

EMAIL 1.
CONSULTATION PERIOD.
1 of 15

Mary Lowe

From: Mary Lowe
Sent: 14 October 2015 16:02
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

Dear [REDACTED]

Thank you for your comments which have been duly noted.

Kind regards,

Mary

Mary Lowe | School Organisation Officer | Education & Skills Infrastructure | Education and Commissioning

Click: eds.enquiries@birmingham.gov.uk

Call: 0121 303 8847

Visit : Education and Skills Infrastructure | 1 Lancaster Circus | Queensway | Birmingham B4 7DJ
Post : Education and Skills Infrastructure | PO Box 15843 | 1 Lancaster Circus | Birmingham B2 2RT

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From: [REDACTED]
Sent: Tuesday, September 15, 2015 9:48 PM
To: Mary Lowe; burdenr@parliament.uk; Councillor Brett O'Reilly; Richard Davies; Jackie Mould; Councillor Andy Cartwright; Councillor Jess Phillips; Tracey Radford; John Blakemore

Cc: SchoolsHR; Russell M. Earles; Samantha Hulson; Thomas Hurlestone; Tracey Britton; Tracey Brookes; Peter Hay; Shazma Begum; Ian Burgess; Anil Nayyar; Martyn Scott; Gerardine Lotarew; Helen Yee; Sarah Wager; Sue Beer; Julie Newbold; Jason Sheargold; Matthew A Partlett; David Bridgman; Marie Reece; Richard Goulborn; Glenn Smith; Andy Dimmock; Dave Yardley; 'admissions@staffordshire.gov.uk'; 'Andrew Wade'; 'Dawn Shepherd'; 'Kate mann'; 'Lynne Stodart'; 'paul Hayward'; 'Robin Finney'; 'Sarah Smith'; Richard.Sadlier@dudley.gov.uk; judith.applegarth@coventry.gov.uk; peterspeers@warwickshire.gov.uk; timcorkery@warwickshire.gov.uk; annpears@solihull.gov.uk; tonks@bdsc.org.uk; 'p.french@birmingham.anglican.org'; 'jonathan.veasey@theredepartment.com'; Toni Guest; schoolorganisation.notifications@education.gsi.gov.uk; bhamcrosscity@nhs.net; infobsc@nhs.net; swbccg.time2talk@nhs.net; Helen Miles; David Bridgman
Subject: RE: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools
Importance: High

Dear Mary

Thank you for the email and for the briefing. I personally have no issues with the amalgamation

Kind regards

[Redacted Signature Block]

From: Mary Lowe
Sent: Tuesday, September 15, 2015 7:03 PM
To: burdenr@parliament.uk; Councillor Brett O'Reilly; Richard Davies; Jackie Mould; Councillor Andy Cartwright; Councillor Jess Phillips; Councillor Ian Cruise; Tracey Radford; John Blakemore
Cc: SchoolsHR; Russell M. Earles; Samantha Hulson; Thomas Hurlestone; Tracey Britton; Tracey Brookes; Peter Hay; Shazma Begum; Ian Burgess; Anil Nayyar; Martyn Scott; David Willey; Gerardine Lotarew; Helen Yee; Sarah Wager; Sue Beer; Julie Newbold; Jason Sheargold; Matthew A Partlett; David Bridgman; Marie Reece; Richard Goulborn; Karl Randall; Glenn Smith; Andy Dimmock; Dave Yardley; 'admissions@staffordshire.gov.uk'; 'admissions@warwickshire.gov.uk'; 'Andrew Wade'; 'Dawn Shepherd'; 'Kate mann'; 'Lynne Stodart'; 'paul Hayward'; 'Robin Finney'; 'Sarah Smith'; Richard.Sadlier@dudley.gov.uk; judith.applegarth@coventry.gov.uk; peterspeers@warwickshire.gov.uk; timcorkery@warwickshire.gov.uk; annpears@solihull.gov.uk; tonks@bdsc.org.uk; 'p.french@birmingham.anglican.org'; 'jonathan.veasey@theredepartment.com'; Toni Guest; schoolorganisation.notifications@education.gsi.gov.uk; bhamcrosscity@nhs.net; infobsc@nhs.net;

Mary Lowe

From: Toni Guest <tguest@bdsc.org.uk>
Sent: 02 October 2015 10:31
To: Mary Lowe
Subject: RE: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

Thank you for your email Mary.

