

REVIEW OF NURSERY  
PROVISION IN THE ST PETER'S  
AREA OF  
ASHTON UNDER LYNE

KEY DECISION REPORT

## KEY DECISION REPORT

<b>SERVICE AREA:</b>	Lifelong Learning
<b>SUBJECT MATTER:</b>	<b>NURSERY PROVISION IN THE ST PETER'S AREA OF ASHTON UNDER LYNE</b>
<b>DATE OF DECISION:</b>	14 April 2005
<b>DECISION TAKER</b>	Cllr Ged Cooney - Cabinet Deputy for Lifelong learning
<b>REPORTING OFFICER:</b>	Head of School Organisation and Social Inclusion Head of Education Partnerships
<b>REPORT SUMMARY:</b>	<p>The review of nursery places in the St Peter's area of Ashton-under-Lyne has been a lengthy process causing uncertainty for parents, governors and staff alike.</p> <p>The Consultation has been lengthy owing to the need to:</p> <ul style="list-style-type: none"> <li>• to respond to the wishes of the community and establish a cohesive provision to meet the needs of families in the area; and</li> <li>• as a consequence of external factors such as the impact of a Sure Start and Children's Centre within the area, which required the LEA to reconsider and re-consult on the possible options in light of changing dynamics and to dovetail timescales for implementation to correlate with those for Sure Start and the Children's Centre to provide cohesive integrated early years education and childcare in the St. Peter's area of Ashton-under-Lyne,</li> </ul> <p>There have been 22 written responses to the most recent consultation with significantly differing views.</p> <p>The governors, parents and staff of Trafalgar Nursery School, would welcome the opportunity to relocate to a newly established Children's Centre, the staff suggesting that 26 part time nursery education places would not be enough, and particularly that the experience of staff would not be lost. This view is supported by the response from the unions.</p> <p>St Stephen's Church of England Primary school has established links with Trafalgar over the years, and would wish these to continue.</p> <p>In contrast, the Sure Start St Peter's Management Board, who will be a significant part of the management of a newly established Children's Centre, are firmly of the view that Option 1 will enable the greatest potential for delivering seamless provision to parents and children, with the capacity to give flexible childcare and nursery education. This view is supported</p>

	<p>by the identified private provider.</p> <p>There have been similarly differing views regarding the capacity required to meet the needs of the community. The Council has considered this in detail, and is of the view that the level of provision to be made will meet the needs of the community.</p> <p>St Peter's Church of England Primary School, and the Manchester Diocese, welcome the proposal to establish a 26 part time nursery at the school.</p> <p>There is concern that the quality provision being made by the Happy Hedgehogs pre school group is not lost, and the LEA has committed to assisting the group to locate to new premises.</p> <p>It is the case that Trafalgar Nursery School has offered a valued service to parents and children over the years, and the need for qualified experience staff to deliver nursery education provision is acknowledged. However, given the current situation with regard to Trafalgar Nursery School in terms of its temporary accommodation, level of provision, and lack of extended services it is felt that the adoption of Option 1 will provide on balance, the best way forward. It will enable:-</p> <ul style="list-style-type: none"> <li>• The provision of a nursery class at St Peter's Church of England Primary School. This is consistent with Council policy to develop a nursery class at each of its primary schools wherever practical.</li> <li>• The Sure Start St Peter's Board to have a managerial oversight of all services provided from the Centre and ensure the professional co-ordination and integration of the core services offered ie education, childcare, family support and child and family health services.</li> <li>• The provision of seamless, integrated nursery education and childcare service to parents and children through a single private provider accountable to the Sure Start St Peter's Board supported by a qualified teacher.</li> <li>• An overall increase in day care places for children age 0-4 in St Peter's Ward by 68 places.</li> <li>• The Council to meet its obligations to ensure a sufficiency of nursery education places for 3 and 4 year olds.</li> <li>• The Council, in partnership with the Primary Care Trust and Sure Start St Peter's, to make the best use of available capital and revenue resources.</li> </ul>
<p><b>RECOMMENDATIONS:</b></p>	<p>It is recommended that the proposals set out in Option 1 of the Report are adopted as follows:</p> <ol style="list-style-type: none"> <li>1. Statutory notices are published by St Peter's Church of England Primary School to establish a 26 part time place (13fte) nursery from September 2006.</li> </ol>

	<ol style="list-style-type: none"> <li>2. The mobile accommodation housing Trafalgar Nursery School is retained at St Peter's Church of England Primary School to house the newly established nursery until the Diocese have completed a new build for the nursery.</li> <li>3. Statutory notices are published to cease to maintain Trafalgar Nursery School with effect from 31<sup>st</sup> August 2006.</li> <li>4. Negotiations are undertaken with the identified private provider of childcare provision at the new Sure Start St. Peter's Children's Centre to ensure the provision of 26 part time nursery education places and the location of an experienced full time teacher employed by the LEA at the Children's Centre to support the development of the nursery education and birth to 5 framework.</li> </ol>
<p><b>JUSTIFICATION FOR DECISION:</b></p>	<p>Adopting the recommendations will assist the Council to secure suitable and sufficient integrated early years education and childcare places for children aged 0-4 for children in the St Peter's area of Ashton-under-Lyne as well meeting its requirements for the provision of nursery education.</p>
<p><b>ALTERNATIVE OPTIONS REJECTED (if any):</b></p>	<p><b>Options Rejected:</b></p> <p>To reduce the number of places at Trafalgar Nursery School from 80 part time (40 fte) to 26 part time (13 fte); and relocate provision to the newly established Children's Centre for September 2006.</p> <p><b>Rationale for Rejection:</b></p> <ol style="list-style-type: none"> <li>1. It is acknowledged that the Government's intention is that Children's Centres could grow from established provision such as provided at nursery schools. The unusual circumstances of Trafalgar Nursery School are that it is sited in temporary accommodation on another school site; and significantly has not developed over recent years, any extended services or links with Sure Start Ashton St Peter's.</li> <li>2. It is also the Government's desire to develop Children's Centres from Sure Start local programmes. The Ashton St Peter's Sure Start has established firm foundations from which to grow.</li> <li>3. The relocation of the Trafalgar Nursery School within the Children's Centre has potential to lead to confusing management and governance arrangements between the School Governing body, the Sure Start St Peter's Management Board and the private provider. The simpler option where all services (including those provided by the private provider) are managed and governed by the Management Board is preferred.</li> <li>4. The integration of education and childcare would be</li> </ol>

