

Appendix 3

Information Session – Proposal to amalgamate Whitehall Infant and Whitehall Junior Schools

Monday 26th January
Wednesday 28th January



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Whitehall schools Values

FRESH Values

Family,
Respect,
Excellence,
Safe,
Happy

BRIDGE Values

Bravery,
Respect,
Integrity,
Determination,
Generosity,
Excellence



Informal Consultation

“The proposal is that Whitehall Infant School and Whitehall Junior School are amalgamated to form a single Primary School from 1st September 2026. The newly formed Primary School would continue to use the existing buildings and site as the Infant and Junior schools.”



Why?

- **The retirement of Headteacher of Whitehall Infant School (Mrs Manjit Bringan)**
- **In line with Amalgamation policy**



Headlines

<ul style="list-style-type: none">• No land or building will be sold• No financial saving for the Council	<ul style="list-style-type: none">• No day-to-day change for pupils or parents• Same staff, same high-quality education
<ul style="list-style-type: none">• No pupils displaced, no pupils forced to move, no pupils denied a school place• 630 school places (PAN of 90)• No need to apply for place in Year 3	<ul style="list-style-type: none">• No decision made yet• All viewpoints considered before deciding to propose amalgamation



Benefits

<ul style="list-style-type: none">• A more consistent approach to teaching and learning for children, building on the strengths of both schools	<ul style="list-style-type: none">• Easier communication with parents, less need for duplication
<ul style="list-style-type: none">• A seamless all through school experience	<ul style="list-style-type: none">• Greater opportunities for cost efficiencies over time



Financial Implications

<ul style="list-style-type: none">• No financial savings for the Borough	<ul style="list-style-type: none">• Reduction in lump sum funding after Year 2 – approximately a loss of £160k• (Full funding Year 1, 70% funding Year 2)
<ul style="list-style-type: none">• Savings over time from efficiencies will offset that funding <p>Search for a school or academy - Financial Benchmarking and Insights Tool-GOV.UK</p>	<ul style="list-style-type: none">• Additional savings of only requiring one Headteachers salary



Amalgamation Policy

“Each infant and junior school governing body is asked to discuss this policy and plan their own route towards full amalgamation. For some this may be some years ahead, though others may be pushed by circumstances”

“The London Borough of Hillingdon will require Governing Bodies of all separate infant and junior schools to consider amalgamating their two linked schools when one or more of the following ‘trigger circumstances’ occur, unless there are compelling and overriding reasons”

“Progress towards amalgamation will be presumed unless the educational advantages set out in this policy would not be delivered by combining the two schools.”

- Policy dated September 2022
- Further engagement with all Infant and Junior schools from June 2024



Current Pupil Numbers

- Both nationally and locally, falling birth rates are leading to reduced pupil numbers, a trend that is expected to continue for the foreseeable future
- Bringing the two schools together would strengthen their financial stability and resilience compared with operating as separate institutions

Whitehall Infant School						
Census	Whole School PAN	Pupils on Roll				% Vacancies
		R	Yr 1	Yr 2	Total on Roll	
Oct-20	360	93	115	86	294	18%
Oct-21	360	100	96	114	310	14%
Oct-22	360	100	107	95	302	16%
Oct-23	360	90	99	102	291	19%
Oct-24	360	87	102	98	287	20%
Oct-25	330	86	88	105	279	15%

Whitehall Junior School							
Census	Whole School PAN	Pupils on Roll				Total on Roll	% Vacancies
		Yr 3	Yr 4	Yr 5	Yr 6		
Oct-20	480	103	87	104	88	382	20%
Oct-21	480	86	99	87	106	378	21%
Oct-22	480	116	88	93	88	385	20%
Oct-23	480	90	115	89	90	384	20%
Oct-24	480	109	87	118	85	399	17%
Oct-25	450	96	110	91	122	419	7%

PAN reduction from 4 Forms of Entry (FE) to 3FE took effect September 2025



Amalgamation vs Federation

Amalgamation

involves the two schools joining together to form a single institution operating under one unified leadership and governance structure.

Federation

involves two schools remaining as separate institutions, sharing a single governing body while retaining distinct leadership structures under an executive headteacher.



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Amalgamation vs Federation

Reasons why the Council supports Amalgamation rather than Federation

- **Single Governance structure**
- **Unified Vision and Culture**
- **Financial Efficiency**
- **Streamlined Leadership**
- **Easier Compliance and Accountability – (e.g. One Ofsted inspection)**
- **Sustainability and Resilience**
- **Simplified Communication**

Next Steps

- **Stage One: Prepublication consultation** – The Local Authority are gathering the views of local residents, to inform a decision on whether to proceed to formal consultation

Stage of timeline	Date
Start of informal (stage one) consultation	Tuesday 20 th January, 9am
End of informal (stage one) consultation	Friday 13 th February, 5pm
Internal approval of whether to progress to formal (stage two) consultation	Monday 16 th to 20 th February

If the decision was made to proceed to **Stage Two: Publication consultation**

- **Stage Two: Publication**, public notice and full consultation proposal will be published
- **Stage Three: Representation**, 4 week statutory consultation with further information sessions (face to face and virtual) would be arranged during this period
- **Stage Four: Decision**, Proposal would be submitted to Cabinet to review and make a formal decision on the proposed Amalgamation
- **Stage Five: Implementation**, if proposal is agreed by Cabinet then schools will amalgamate on the date outlined in the proposal



Have your say

Parents, carers, staff, governors and members of the public are invited to share their views by responding to the pre-publication / stage one consultation by any of the following; completing the on-line consultation form, writing directly to the Council, or attending an on-line event during the consultation period as set out below:

- Parents, carers, staff, governors and members of the public are invited to send their comments by replying using the online survey available at www.hillingdon.gov.uk/have-your-say
- You can also use the response form (or any other written format) at the end of this document to record your views. It can be sent to:

London Borough of Hillingdon
2W - School Place Planning Team Civic Centre,
High Street,
Uxbridge,
UB8 1UW

or emailed to: schoolamalgamations@hillington.gov.uk



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