I can confirm that the Archdiocese of Birmingham would have no objection to the proposals.

Kind Regards, Toni

From: Mary Lowe [mailto:Mary.Lowe@birmingham.gov.uk]

Sent: 15 September 2015 19:03

To: burdenr@parliament.uk; Councillor Brett O'Reilly; Richard Davies; Jackie Mould; Councillor Andy Cartwright; Councillor Jess Phillips; Councillor Ian Cruise; Tracey Radford; John Blakemore

Cc: SchoolsHR; Russell M. Earles; Samantha Hulson; Thomas Hurlestone; Tracey Britton; Tracey Brookes; Peter Hay; Shazma Begum; Ian Burgess; Anil Nayyar; Martyn Scott; David Willey; Gerardine Lotarew; Helen Yee; Sarah Wager; Sue Beer; Julie Newbold; Jason Sheargold; Matthew A Partlett; David Bridgman; Marie Reece; Richard Goulborn; Karl Randall; Glenn Smith; Andy Dimmock; Dave Yardley; 'admissions@staffordshire.gov.uk'; 'admissions@warwickshire.gov.uk'; 'Andrew Wade'; 'Dawn Shepherd'; 'Kate mann'; 'Lynne Stodart'; 'paul Hayward'; 'Robin Finney'; 'Sarah Smith'; Richard.Sadlier@dudley.gov.uk; judith.applegarth@coventry.gov.uk; peterspeers@warwickshire.gov.uk; timcorkery@warwickshire.gov.uk; annpears@solihull.gov.uk; Rebecca Tonks; 'p.french@birmingham.anglican.org'; 'jonathan.veasey@theredepartment.com'; Toni Guest; schoolorganisation.notifications@education.gsi.gov.uk; bhamcrosscity@nhs.net; infobsc@nhs.net; swbccg.time2talk@nhs.net; Helen Miles; David Bridgman

Subject: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

Dear Mr Burden, Councillors and Colleagues,

I am writing to advise you that we have entered into a 6 week statutory consultation on the amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools.

This will involve the closure of Colmers Farm Junior School and a prescribed alteration, namely altering the upper age range of Colmers Farm Infant School.

A link to the consultation website can be accessed via;

www.birmingham.gov.uk/schools/colmersfarm

The consultation is for 6 weeks and ends on Friday 23rd October 2015. Details of how to make comments are detailed on the website.

EMAIL 3.
CONSULTATION PERIOD
3 of 15

Mary Lowe

From: Mary Lowe
Sent: 14 October 2015 16:13
To: [REDACTED]
Cc:
Subject:

RE: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

Dear [REDACTED]

The Governing Body are going to discuss the consultation findings when it closes next week and make a decision on whether to move to the next stage. I will keep you fully informed.

With kind regards,

Mary

NB. I do apologise for my delay in responding I have been on leave .

Mary Lowe | School Organisation Officer | Education & Skills Infrastructure | Education and Commissioning

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From: [REDACTED]
Sent: Wednesday, September 16, 2015 9:22 AM

To: Mary Lowe; 'BURDENR@parliament.uk'; Richard Davies; Jackie Mould; Councillor Jess Phillips; Tracey Radford; John Blakemore; Councillor Peter Griffiths
Cc: SchoolsHR; Russell M. Earles; Samantha Hulson; Thomas Hurlestone; Tracey Britton; Tracey Brookes; Peter Hay; Shazma Begum; Ian Burgess; Anil Nayyar; Martyn Scott; David Willey; 'Gerardine.Lotarew@birmingham.gov.uk'; Helen Yee; Sarah Wager; Sue Beer; Julie Newbold; Jason Sheargold; Matthew A Partlett; David Bridgman; Marie Reece; Richard Goulborn; Karl Randall; Glenn Smith; Dave Yardley; 'admissions@staffordshire.gov.uk'; 'admissions@warwickshire.gov.uk'; 'andrew_wade@sandwell.gov.uk'; 'Dawn.Shepherd@wolverhampton.gov.uk'; 'mannkate@walsall.gov.uk'; 'Lynne.Stodart@wolverhampton.gov.uk'
Subject: Re: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

Dear Mary

Thank you I support the changes but would welcome once the consultation is finished the findings to be shared.