	<p>more difficult to achieve with two providers – one providing the education and the other the childcare and each operating to their different regulatory arrangements. The simpler, single regulatory option is preferred.</p> <p>5. A 26 part time Nursery School would not be the most efficient and effective use of resources. The average size across the North West schools is 94.</p> <p>6. Option 1 better meets the requirements of the 10 year strategy for Early Years and Childcare for the development of integrated education and childcare for 0-4 year olds.</p>
<p><b>CONSULTEES:</b></p>	<p>A copy of the report was circulated to:</p> <ul style="list-style-type: none"> <li>• Trafalgar Nursery School</li> <li>• St Peter’s Church of England Primary School</li> <li>• St Stephen’s Church of England Primary School</li> <li>• Sure Start Board (Ashton St Peter’s)</li> <li>• Diocesan Partners</li> <li>• Professionals Associations</li> <li>• Parent Partnership Service</li> <li>• Ward Councillors</li> <li>• Cllr D Dickinson, Opposition Spokesperson for Education</li> <li>• Members of Sure Start Tameside (formally Early Years Development and Childcare Partnership) with an interest</li> </ul> <p>In the course of consultation, the Council has met with:</p> <ul style="list-style-type: none"> <li>• Parents, staff and governors of Trafalgar Nursery School, St. Peter’s Church of England Primary School, St Stephen’s Church of England Primary School</li> <li>• Sure Start Board (Ashton St. Peter’s)</li> <li>• Unions</li> <li>• Ward Councillors</li> <li>• School Shuttle (private provider)</li> <li>• Happy Hedgehogs pre school group</li> </ul> <p>All consultees were given the opportunity to respond in writing and still have the opportunity to do so to the decision maker in respect of this Report..</p>
<p><b>FINANCIAL IMPLICATIONS:</b>  (Authorised by Borough Treasurer)</p>	<p>The review of nursery provision in the St. Peter’s area of Ashton-under-Lyne is necessary to ensure that the most effective and efficient use is made of both capital and revenues resources.</p> <p>The capital costs of building a nursery at St. Peter’s Church of England Primary School will be the responsibility of the Manchester Diocese.</p> <p>The capital costs of the Children’s Centre will be financed from SureStart capital grant of £1million and general Children’s Centre grant of £68,000, this is already committed to the project. Revenue costs will be financed from on going Children’s Centre and Sure Start grants.</p>

	<p>If option one is approved, i.e. the closure of Trafalgar Nursery School and establishment of a 26 place nursery unit at St Peters, there will be moderate on going revenue and capital savings from the transfer of the maintenance of the temporary nursery building to the Diocese. The main savings will result from the net reduction in S52 budget allocations for nursery places (estimated net saving of approximately £105,000 excluding formula devolved capital allocations).</p> <p>However, the provision of 26 independent nursery places at the Childrens Centre will attract nursery education grant at a 2005/2006 value of £1,305 per part time place per year, which will be deducted from the Council's education spending share. This equates to £33,930 for 26 places per year.</p>
<p><b>LEGAL IMPLICATIONS:</b> <b>(Authorised by Borough Solicitor)</b></p>	<p>The LEA has a statutory duty to secure the efficient and effective use of resources to deliver a 21<sup>st</sup> Century Education Service In order to undertake that duty a comprehensive review and consultation exercise has been undertaken in compliance with the School Standards and Framework Act and guidance made there under. The duty of the decision maker is to undertake a balancing act to make a decision which will achieve the most efficient and effective use of resources to secure the most effective educational standards..</p>
<p><b>RISK MANAGEMENT:</b></p>	<p>There is a risk that not pursuing the recommendations would leave Trafalgar Nursery School in temporary accommodation without a site base.</p>
<p><b>LINKS TO COMMUNITY PLAN:</b></p>	<p>The Community Strategy is centred around building a cohesive community. The recommendations contained in the report will provide cohesive integrated early years education and childcare in the St. Peter's area of Ashton-under-Lyne, therefore contributing directly to 'A Learning Community' by providing children with a good start in life. The establishment of a Children's Centre will contribute to the wider community needs.</p>
<p><b>REFERENCE DOCUMENTS:</b></p>	<p>All consultation documents and responses are held by Lucy Davies and may be consulted on request by contacting: <a href="mailto:lucy.davies@tameside.gov.uk">lucy.davies@tameside.gov.uk</a>, or by telephoning 0161 342 3212.</p>

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## **1 BACKGROUND**

### **1.1**

The Lifelong Learning Services committee as was (prior to new constitutional arrangements made by the Local Government Act 2000), considered a report on the review of Primary Schools in Ashton-under-Lyne in September 2000. This report considered the responses to consultation on the proposed changes to Trafalgar Nursery School. The proposed changes related to the management of Trafalgar Nursery School by St. Peter's Church of England Primary School. The long term aim was to provide nursery education at St. Peter's Church of England Primary School site. Any new development was to be considered within the context of the Ashton renewal area and provide for childcare facilities.

### **1.2**

The recommendation was that Trafalgar Nursery be managed by St. Peter's Church of England Primary School from September 2001 and longer term plans for provision be developed. It was also noted that there was a need to maintain a link with St. Stephen's C.E. Primary School in Audenshaw, since the site constraint at St. Stephen's made it unviable to develop a nursery on the site.

### **1.3**

These factors were considered in a report to the Cabinet Deputy for Lifelong Learning in 2003, where consultation proposals were recommended to complete the rationalisation of the number and location of nursery places in the Ashton-under-Lyne area. The transfer of the management of Trafalgar Nursery to St. Peter's School had not taken place, particular issues having arisen. There had been staff changes, including a new headteacher at St. Peter's and due to health and safety issues with the Trafalgar Nursery School building, the nursery had been moved into temporary accommodation on the St. Peter's site.

### **1.4**

Further consultation was undertaken in 2003 on the basis of:

- The closure of Trafalgar Nursery School
- The establishment of a 26 full time equivalent (fte) place nursery at St Peter's Church of England Primary School
- That accommodation for "Happy Hedgehogs" a voluntary pre-school group be maintained (subject to appropriate rental agreement) and that
- The outcome of the consultation be considered as a Key Decision on 8<sup>th</sup> April 2003

### **1.5**

The report on Nursery Provision in the St. Peter's area of Ashton-under-Lyne (Appendix 1) sets out the basis of consultation in 2005, and summarizes the next phase in the process. A key decision had been made in April 2003 that given the recent developments in the area in relation to Sure Start and Children's Centres, it was seen as sensible to explore the opportunity to bring together cohesive provision before finalising any decision. This informed the options for further consultation.

