YHPS is currently undertaking a major overhaul to meet Government legislation for schools that provide an education for both girls and boys. In order to ensure full compliance the process of registering the school into two distinct entities, each to provide a single sex education, is currently underway and aims to be completed in the near future. This makes it an opportune time for them to consider changes to which Year groups they cater for. We have consulted the trustees at the primary school, and they are willing to seriously consider reducing their age limit, and providing an education only for the lower school, namely students from Y1-Y4. Transferring their Y5 and Y6 classes to the secondary school would free up valuable classroom space in that building.

With this cooperation, creating a cross-phase school would not negatively impact the primary school. This will allow for a smooth transition and benefit the students currently in Years 5 and 6.

Staffing and School Timetable

The school will be divided into two distinct divisions with Years 5, 6 and 7 being a Middle School and Years 8 through 11 an Upper School. We envisage that the both the Middle and Upper School will be one entity, with one Headteacher responsible for both elements of the school. This alleviates the expense of employing an additional head teacher which will lead to economies of scale and will also ensure that there is one person who has a strategic overview of the full school.

Deputy Headteachers will be focussed and responsible for a specific division. They will also be the lead person on safeguarding issues with their designated division.

The Middle School will require a Key Stage Lead who has experience of primary schools, younger children, their curriculum etc. The Key Stage Leader will serve as the line manager for the class teachers, of which there will be one per class. It is anticipated that most of the Y5 and Y6 teachers will apply to the Secondary School for teaching positions and in most cases be offered positions in the Middle School. The staffing structure for the Upper School will remain much the same as the existing infrastructure, including different teachers for different subject.

The Middle School will have a different daily infrastructure to the Upper School, with the day split up into fewer lessons, and a different start and finish time for the school day. This will be more in line with the needs of Primary aged students, and the school day will end at 4.00pm. Break time and Lunch will take place at different times to the Upper School. The daily infrastructure in the Upper School will remain similar to the existing system.

Assemblies for each division will be held independently, although on occasion there will be whole school activities.

SLT will be expected to undertake continuous professional development (CPD) training in how to deal with primary aged students, with a specific emphasis on safeguarding and social and emotional development of younger pupils.

In addition it will widen the career prospects for the staff and create more opportunities for areas of responsibility etc. The main advantage of this will be to the aid in retention of staff.

Meeting the Educational Needs of All Students

We are conscious that we do not have the existing provision to provide an education for Primary Students, and we have carefully researched how we will be able to deliver an excellent education to these students as well as maintaining excellent standards in the existing Secondary classes.

The Key Stage 2 Lead will be expected to attend LA Primary School meetings and CPD training on how to meet the Primary School national curriculum so that they can ensure that students are receiving an excellent education in their subject. The KS2 lead will also liaise with Heads of Department to ensure that students are able to transition smoothly from the Middle to Upper School.

Currently we maintain an excellent working relationship with the Primary School and have a good understanding of their curriculum and how it affects students' learning once they transition to the Secondary School. In addition, our current Acting Headteacher was previously a Headteacher in a Primary School and she is well placed to assist on overseeing quality in education and to ensure that students at KS2 receive an appropriate and well-rounded education which is age appropriate.

Over the years we have been concerned that students are entering Secondary School without the necessary skills needed to achieve as well as we would expect. The Secondary School has very high expectations of all its students. This is borne out by the standards reached at GCSE. This year analysis of our results gave us a P8 0.75 and A8 5.6 well above national averages of 0 and 4.5 respectively. These values put us in the top 5% according to progress and top 9% for attainment in the country.

The primary school's SAT results show that the school is clearly underachieving in English. This is not unusual for independent schools in the borough, particularly when taking into consideration the fact that many students speak English as a second language. As the Primary School is privately funded there is little room for specialised teaching. In the Secondary School most staff within the English department are either qualified with degrees in English or are working toward gaining the relevant qualifications. We therefore feel confident that should pupils transfer from the Primary School to the new Middle School they would receive specialist teaching in English which would result in better grades at KS2. Research has shown that how well students achieve at KS2 has an impact on their future grades and eventually career prospects.

Overall we are confident that that we can provide the same standard of education for the Middle School that we are currently providing for all of our students at YHSGHS.

SEN & Safeguarding Provision

We have excellent SEN department that works closely with our middle leaders and senior staff to ensure that all students regardless of their ability are able to achieve. The earlier any interventions take place the more likely students will be able to achieve at KS2 and at GCSE.

The SEN department will be responsible for both the Middle and Upper Schools and will expand their number of staff. They will employ those with experience in primary education to meet the needs of a Middle School and the increased number of children on roll.

Staff that will be working with the younger children will be given dedicated training on meeting the differing social and emotional needs of younger students.

Recreational Space, Building Capacity

The school has large play areas, and students in both divisions will have suitable access to recreational areas both indoors and outdoors.

Our current building is considered suitable for use by 450 students, and we do not expect to exceed this number. This means that we will not have to undertake any building works to absorb the additional students.

Effect on other Schools

It is not anticipated that the merger would have any effect on any of the local schools, aside from Yesodey Hatorah Primary School. Yesodey Hatorah Girls Primary School will no longer have a Year 5 and Year 6. Discharging the school of two year groups will allow YHPS release value space and possibly give the school the opportunity to re-furbish some of their accommodation.

Budget

Current data from Hackney would give an income of £5000 per primary student. With an intake of 130 students minimum this would generate an income of £650 000. The major costs will be staffing namely for six teachers, a Key Stage Leader, admin and SEN staff.

The other main outlay would be set-up costs, however it is expected that much of the furniture and resources would come from the primary school.

An allowance has also been given for SEN as it is highly likely that there will be some pupils who will need extra support and that we will have to employ somebody with primary experience.

As the main infrastructure is well established there will be little additional costs to the day to day running of the school as the additional numbers will not impact the maintenance or administrative costs.

Any capital funds which the school may incur will be funded by the trustees.

Alternative Proposals

The Governors and Trustees appreciate that they have to work with the PAN that has been set by Hackney. Consideration has been given to increasing the PAN through extending the age range at the upper end of the school through creating a sixth form with a Y12 and Y13. This option was not pursued as there appears to be little demand for such a 6th form within the community. There are already sufficient seminaries that presently meet the community's needs for this age group.

Admission Arrangements 2019/20

A separate consultation is being conducted by Hackney Learning Trust in regards to admission arrangements for 2019-20. Details available on the following link <https://www.learningtrust.co.uk/admissions/Pages/AdmissionsConsultation.aspx> and also from the school office at 6 Egerton Road N16 6UA.

This will reflect the proposed age and PAN changes and the different entry points into the school.

Consultation Timetable

Consultation period starts	Wednesday 20 th December 2017
Consultation period ends	Wednesday 31 st January 2018
Governors' review of responses	Wednesday 14 th February 2018
Governors final decision	Tuesday 13 th March 2018

If you have any comments to make on the above proposal either email the school at chairyh@yesodeyhatorah.org

or write to the address below

Chair of Governors

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