I have also included [REDACTED]

Kind regards

[REDACTED]

From: Mary Lowe

Sent: Tuesday, September 15, 2015 07:03 PM GMT Standard Time

To: burdenr@parliament.uk <burdenr@parliament.uk>; Councillor Brett O'Reilly; Richard Davies; Jackie Mould; Councillor Andy Cartwright; Councillor Jess Phillips; Councillor Ian Cruise; Tracey Radford; John Blakemore

Cc: SchoolsHR; Russell M. Earles; Samantha Hulson; Thomas Hurlestone; Tracey Britton; Tracey Brookes; Peter Hay; Shazma Begum; Ian Burgess; Anil Nayyar; Martyn Scott; David Willey; Gerardine Lotarew <Gerardine.Lotarew@birmingham.gov.uk>; Helen Yee; Sarah Wager; Sue Beer; Julie Newbold; Jason Sheargold; Matthew A Partlett; David Bridgman; Marie Reece; Richard Goulborn; Karl Randall; Glenn Smith; Andy Dimmock; Dave Yardley; 'admissions@staffordshire.gov.uk' <admissions@staffordshire.gov.uk>; 'admissions@warwickshire.gov.uk' <admissions@warwickshire.gov.uk>; 'Andrew Wade' <andrew_wade@sandwell.gov.uk>; 'Dawn Shepherd' <Dawn.Shepherd@wolverhampton.gov.uk>; 'Kate mann' <mannkate@walsall.gov.uk>; 'Lynne Stodart' <Lynne.Stodart@wolverhampton.gov.uk>; 'Paul Hayward' <Paul.Hayward@sandwell.gov.uk>; 'Robin Finney' <robin.finney@coventry.gov.uk>; 'Richard.Sadlier@dudley.gov.uk' <Richard.Sadlier@dudley.gov.uk>; 'peterspeers@warwickshire.gov.uk' <peterspeers@warwickshire.gov.uk>; 'timcorkery@warwickshire.gov.uk' <timcorkery@warwickshire.gov.uk>; 'annpears@solihull.gov.uk' <annpears@solihull.gov.uk>; 'tonks@bdsc.org.uk' <tonks@bdsc.org.uk>; 'p.french@birmingham.org.uk' <p.french@birmingham.org.uk>; 'jonathan.veasey@theredepartment.com' <jonathan.veasey@theredepartment.com>; 'Toni Guest' <t.guest@bdsc.org.uk>; 'schoolorganisation.notifications@education.gsi.gov.uk' <schoolorganisation.notifications@education.gsi.gov.uk>; 'bhamcrosscity@nhs.net' <bhamcrosscity@nhs.net>; 'infobsc@nhs.net' <infobsc@nhs.net>; 'swbccg.time2talk@nhs.net' <swbccg.time2talk@nhs.net>; Helen Miles; David Bridgman

Subject: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

Dear Mr Burden, Councillors and Colleagues,

E MAIL 4
CONSULTATION PERIOD
4 of 15

Mary Lowe

From: Mary Lowe
Sent: 14 October 2015 16:03
To: [REDACTED]
Cc: Lucy Dumbrieon
Subject: RE: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

Dear [REDACTED]

Thank you for your comments, these have been duly noted.

Kind regards,

Mary

Mary Lowe | School Organisation Officer | Education & Skills Infrastructure | Education and Commissioning

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From

Sent: Tuesday, September 15, 2015 10:34 PM

To: Mary Lowe; 'BURDENR@parliament.uk'; Councillor Brett O'Reilly; Richard Davies; Jackie Mould; Councillor Jess Phillips; Councillor Ian Cruise; Tracey Radford; John Blakemore