### **1.6**

It is recognised that this has been a lengthy process causing uncertainty for parents, governors and staff and it is essential that this situation be brought to a conclusion.

The Consultation has been lengthy owing to the need to:

- to respond to the wishes of the community and establish a cohesive provision to meet the needs of families in the area; and

- as a consequence of external factors such as the impact of a Sure Start and Children's Centre within the area, which required the LEA to reconsider and re-consult on the possible options in light of changing dynamics and to dovetail timescales for implementation to correlate with those for Sure Start and the Children's Centre to provide cohesive integrated early years education and childcare in the St. Peter's area of Ashton-under-Lyne,

## **2. BASIS FOR CONSULTATION**

The Report on the review of Nursery Provision in the St Peter's area of Ashton-under-Lyne (Appendix 1), considered by the Cabinet Deputy for Lifelong Learning on 10/11/05, proposed that consultation be undertaken on the basis of:

### *Option 1:*

- To establish a 26 part time place nursery at St Peter's Church of England Primary School from September 2006 (this could be housed in the mobile accommodation on St Peter's site until the Diocese is able to complete a new build).
- To close Trafalgar Nursery School at a date to coincide with the opening of the St Peter's Sure Start Children's Centre i.e August 2006.
- To ensure 26 part time place nursery education places are provided as part of the new Sure Start St Peter's Children Centre from the private provider at the centre.

### *Option 2:*

- To establish a 26 part time place nursery at St Peter's Church of England Primary School from September 2006 (this could be housed in the mobile accommodation on St Peter's site until the Diocese is able to complete a new build).
- To reduce the number of places at Trafalgar Nursery School from 80 part time (40fte) to 26 part time (13fte); and relocate provision to the newly established Children's Centre from September 2006.
- That Trafalgar Nursery School Governing Body is responsible for overseeing a coordinated delivery of services at the newly established Children's Centre.

A determination of the way forward in respect of these proposals will be decided as a Key Decision on April 14<sup>th</sup> 2005.

## **3 CONSULTATION PROCESS**

During January – March 2005, consultation was undertaken on the two options.

The Council sent copies of the Consultation Document to:

- Trafalgar Nursery School
- St Peter's Church of England Primary School
- St Stephen's Church of England Primary School
- Sure Start Board (Ashton St Peter's)
- Diocesan Partners
- Professionals Associations
- Parent Partnership Service
- Ward Councillors

- Cllr D Dickinson, Opposition Spokesperson for Education
- Members of SureStart Tameside (formally Early Years Development and Childcare Partnership) with an interest

A number of copies were also sent to individuals on request. The consultation document was published and distributed to parents and governors via the schools and groups involved in the review.

In the course of consultation on the options, the Council has met with:

- Parents, staff and governors of Trafalgar Nursery School, St. Peter's Church of England Primary School, St Stephen's Primary School
- Sure Start Board (Ashton St. Peter's)
- Unions
- Ward Councillors
- School Shuttle (private provider)
- Happy Hedgehogs pre school group

Trade union representatives attended the staff meeting at Trafalgar Nursery School.

All consultees were given the opportunity to respond in writing.

## **4 RESPONSES TO CONSULTATION**

The Council received 22 written responses to the consultation by the due date. Responses were from staff, parents and governors of the schools involved in the review, Sure Start Board, and Happy Hedgehogs pre school group.

Late responses after the closure of the consultation period have been acknowledged and included in supporting information.

The responses have been tabled into comments and concerns, followed by the Council's response to the points raised.

### **4.1 Response from Trafalgar Nursery School**

Of the 22 written responses received by the Council, 2 were associated with Trafalgar Nursery School.

A petition in support of the parent's response containing approximately 50 parents signatures was received.

#### **4.1.1 Summary**

The response of the governors, staff and parents is in favour of Option 2. The reasons given for this were that the school has a qualified and experienced staff who have good links in the area which if Option 1 was adopted could be lost to the area.

There was also a concern that parental choice would be reduced if Option 1 was accepted. The governors also expressed interest in overseeing the co-ordinated delivery of services in the Children's Centre.

## 4.1.2

**LEA response to comments/concerns raised by Governors of Trafalgar Nursery School**

<b>Comment/Concerns</b>	<b>LEA Response</b>
The school wishes to be part of this venture and feel happy to work with private providers.	It is pleasing that the school wishes to be part of this venture. There have been difficulties in the relationship with the Happy Hedgehogs pre school provider currently housed alongside Trafalgar Nursery School.
Trafalgar Governing Body should have an overall management role for overseeing the co-ordinated delivery of services.	The Governance of the Children's Centre would need to be agreed and would need to reflect the ethos of Sure Start. The school would still need a Governing Body. Bringing the two functions together would create a fairly complex management structure, requiring working in partnership.
Trafalgar Governing Body should have responsibility for overseeing the co-ordinated delivery of services needs clarification, including line management issues.	There is a wealth of experience and expertise in Sure Start local programmes and Early Excellence Centres which would be drawn upon to address these points. For example, how staff from different services are managed and their work co-ordinated. Clarity in ways of co-ordinating delivery of services would need to be agreed
There needs to be clarification over funding of Children's Centres.	We do not yet know how much funding will be available to Children's Centres. It is likely there will be some form of management and running costs. If part of the Children's Centre, the school budget would remain that of the school.
Trafalgar Nursery School would like the opportunity to establish a co-ordinated delivery of services eg childcare	Sure Start St. Peters approached Trafalgar Nursery School in Summer 2004 to ask the school to provide the wrap around care for the proposed Neighbourhood Nursery. The school declined the offer. A neighbouring school was then approached who welcomed the opportunity

Well qualified and experienced staff are not lost.

There are 3 permanent nursery staff employed at the school. There will be opportunities to keep this experience. Should Option 1 be adopted staff would be deployed to other positions within the framework of no redundancy. For example, there will be teaching and non teaching opportunities in the Children's Centre.