Cc: SchoolsHR; Russell M. Earles; Samantha Hulson; Thomas Hurlstone; Tracey Britton; Tracey Brookes; Peter Hay; Shazma Begum; Ian Burgess; Anil Nayyar; Martyn Scott; David Willey; 'Gerardine.Lotarew@birmingham.gov.uk'; Helen Yee; Sarah Wager; Sue Beer; Julie Newbold; Jason Sheargold; Matthew A Partlett; David Bridgman; Marie Reece; Richard Goulborn; Karl Randall; Glenn Smith; Andy Dimmock; Dave Yardley; 'admissions@staffordshire.gov.uk'; 'admissions@warwickshire.gov.uk'; 'andrew_wade@sandwell.gov.uk'; 'Dawn.Shepherd@wolverhampton.gov.uk'; 'mannkate@walsall.gov.uk'; 'Lynne.Stodart@wolverhampton.gov.uk';
Subject: Re: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

I have no issues with the amalgamation of the schools.
 Thank you



From: Mary Lowe

Sent: Tuesday, September 15, 2015 07:03 PM GMT Standard Time

To: burdenr@parliament.uk <burdenr@parliament.uk>; Councillor Brett O'Reilly; Richard Davies; Jackie Mould; Councillor Andy Cartwright; Councillor Jess Phillips; Councillor Ian Cruise; Tracey Radford; John Blakemore

Cc: SchoolsHR; Russell M. Earles; Samantha Hulson; Thomas Hurlstone; Tracey Britton; Tracey Brookes; Peter Hay; Shazma Begum; Ian Burgess; Anil Nayyar; Martyn Scott; David Willey; Gerardine Lotarew <Gerardine.Lotarew@birmingham.gov.uk>; Helen Yee; Sarah Wager; Sue Beer; Julie Newbold; Jason Sheargold; Matthew A Partlett; David Bridgman; Marie Reece; Richard Goulborn; Karl Randall; Glenn Smith; Andy Dimmock; Dave Yardley; 'admissions@staffordshire.gov.uk' <admissions@staffordshire.gov.uk>; 'admissions@warwickshire.gov.uk' <admissions@warwickshire.gov.uk>; 'Andrew Wade' <andrew_wade@sandwell.gov.uk>; 'Dawn Shepherd' <Dawn.Shepherd@wolverhampton.gov.uk>; 'Kate mann' <mannkate@walsall.gov.uk>; 'Lynne Stodart' <Lynne.Stodart@wolverhampton.gov.uk>; 'Paul Hayward' <Paul.Hayward@sandwell.gov.uk>; 'Robin Finney' <robin.finney@dudley.gov.uk>; 'Sarah Smith' <SESmith@worcestershires.gov.uk>; Richard.Sadlier@dudley.gov.uk <Richard.Sadlier@dudley.gov.uk>; peterspeers@warwickshire.gov.uk <peterspeers@warwickshire.gov.uk>; judith.applegarth@coventry.gov.uk <judith.applegarth@coventry.gov.uk>; timcorkery@warwickshire.gov.uk <timcorkery@warwickshire.gov.uk>; annpears@solihull.gov.uk <annpears@solihull.gov.uk>; tonks@bdsc.org.uk <tonks@bdsc.org.uk>; 'p.french@birmingham.anglican.org' <p.french@birmingham.anglican.org>; 'jonathan.veasey@theredepartment.com' <jonathan.veasey@theredepartment.com>; Toni Guest <t.guest@bdsc.org.uk>; schoolorganisation.notifications@education.gsi.gov.uk <schoolorganisation.notifications@education.gsi.gov.uk>; swbccg.time2talk@nhs.net <swbccg.time2talk@nhs.net>; helenmiles@nhs.net <helenmiles@nhs.net>; infobsc@nhs.net <infobsc@nhs.net>;

Subject: Notification of Consultation on the Amalgamation of Colmers Farm Infant and Colmers Farm Junior Schools

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www.birmingham.gov.uk/schools/colmersfarm



Consultation Feedback

To enable the amalgamation of Colmers Farm Infant School and Colmers Farm Junior School we are consulting on the following proposals with effect from 1st February 2016:

1. Proposal to discontinue Colmers Farm Junior School
2. Proposal to make a Prescribed Alteration to Colmers Farm Infant School by Alteration to the Upper Age limit

Please visit www.birmingham.gov.uk/schools/colmersfarm to send us your thoughts by **Friday 23rd October 2015** or alternatively complete and return the form below. Thank you for taking the time to send us your thoughts on these proposals.