## 4.1.3

LEA response to comments/concerns raised by Staff of Trafalgar Nursery School

Comment/Concerns	LEA Response
Staff felt a stronger role for the Nursery School within the Children's Centre would be appropriate.	Discussions with Sure Start St. Peter's would be needed to agree the role of the Nursery School.
Trafalgar Nursery School has a qualified and experienced staff who have been at the school for many years.	There are 5 staff working with the children. The posts are Headteacher (since 2002), 1 teacher (since 1998) 1 NNEB (since 1984). In addition there is a further teacher on a fixed term contract working 1 day per week (1/1/04 – 31/8/05) and a full time NNEB on a fixed term contract (1/9/03 – 31/8/05).
The school has been the first point of contact for many parents who have gone on to further training or employment.	This is a core offer for the Children's Centre, which will provide extensive support for parents through its own work and links with Job Centre Plus. In addition to contacts made by the school Sure Start has made contact with 450 parents in the last year.
In reaching a decision, consideration should be given to services delivered in the original permanent building, not the temporary building. Staff have experience of providing mums and tots, toy library, training for parents and working alongside a private provider.	There has been no extended activity, as described, in the temporary accommodation. There have been no working links with the voluntary provider on site. It is appreciated that this has been a time of uncertainty for the staff of Trafalgar.
Parents wishing to send their children to St. Stephens CE Primary School will not have the opportunity to choose maintained provision if all the services at the Children's Centre were provided by a private provider.	Parents of children at St. Stephens CE Primary school did not raise this as a concern when they were consulted about the proposals. The Governors and staff of St Stephen's would wish to continue their good relationship with Trafalgar. All provision in early years settings must meet standards set down by OFSTED, which inspects all types of provision. Tameside expects high quality provision in all settings (maintained or not) and monitors this provision through visits by its Early Years Quality Team.

<p>The staff pointed out that research has shown how the highest quality provision is when extended services are built around an established and effective Nursery School.</p>	<p>Research shows that all types of quality provision for under 5s has a positive impact on children's development. A review of nursery schools across the North West shows the average size of nursery schools to be 94 places. Trafalgar is currently providing for 49 children, including 8 two year olds</p>
<p>Numbers in Trafalgar Nursery School have been badly affected by the relocation of the Nursery School into temporary accommodation.</p>	<p>The numbers attending Trafalgar Nursery School have decreased. This may or may not be due to its relocation. The numbers attending the voluntary provision, which has been affected in the same way, have not fallen and have in fact increased (2002 – 11, 2003 – 11, 2004 – 11, latest for 2005 – 15).</p>
<p>A new building in a prominent position would lead to an increase in numbers so the 26 part time places would not be enough.</p>	<p>The Children's Centre will provide extended provision to meet both nursery education and childcare needs. Additionally there will be, subject to approval, a 26 part time place nursery at St Peter's.</p>
<p>Parental choice would be reduced as the 26 PT places would be morning or afternoon not both.</p>	<p>The Children's Centre will be open from 8am to 6pm. Parental choice would increase.</p>
<p>Very good provision will be lost rather than utilised and the Children's Centre will suffer.</p>	<p>The Children's Centre will provide excellent and improved services for children and their families. This is at the heart of the development of Children's Centres Services for children. The last OFSTED report (2001) for Trafalgar was good.</p>

## 4.1.4

LEA response to comments/concerns raised by parents of children Trafalgar Nursery School

Comment/Concerns	LEA Response
Trafalgar Nursery School has been a valued part of this community since 1973.	This is very much the case. Unfortunately the Nursery had to be relocated due to the building being unsafe, and its opportunities to develop and grow have been lost.
The staff are familiar with the area and the families who live there.	This expertise could contribute to the work of the Children's Centre as the expectation of the Children's Centre will be to establish excellent links with local families. This has already begun.
The staff are well qualified. Only qualified teachers and nursery nurses work at the nursery school.	The Nursery School full time staff comprise a headteacher, a teacher and an NNEB; in addition there is a further teacher working one day a week and an NNEB, both of whom are on fixed term contracts.
The children are happy and work well in Trafalgar.	Children should be happy and work well in any setting. The Council's monitoring, plus OFSTED inspections focus strongly on this.
The Children's Centre private provider is more likely to choose children already with them for nursery education places.	All children are entitled to free part time nursery education. Either option will provide sufficient places for 3 and 4 year olds. It would not be unreasonable for children who are accessing the childcare to take up the nursery education places. It would not make sense for a child to attend say 8am – 9am, move elsewhere for the 2.5 hours nursery education, then return for either the rest of the morning or the rest of the day. Children accessing day care would not be given priority for nursery education places.
Only a limited number of 'school' nursery places (run by the Council) would exist, reducing parental choice.	A nursery class will be added, subject to approval, to St. Peter's CE Primary School. A nursery class would have been added to St. Stephen's if it had been feasible. Nursery education should be of high quality whether delivered in a school, class or by a private provider. All settings are required to deliver the foundation stage curriculum and assess children to the same criteria. Children's entitlement is statutory and the same in all settings.

## **4.2 Response from St. Peter's Church of England Primary School**

Of the 22 written responses received by the Council, 2 were associated with St. Peter's Church of England Primary School.

### **4.2.1 Summary**

The governors and staff of St. Peter's support both options as they relate to St. Peter's, i.e. the establishment of a 26 part time nursery at the school, and welcome the opportunity to develop a foundation stage. The Manchester Diocese supports the proposal.

## **4.3 Response from St Stephens Church of England Primary School**

Of the 22 written responses received by the Council, 2 were associated with St. Stephen's Church of England Primary School, one on behalf of governors, and one staff.

### **4.3.1 Summary**

The governors and staff support Option 2. The school has established good links with Trafalgar Nursery School over the years, and would wish these links to continue.

The response of staff of St Stephen's also urged the LEA to assist Happy Hedgehogs pre school group in finding suitable accommodation to continue their excellent work.

## **4.4 Response from Sure Start Board (Ashton St. Peter's)**

Of the 22 written responses received by the Council, 1 was associated with Sure Start Board (Ashton St. Peter's).

### **4.4.1 Summary**

SureStart St Peter's Management Board support Option 1.

The Board offered the following key reasons for choosing this option.

The ease of achieving a seamless service to parents and children through the integration of education and childcare by a single provider of both services compared with the complexities associated with two providers. These complexities would include:

The different inspection and regulatory arrangements for maintained and private providers of childcare and education; a single provider means a single regulatory regime;

The different governance arrangements; a single reporting line to the SureStart St Peter's Management Board from the private provider is preferred to the introduction of a second and independent line that would be a school governing body;

The differential management of staff and resources; the use of staff would be optimised more easily across the centre through single management and reporting arrangements.

4.4.2

LEA response to comments/concerns raised by SureStart St Peter’s Management Board

Comment/Concerns	LEA Response
<p>Option 1: Integrated education and childcare would easily be achieved by the use of a private provider. Childcare provision would be available 52 weeks of the year from 8am to 6pm. Nursery education would be available for each child at 2.5 hours per day, 5 days per week, for 38 weeks per year. Use of the same provider would ensure consistency of arrangements for each child. Parents could choose to have their child cared for all day by the same provider, consequently communicating with only one provider.</p>	<p>The entitlement to free nursery education will be available for 38 weeks of the year from March 2006. From March 2007 this entitlement will be 15 hours per week and may be taken over three days.</p> <p>It is self-evidently true that a single provider of education and childcare will ensure a consistency of arrangements for each child; there is always some potential for confusion where there are two providers operating even where an agreement exists.</p>
<p>Option 1: Commissioning of nursery education places would assist the sustainability and marketing of the childcare business. The Sure Start/Children’s Centre could be viewed as a truly “one stop shop” for families as the development of early years care and junior age after school care is achieved by the same provider</p>	<p>This is a reasonable assumption. The nursery education places for 3 and 4 year olds commissioned by the LEA and guaranteed by the provider will assist the start up, business planning and sustainability of a new integrated education and childcare business in the Children's Centres.</p>
<p>Option 1: Whilst the private provider is experienced in childcare but not in the provision of education we understand that OFSTED would regulate arrangements for the provision of childcare and education through Care Standards</p>	<p>This is correct. The provider must submit to an OFSTED inspection and this service must be provided to the standards as set out in the guidance. It is the case, however, that Trafalgar Nursery School has this experience.</p>
<p>Option 1: Nursery education will also be subject to local regulations and supported to achieve Quality Assurance Awards</p>	<p>This is correct. There are 3 rising levels of Quality that are promoted by the SureStart Tameside Quality Team:</p> <ol style="list-style-type: none"> <li>1. The Care Standards and Foundation Stage as regulated by OFSTED</li> <li>2. The Tameside Quality Standards Framework, for providers of nursery education</li> <li>3. A Quality Assurance Award. A SureStart Tameside Quality</li> </ol>

	<p>Assurance scheme is currently under development. All private, voluntary and independent providers will be able to work towards achieving this award (some already do).</p> <p>Levels 2 and 3 are not currently available to the maintained sector. The private provider at the Children's Centre will be required to follow this route.</p>
<p>Option 1: From the Governance and Human Resource aspect, Option 1 promotes a single line of accountability through the private provider to the Sure Start/Children's Centre Board. Use of childcare and education staff would be optimised across the centre</p>	<p>This is correct. The private provider will be accountable on a day-to-day basis to the SureStart/Children's Centre St Peters Board. This has the virtue of being a more simple arrangement. However, there is the potential for an agreed management structure to embrace all parties, including Trafalgar Nursery School.</p>
<p>Option 2: Integrated education and childcare would not be achieved. Children would not have consistent nor seamless movement between education and childcare.</p>	<p>Where there are two providers, single accountability to the SureStart/Children's Centre Board is, self-evidently, not possible. A more complicated agreement or arrangement would be required where there are two parties providing the same service. Potentially, such arrangements have more scope for confusion; they can be more difficult to provide the seamless movement of children between the services provided by the parties and they are potentially less conducive to the creation of good working relationships. However, such partnerships can exist and be developed, maximising on the experience of nursery school staff.</p>
<p>Option 2: The existing nursery school has no experience of being a childcare provider. Retaining separate childcare cannot assist the sustainability of a childcare business in the centre</p>	<p>This is correct. Trafalgar's experiences have been focussed on the provision of a nursery school service of 2 sessions of 2.5 hours a day (or 25 hours a week) for 38 weeks of the year for 3 and 4 year olds.</p> <p>A working familiarity with the regulations regarding the provision of childcare (including young children age 0-2) would be required in an integrated education and childcare setting such as that proposed at the Children's Centre. A childcare provision will be required to be open from 8.00 till 6.00 (or 50 hours a week) for 52 weeks of the year.</p> <p>The separation of education and the childcare makes the task of</p>

	sustaining a business more difficult by separating the income generation (or revenue) streams.
<p>Option 2:  There may be disharmony and confused accountability between the Governing Body and the Sure Start/Children's Centre Board; for example staff operating in the same building will be reporting to different managements. This would have an adverse effect on the relationship between families and the centre.</p>	<p>This is not inevitable, wherever there are multiple lines of accountability on a single site or in a single building there is always potential for disharmony and confusion and this can have an adverse effect on relationships between families and the parties delivering services. Again, where there is a willingness to deliver a seamless service, such arrangements can work in the interests of children.</p>

#### **4.5. Response from other interest parties**

Of the 22 written responses received by the Council, 12 were associated with other interested parties in St Peter's, namely Happy Hedgehogs pre school group and Whitecastle Day Nursery Limited. A letter was received from School Shuttle, the nominated private provider at the Children's Centres. The provider is nominated subject to the approval of a business plan to be submitted later in the year.

##### **4.5.1 Summary**

The 9 letters from Happy Hedgehogs (parents, staff and the chair), are principally concerned with their future location and the loss of parental choice that would ensue. They make no preference for option 1 or 2.

A letter from the Owner/Manager at Whitecastle Day Nursery Limited was concerned about the competition that will ensue when the new centre is open. The owner makes no preference for Option 1 or 2.

School Shuttle commented on their experiences of working in Partnership with school providers and as a consequence has opted for Option 1

A parent wrote about her concerns about the loss of a nursery school in Option 1, qualification levels in Early Years and what was perceived as an overall reduction in nursery education places.

#### 4.5.2 LEA response to comments/concerns from other interest parties

Comment/Concerns	LEA Response
<p>From Happy Hedgehogs, a provider of pre-school education located in the grounds of St Peter's school alongside Trafalgar Nursery School</p> <p>Comments regarding loss of parental choice if Happy Hedgehogs are unable to find accommodation</p>	<p>Happy Hedgehogs is a local provider of nursery education that is valued by both parents and the LEA. They were recently awarded the Tameside Inclusion Award.</p> <p>The provider's presence at the current St. Peter's site is assured until August 2006 but, at this stage, suitable premises have not been identified for relocation. The provider is continuing to explore local options. The LEA cannot be sure that accommodation will be found (nor can it offer to fund high levels of capital support,) but it can offer reassurances that Happy Hedgehogs will be supported to relocate when accommodation is found.</p>
<p>From Whitecastle Day Nursery and Out of School Club, a provider of integrated education and childcare</p> <p>Comments regarding concerns on impact of new provision on their facility and potential loss of jobs as a consequence</p>	<p>This nursery, which has both an Investors in People Award and a Quality Assurance Award for childcare is currently operating at 50% capacity.</p> <p>This stands in marked contrast to locally expressed views from parents that there is insufficient capacity in the area.</p> <p>The Local Authority has no interest in putting existing or new businesses at risk. In the light of the concerns expressed here a meeting is planned between SureStart St Peter's and the provider that will look to ways of mutually resolving this wherever this is possible. The need to seek a successful solution seems particularly true in the light of the government's intention to increase the 3 and 4 year old entitlement to 38 weeks per year (2006); then to 3 hours (2007) and to 4 hours by 2010. We need to ensure that we retain sufficient capacity in the interim and to be able to manage the planned expansion of the entitlement.</p>
<p>From School Shuttle, the nominated provider at the SureStart Children's Centre.</p> <p>Comments regarding support for Option 1</p>	<p>Their preferred option does indeed provide for a more straight forward managerial, communication, regulation and reporting arrangement.</p>