Consultation Response Form

Please help us analyse these responses by indicating your interest in the proposals:

Parent / carer of a pupil

☒

Governor

☐

Member of staff

☐

Other

☐

If other, please specify interest

Please provide any comments or suggestions you might have on the proposals.

It makes sense for the two schools to be amalgamated, as the head teacher is already working in the two schools, less duplication of roles and paperwork and its in the same building. Siblings of the infant & Junior school can have the same days off school, for instance, on inset days and heavy snow days where one school deems it necessary to close, while the other remains open. Teachers can work across all key stages - great for teacher prospects and morale.

Please return this form by **Friday 23rd October 2015** to the following address: School Organisation Team, Education and Skills Infrastructure, PO Box 15843, Birmingham, B2 2RT.



Additional comments:

~~It would be good for~~ The uniform

It would be nice for the junior school to have the same uniform as the infants too - with the nice bright red colour, instead of just ^{the} sombre navy - variety is nice for children, and the older children could pass down their old uniform to their younger siblings (possibly), if they are in good condition.

Sharing resources

The sharing of resources would occur too with amalgamation, such as the sharing of P.E equipment and I.T equipment, thereby saving money. I'm sure one large budget split across all the key stages is better than two budgets that are smaller for the two schools, in the sense that more sharing would occur, whether between staff or resources.

Ofsted report

The Ofsted report for the Junior school was rated unsatisfactory, therefore if the principles and regulations of the infants school (which was rated good) was employed onto the Junior school, it would raise the standards (hopefully).



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Parent / carer of a pupil

Governor

Member of staff

Other

If other, please specify interest

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RECEIVED
15 OCT 2015

☒
☐
☐
☐

Please provide any comments or suggestions you might have on the proposals.

I think this is best for the school
and I am in favor of this proposal.

Please return this form by Friday 23rd October 2015 to the following address: School Organisation Team, Education and Skills Infrastructure, PO Box 15843, Birmingham, B2 2RT.



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Governor

Member of staff

Other

If other, please specify interest

RECEIVED
08 OCT 2015

☐☐☒☐

Please provide any comments or suggestions you might have on the proposals.

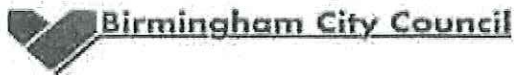
I think this will be really good for both schools to join together. Specially when parents have to fill in a admission form, children will automatically go straight into Colmers Juniors, Plus there will be a lot of money saved which will

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Additional comments:

help towards the both
schools.



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Parent / carer of a pupil

☒

Governor

☒

Member of staff

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Other

☐

If other, please specify Interest

Please provide any comments or suggestions you might have on the proposals.

I think the proposal to discontinue the junior school and expand the age range of the infant school is an excellent idea. This will only add to the childrens learning experience, it will give them continuity and it should improve educational outcomes as initiatives can be continued when the children reach KS2. It will also give them and parents stability after years of uncertainty and change in the Juniors.

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Please help us analyse these responses by indicating your interest in the proposals:

Parent / carer of a pupil

☒

Governor

☐

Member of staff

☐

Other

☐

If other, please specify interest

Please provide any comments or suggestions you might have on the proposals.

I think it would be a good idea to bring both the schools together, as will help parents who have to re-apply for their children to go from the infants to the juniors.

Please return this form by **Friday 23rd October 2015** to the following address: School Organisation Team, Education and Skills Infrastructure, PO Box 15843, Birmingham, B2 2RT.

BE HEARD RESPONSES CONSULTATION PERIOD. 11-15 of 15.