<p>School Shuttle has experience of working in partnership with a school. They comment in their letter that 'after years of struggling to overcome the challenges presented by different boards, different working conditions, continuous parental confusion regarding communication channels' they conclude that option 2 'suggests that a similar scenario may unfold [in the Children's Centre] and consequently' School Shuttle would not want to work in Partnership with a school provider.</p> <p>School Shuttle will, however, report to the SureStart Children's Centres St Peter's Board and are content to work in Partnership with SureStart.</p>		
<p>From a concerned parent regarding a perceived cut in nursery places.</p>	Current position	<ul style="list-style-type: none"> <li>• 80 part-time (40 full time equivalent) places for 3 and 4 year olds all at Trafalgar</li> </ul>
	<b>Total places</b>	<b>40 full-time</b>
	Future position	<ul style="list-style-type: none"> <li>• 26 full- time places (or 52 part-time) places for 3 and 4 year olds at St Peter's School and the Children's Centre</li> </ul>
		<ul style="list-style-type: none"> <li>• 19 full-time places (or 38 part-time) at the Children's Centre for 3 and 4 year olds. Note: every 3 and 4 year old that attends the Children's Centre will be entitled to receive free part-time nursery education</li> </ul>
		<ul style="list-style-type: none"> <li>• 36 full-time (or 72 part-time) places for children age 0-2</li> </ul>
	<b>Total places September 2006</b>	<b>81 full-time (subject to regulation)</b>

#### 4.6.1 Union Response

Of the 22 responses received, 1 was from the Tameside Teacher's Consultative Committee (TCC), and 1 from the Tameside Teacher's Association (NUT)

#### 4.6.2 Summary

The Unions support Option 2.

There is a concern that specialist expertise is maintained. This would be provided by a teacher seconded to the Children's Centre, should Option 1 be approved.

#### 4.6.3 LEA Response to Issues Raised by Unions.

Comment/ Concerns	LEA Response
TTC and the NUT consider that only Option 2 will maintain the specialist expertise currently provided subject to: <ul style="list-style-type: none"><li>• Provision of 20fte places</li><li>• Establishment of a Governing Body and Headteacher for the Nursery School</li><li>• Capability of the Nursery School to provide in house expertise or select a private provider to deliver extended services</li></ul>	Given that there will be 68 full time places at the Children's Centre to meet parents and children's needs, and 13fte places are proposed for St Peter's, there will be sufficient capacity. A Governing Body and Head are in place. A private provider has been identified by the Sure Start Board and this will be ratified by the LEA. It would not be an effective use of resources for the Nursery school to provide other services.

#### 4.7 Ward Councillor's Response

##### 4.7.1 Summary

St Peter's Ward Councillor's support Option 1. They are delighted with the increase in provision for 0 – 4 year olds in the St Peter's Ward.

#### 4.8 Summary of responses

Option 1	Option 2
Sure Start Ashton St Peter's Private Provider Ward Councillors	Trafalgar Nursery School St Stephens C.E. Primary School Unions

## 5 FINANCIAL CONSIDERATIONS

The review of Nursery provision in the St Peter's area of Ashton-under-Lyne is necessary to ensure that the most effect and efficient use is made of resources both in areas of revenue and capital budgets.

The total 2005/2006 budget for Trafalgar Nursery School is approximately £175,000 based on 80 part time places (excluding £14,000 formula devolved capital grant). Should the capacity of the Nursery School be reduced to 26 part time places and

relocated to a new Children's Centre, their budget would reduce by approximately £59,000, excluding any formula capital allocations (formula capital is not allocated to schools occupying new buildings for the first 3 years).

The establishment of a 26 place nursery unit at St Peters Church of England primary School will result in an additional S52 budget allocation of approximately £70,000 being allocated to the school.

If Option 1 were to be adopted, one teacher would be funded by the LEA using Children's Centre grant, to oversee curriculum matters at the Children's Centre.

The Children's Centre will bring together resources from SureStart and Lifelong Learning to maximum effect.

The capital costs of building a permanent nursery at St Peter's Church of England school would be the responsibility of the Diocese.

## **6 SUMMARY**

The review of nursery places in the St Peter's area of Ashton-under-Lyne has been a lengthy process causing uncertainty for parents, governors and staff alike.

The Consultation over time has sought to respond to the wishes of the community and establish a cohesive provision to meet the needs of families in the area.

There have been 22 written responses to the most recent consultation with significantly differing views.

The governors, parents and staff of Trafalgar Nursery School, would welcome the opportunity to relocate to a newly established Children's Centre, the staff suggesting that 26 part time nursery education places would not be enough, and particularly that the experience of staff would not be lost. This view is supported by the response from the unions.

St Stephen's Church of England Primary school has established links with Trafalgar over the years, and would wish these to continue.

In contrast, the Sure Start St Peter's Management Board, who will be a significant part of the management of a newly established Children's Centre, are firmly of the view that Option 1 will enable the greatest potential for delivering seamless provision to parents and children, with the capacity to give flexible childcare and nursery education. This view is supported by the identified private provider.

There have been similarly differing views regarding the capacity required to meet the needs of the community. The Council has considered this in detail, and is of the view that the level of provision to be made will meet the needs of the community.

St Peter's Church of England Primary School, and the Manchester Diocese, welcome the proposal to establish a 26 part time nursery at the school.

There is concern that the quality provision being made by the Happy Hedgehogs pre school group is not lost, and the LEA has committed to assisting the group to locate to new premises.

It is the case that Trafalgar Nursery School has offered a valued service to parents and children over the years, and the need for qualified experience staff to deliver nursery education provision is acknowledged. However, given the current situation with regard to Trafalgar Nursery School in terms of its temporary accommodation, level of provision, and lack of extended services it is felt that the adoption of Option 1 will provide on balance, the best way forward. It will enable:-

- The provision of a nursery class at St Peter's Church of England Primary School. This is consistent with Council policy to develop a nursery class at each of its primary schools wherever practical.
- The SureStart St Peter's Board to have a managerial oversight of all services provided from the Centre and ensure the professional co-ordination and integration of the core services offered ie education, childcare, family support and child and family health services.
- The provision of seamless, integrated nursery education and childcare service to parents and children through a single private provider accountable to the SureStart St Peter's Board supported by a qualified teacher.
- An overall increase in day care places for children age 0-4 in St Peter's Ward by 68 places, (subject to regulation and approval).
- The Council to meet its obligations to ensure a sufficiency of nursery education places for 3 and 4 year olds.
- The Council, in partnership with the Primary Care Trust and SureStart St Peter's, to make the best use of available capital and revenue resources.

## **7 RECOMMENDATIONS**

It is recommended that the proposals set out in Option 1 are adopted as follows:

1. Statutory notices are published by St Peter's Church of England Primary School to establish a 26 part time place (13fte) nursery from September 2006.
2. The mobile accommodation housing Trafalgar Nursery School is retained at St Peter's Church of England Primary School to house the newly established nursery until the Diocese have completed a new build for the nursery.
3. Statutory notices are published to cease to maintain Trafalgar Nursery School with effect from 31<sup>st</sup> August 2006.
4. Negotiations are undertaken with the identified private provider of childcare provision at the new Sure Start St. Peter's Children's Centre to ensure the provision of 26 part time nursery education places and the location of an experienced full time teacher employed by the LEA at the Children's Centre to support the development of the nursery education and birth to 5 framework.

## 8 APPENDICES

### 8.1 APPENDIX 1: NURSERY PROVISION IN THE ST PETER'S AREA OF ASHTON UNDER LYNE REVIEW: CONSULTATION PAPER

#### 1. Background

1.1 The initial report regarding the number and location of nursery places in the St Peter's area of Ashton-Under-Lyne [dated 15<sup>th</sup> January 2003], proposed consultation on the basis of:

- The closure of Trafalgar Nursery school
- The establishment of a 26 full time equivalent [fte] place nursery at St Peter's Church of England Primary School
- That accommodation for Happy Hedgehogs be maintained (subject to appropriate rental agreement) and that
- The outcome of the consultation be considered as a Key Decision on 8<sup>th</sup> April 2003

This report highlighted the long-term aim of providing nursery education on St Peter's Church of England Primary school site, and that any developments needed to be considered within the context of Ashton Renewal area plans and provide for childcare facilities.

1.2 A Key Decision was taken on 8<sup>th</sup> April 2003, that prior to deciding the future of Trafalgar Nursery, the following steps were taken:

- Further exploration of the feasibility study on the establishment of a nursery unit at St Stephen's CE Primary school
- Further exploration of the potential for Sure Start provision at St Peter's CE primary school
- That if a decision is made to publish statutory proposals to close Trafalgar nursery, the implementation date should be no earlier than September 2004

1.3 Rationale for Key Decision

Trafalgar Nursery School is currently housed in temporary accommodation on the site of St Peter's Church of England Primary School. Part of this accommodation is leased to a Voluntary Provider, Happy Hedgehogs pre school provision.

It is still the case that the Council's preferred strategy for nursery provision is to establish nursery units at schools wherever practical. The Council also recognises the need for choice, and works in partnership with other providers. Given recent developments in relation to Sure Start and Children's Centres, and the need to ensure that the best possible provision is put in place, it was seen as sensible to explore the possibilities of bringing together cohesive provision prior to finalizing the decision.

The main concerns arising from the consultation undertaken in 2003, were:

- The proposed size of the nursery at St Peter's Church of England school
- The potential reduction in choice for parents.
- The need for provision for 2 to 3 year olds

Parents perceived Trafalgar Nursery School as independent, giving wider options for their children moving on to statutory education, to suit their needs.

1.5 During the consultation, significant developments emerged, particularly the development of the Sure Start provision in the area, and the government announcement on Children's Centres. Tameside MBC has received capital and revenue funding to establish Children's Centres, with the purpose of:

- Serving children and families in disadvantaged communities
- Providing integrated care and education for under 5's
- Providing health services, family support, and a base for childminders
- Providing services to a wider age range using alternative funding.

1.6 Sitting alongside this, the Ashton Renewal Area were looking to establish a community centre to serve the St Peter's area.

It was seen as sensible therefore, to seek to implement a cohesive strategy for under 5's provision in this area.

## **2. Current Situation**

2.1 The main drivers of the review, have been the desire to:

- Establish nursery units at schools wherever practical
- Establish a Children's Centre/Community Centre to serve the needs of the community
- Ensure that working with partners establishes the best range of nursery provision possible
- Establish provision at a range of locations with integrated education and childcare to meet the needs of parents

2.2 Feasibility of establishing a nursery at St Stephen's, Audenshaw.

Discussions were held with the Diocese, their architects, and St Stephen's Head and Chair of Governors, regarding the potential of establishing a nursery at the school. The constraints of the site mean that there is currently not enough space for existing pupils. The costs of establishing a nursery on the site would be significantly higher than normal, given the geography of the site. These factors, along with the Governor's liability of 10% towards the costs being prohibitive, mean that establishing a nursery at St Stephen's is not a viable proposition.

2.3 Children's Centre Developments

The Children's Centre concept was promoted in the Government's childcare review published in November 2002.

The concept of Children's Centres is that they serve children and families initially in disadvantaged communities, providing integrated childcare and

education for young children, health services, family support and a base for child minders. The expectation is that Children's Centres are developed from Sure Start local programmes; new and planned neighbourhood nurseries; and developments from other existing local provision in the maintained, voluntary and private sectors.

Children's Centres aim to bring together locally available services and integrate management and staffing structures, but need not necessarily be developed on one site. The concept is to provide a service hub within the community for parents and providers of childcare services for children of all ages.

In particular there should be:

- Early education integrated with day care for babies and children until they reach school age
- Day care suitable for working parents, 5 days a week, 48 weeks a year, 10 hours a day

To this end a bid was submitted by Tameside MBC to establish Children's Centres across the borough in October 2003. This bid included the establishment of a Children's Centre in Ashton St Peter's.

The proposal was to pool the resources of Children's Centres, Ashton Renewal, SureStart and Education to build a purpose built Children's Centre as part of a campus of provision.