What is your interest in the proposal? Local Resident	Are you in favour of the proposal? No	Are you in favour of the proposal? - Please give details I have to say no as more information is needed, will this result in staff cuts or staff having to downgrade? The merger of the 2 schools will give a continuous, uninterrupted educational path through the primary years. The merger will also cut down back office costs re procurement. Governance will become more effective with a merged school. Although I am not keen on the idea of amalgamation as I specifically chose Colmers Farm for my daughter because it was a separate infants school, it is a far better prospect than forced academisation which sounds like the alternative option. I have very negative experiences of Academies and far prefer Local Authority schools
Local Councillor	Yes	
Parent	Yes	There are a number of questions that governors need to ask in order to be completely satisfied that this is the right choice at this moment in time. 1. How likely is it that the proposal will improve outcomes for the children currently in nursery, EYFS and Y1 during the period February 2016 and July 2017? In my opinion this is unlikely due to the resources that will need to be directed away from KS1 and towards KS2. Three members of the infant SLT have already had a very significant proportion of their time re-allocated to the Junior School which is impacting on the Infant School. This is reflected in GB meetings in terms of the balance between Junior and Infant school agenda items. Infant Schools are special places where all resources are devoted solely towards EYFS and KS1 pupils. 2. How likely is it that the proposal will improve outcomes for the children currently in Y2,3,4,5 and 6 between Feb 2015 and July 2017? In my opinion likely, assuming that the Junior school continues it's current rate of improvement. At risk if the school struggles to recruit a suitably experienced head to lead the school. 3. How likely is it that the proposal will improve outcomes for future years and future generations of children? Likely if the primary school is successful in recruiting high caliber staff. Unlikely if the school struggles to recruit good staff. Currently the infant school has few problems recruiting, whilst the Junior school struggles. An all though Primary School could change this position. The pupils who stand to gain from the proposal in the short term are current Y2-Y6. The pupils who stand to lose out from the proposal in the short term are current nursery-Y1. In the long term, assuming points mentioned above are met, all future pupils should benefit. We have already seen some benefits of working more closely together, particularly in terms of safeguarding, continuity for parents, pupils and staff, linking of policies and effective use of resources. It's important for governors to understand that they are voting for the structure in general and not the leadership team currently in place. It's also important to understand that a structure in itself changes nothing without strong leadership and good staff. Leading Colmers Farm Primary School will always be able to be akin to steering a very large, and often unsteady, ship, through choppy waters. Governors will need to be confident that the budget will be healthy enough to resource the school appropriately in terms of staffing. The budget forecast is suggesting that current levels of staffing won't be able to be maintained during the next academic year, and if this is the case, the school could struggle to meet the needs of the children. Although I am in favour of the proposal in terms of the long-term future of the school, I think that the next two years will be very much make or break years and the real question here is whether to take a calculated risk. If the threat of academisation wasn't an issue, I would be suggesting that we wait two years before amalgamating. With the situation as it currently is though, that isn't an option and I think the risk is worth taking. The GB will need to be acutely aware of the possible pitfalls and put robust measures in place to minimise the chance of failure. Having weighed everything up in the current context, I am generally in favour of the proposal, assuming that sufficient measures are put in place to mitigate the potential issues. Having 'lived' the 'Primary School' for just under 2 terms I am able to reflect in a different way than before. Up until this point I have considered the 'amalgamation' of the 2 schools to be the right decision in every way. Unfortunately the vast differences between the 2 schools have proven difficult obstacles to overcome. My main concern is that current infant staff who have attempted to support the Acting Headteacher in the Junior school have felt unwelcomed and judged. There seems to be little commitment to the greater good (the children) and more of an ethos of watching people fail. Many of the new systems in place such as 1 DSL & EVC are incredibly beneficial. The Acting Headteacher has a focus and a vision that the Junior school could benefit from enormously. As a staff member the opportunity for CPD is fantastic.
Staff Member	Yes	I believe this needs to be strongly considered with a robust plan in place to encourage a move up to good for the Junior school as opposed to the opposite.
Staff Member		

Submitted to School Organisation Colmers Farm Infant and Junior Schools Amalgamation
Submitted on 2015-11-12 20:23:14

Introduction

1 What is your name?

Name:

[REDACTED]

2 What is your e mail address?

e mail:

[REDACTED]

3 What is your interest in the proposal?

Local Councillor

other, please specify:

4 Are you in favour of the proposal?

Yes

Please give details:

I believe the amalgamation creates a smooth transitional pathway for pupils from year 1 - 6. The amalgamation also allows the school to pool resources, reduce non-teaching cost centres and allow more resources to be directed toward education