#### 2.4 Sure Start Developments

Sure Start has undertaken consultation with the community regarding the establishment of a Children's Centre on the 'Trafalgar site', where the nursery was previously housed, and is currently also considering the Oxford Park site. There was a positive response to the concept of such a centre, which would provide integrated education and childcare alongside community facilities.

A private provider has been identified for childcare provision, by the Sure Start Board. This is the best option for the long term sustainability of a childcare service for the community.

### **3. Position of Trafalgar Nursery School**

#### 3.1 Annex 4 of the Sure Start delivery guidance 2004-6, expands on the role that Nursery Schools can play.

'Where nursery schools are performing and delivering to their full potential they can be at the forefront of early years and childcare practice.'[Sure Start Guidance]

Nursery schools can become, or form the basis of Children's Centres, or be able to extend the availability of services. Nationally many Nursery Schools are already delivering a range of extended services, and have evolved into other forms of integrated provision, such as Early Excellence Centres and Neighbourhood Nurseries.

### 3.2 Standards at Trafalgar Nursery

Trafalgar Nursery School was last inspected by OFSTED in June 2001. At that time there were 73 children attending on a part time basis. The school was found to be effective, children achieving well and making good progress.

Due to the temporary accommodation and uncertainty regarding the future of Trafalgar Nursery School, extended services have not been developed.

### 3.3 Position at Happy Hedgehogs

Happy Hedgehogs pre-school provision is currently housed in the temporary accommodation at Trafalgar Nursery School. There is potential for the Voluntary Provider to provide 18 part time places in the morning and afternoon. Currently provision is made mornings only.

## **4. Identification of Need**

4.1 Trafalgar Nursery has provision for 80 part time places, 40 full time place equivalent. Occupancy has been as follows:

	Age 2	Age 3	Full time Equivalent total
Jan 2001	13	55	34
Jan 2002	8	49	28.5
Jan 2003	10	55	32.5
Jan 2004	10	35	22.5

This fall in demand reflects several factors:

- The move of Trafalgar nursery to the site at St Peter's in April 2002
- The needs of parents for full time provision

However, it should be noted that the numbers of children accessing reception places at St Peters Church of England Primary School and St Stephen's Church of England Primary School have not fallen.

## **5. Conclusions**

5.1 It is not viable to establish a nursery at St Stephen's, Audenshaw.

5.2 There is potential to establish at a newly established Children's Centre [subject to further discussion, regulation and approval], 68 full time places for children in the following way: -

- 32 places for 4-3 year olds
- 12 places for 2-3 year olds
- 12 places for 1-2 year olds
- 12 places for 0-1 year olds

This needs to include the provision of 26 part time education places for 4-3 year olds.

5.3 This provision would be the core of a new Children's Centre. As such there are two options for its governance. One would be that the identified private

provider would provide 26 part time nursery education places alongside childcare provision, accountable to the Sure Start/Children's Centre Board.

- 5.4 Alternatively Trafalgar Nursery School through its Governing Body could oversee the co-ordinated delivery of services at the newly established Children's Centre, and make direct provision for 26 part time nursery education places.
- 5.5 St Peter's Church of England Primary School Governors supported the establishment of a nursery at the school. The establishment of a 26 part time place nursery would enable the school to provide a Foundation stage curriculum and have the potential to provide childcare.
- 5.6 Happy Hedgehogs Voluntary Provider could not be housed in the Children's Centre as additional provision, and alternative accommodation would need to be explored.

## **6. Options for Consultation**

### **Option 1:**

- To establish a 26 part time place nursery at St Peter's Church of England Primary School from September 2006 [this could be housed in the mobile accommodation on St Peter's site until the Diocese is able to complete a new build].
- To close Trafalgar Nursery School at a date to coincide with the opening of the St Peter's Sure Start Children's Centre i.e. August 2006.
- To ensure 26 part time place nursery education places are provided as part of the new Sure Start St Peter's Children's Centre from the private provider at the centre.

### **Option 2:**

- To establish a 26 part time place nursery at St Peter's Church of England Primary School from September 2006 [this could be housed in the mobile accommodation on St Peter's site until the Diocese is able to complete a new build].
- To reduce the number of places at Trafalgar Nursery School from 80 part time (40fte) to 26 part time (13fte); and relocate provision to the newly established Children's Centre from September 2006.
- That Trafalgar Nursery School Governing Body is responsible for overseeing a coordinated delivery of services at the newly established Children's Centre.

## **7. The Consultation Process**

It is important to stress that **no decisions have been made**. The options put forward in this consultation paper **do not** represent a final decision. They are options for consultation on ways to achieve cohesive provision for childcare and nursery education in the St Peter's area of Ashton-Under-Lyne. Should the outcome of the review affect the future employment of staff, the Council has an agreed protocol that will be used in the event of any school closure or reduction in number.

The consultation process will take place as follows:

**Step One: Consultation Meetings**

Meetings will take place with governors, staff and parents of all schools affected within the scope of the review, local councillors and interested parties.

**Step Two: Key Decision Report**

The LEA will prepare a Key Decision Report for the Council based on the feedback received during the consultation process. The Council will decide on one of the options and will publish statutory notices.

**Step Three: Statutory Notices**

Following the Key Decision, statutory notices will be published, which provide for a six week period during which formal objections/comments may be submitted to the School Organisation Committee.

**Step Four: Meeting of the School Organisation Committee**

The final decision about the Council's proposals will be made by the School Organisation Committee, who will see all responses received, before making their decision, The School Organisation Committee is independent of the Council.

All those interested in responding to the consultation are invited to comment in writing to:

Lucy Davies  
Head of School Organisation and Social Inclusion  
Lifelong Learning  
Room 2.113, Council Offices  
Wellington Road  
Ashton Under Lyne  
OL6 6DL or  
Email: [lucy.davies@tameside.gov.uk](mailto:lucy.davies@tameside.gov.uk) no later than **11<sup>th</sup> March 2005**

**7.6 APPENDIX 2: Schedule of Consultation Meeting Dates**

Trafalgar Nursery	Staff	Jan 13	3.45pm
	Governors	Jan 13	7pm
	Parents	Jan 19	3.30pm
St Stephens	Staff	Feb 22	3pm
	Governors	Feb 23	7pm
	Parents	Jan 26	6pm
St Peters	Staff	Jan 27	3.45pm
	Governors	Jan 27	6.45pm
	Parents	Jan 27	2.30pm
Sure Start Board		Jan 19	1.30pm
Happy Hedgehogs	Staff	Jan 28	1pm
	Parents		12pm