

# OASIS ACADEMY BYRON PUBLIC CONSULTATION REPORT INCREASING LOWER AGE LIMIT TO INCLUDE 2/3 YEAR OLDS AND TRANSFER OF MULBERRY BUSH NURSERY INTO THE ACADEMY

## Executive summary

Oasis Academy Byron is an Ofsted rated 'Outstanding' primary academy in Coulsdon. We are driven by a passion to treat everyone equally and provide our pupils with an exceptional education. The proposed change is to lower the age range of children we admit to our academy by two years. Currently our academy's age range of pupils is 4- to 11-year-olds and our proposal is to include children from 2 years old and up.

Oasis Community Learning (OCL) has been working closely with the Department for Education (DfE) on the proposed changes which will include a nursery and wraparound care. Before proceeding with this change OCL will submit a significant change business case to obtain approval from the DfE to proceed. The consultation and responses will form part of the business case.

A consultation with the Local Authority Early Years team was completed, and OCL obtained full support for the proposed changes, with the assurance that the provision offered by the Mulberry Bush Nursery would remain the same and would facilitate the academy being able to increase pupil capacity over the next few years.

The academy is home to the Mulberry Bush Preschool, rated 'Outstanding' by Ofsted and run by Oasis Community Partnerships. The Mulberry Bush Preschool is led by dedicated staff that are passionate about creating a nurturing and inclusive provision for all children.

Our proposal, with agreement from the Mulberry Bush Trustee Board, is for the preschool to join Oasis Academy Byron, bringing the nursery and wraparound care into the Oasis Community Learning family.

The main benefits of this proposal are:

- Oasis Community Learning has developed Early Years Best Practice guidance, which has received extremely positive feedback in numerous Ofsted inspections in other nurseries across the trust. This best practice will be embedded, at an early age, building on the expertise and knowledge of current nursery staff.
- The ability to identify additional needs as early as possible ensuring all children have the support that they need in preparation for their admission to primary schools within the local community – admissions to Oasis Academy Byron primary are subject to the standard admission criteria through Croydon Local Authority.
- By joining Oasis Academy Byron, the preschool can share operational costs helping to improve financial sustainability for the future.
- Free school meals for eligible nursery children.
- Teacher-led provision supported by a highly qualified staff team.

## Statutory consultation

The consultation ran for 4 weeks from 17 April 2023 to 12 May 2023. Information provided to stakeholders took the following forms:

- Website information on the proposed changes - [Public Consultation](#)
- Email invitation to local councillors and MPs
- Emails to all parents of pupils at the academy
- Emails to all parents of pupils at Mulberry Bush Nursery
- Online survey [OA Byron Survey](#)
- Promotion via Facebook community pages and local community noticeboards
- Open events (morning and evening) with details of the proposal

The aim of this consultation was to allow all members of the community and key stakeholders to share their thoughts and feelings on the proposal to increase the lower age limit at Oasis Academy Byron to include 2/3-year-olds and to transfer Mulberry Bush Nursery into the academy.

## Statutory consultation results and responses

The consultation face-to-face events were held on 26 April at 11am and 5.30pm to ensure all stakeholders had an opportunity to attend. The events were attended by a total of 12 individuals which included parents, community leaders and staff members.


21 consultation questionnaire responses were received.

### Q1: What is your connection to OA Byron?

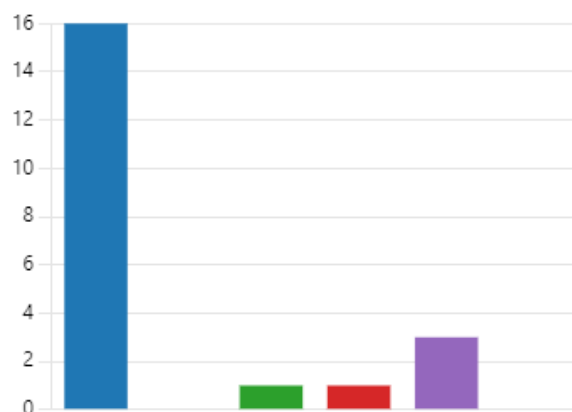
Of the 21 respondents, 76% were parents or carers of student(s). The remainder of respondents were staff and members of the local community.

#### 1. What is your connection to Oasis Academy Byron?

[More Details](#)

 Insights

<span style="color: blue;">●</span> Parent/carer of student	16
<span style="color: orange;">●</span> Council employee	0
<span style="color: green;">●</span> Oasis Community Learning emp...	1
<span style="color: red;">●</span> Mulberry Bush employee	1
<span style="color: purple;">●</span> Member of the Local Community	3
<span style="color: brown;">●</span> Other	0



## Q2: Does your child currently attend Mulberry Bush Nursery or Wraparound Care provision?

Of the 21 respondents, 76% were parents/carers of the Nursery/Wraparound Care Provision. This means that the survey provided those most impacted by the change with the opportunity to respond.

### 2. Does your child currently attend Mulberry Bush Nursery or Wraparound Care Provision?

[More Details](#)

<span style="color: blue;">●</span> Yes	16
<span style="color: orange;">●</span> No	5



## Q3: Are you in support of the proposal to increase the lower age limit to include 2–3-year-olds at OA Byron?

### 3. Are you in support of the proposal to increase the lower age limit to include 2-3 year olds at Oasis Academy Byron?

[More Details](#)

<span style="color: blue;">●</span> Yes	14
<span style="color: orange;">●</span> No	3
<span style="color: green;">●</span> I don't mind	4



The response was overwhelmingly positive with 86% of the respondents supporting or not minding the proposal to increase the lower age limit.

Some of the responses received included:

*“It will be good transformation and will benefit kids”.*  
*“If this allows more children who would not have access, very supportive”*

## Q4: Are you in support of the proposal to transfer Mulberry Bush Nursery into Oasis Academy Byron?

76% of respondents were in support of the transfer of Mulberry Bush Nursery into Oasis Academy Bryon.

4. Are you in support of the proposal to transfer the Mulberry Bush Nursery into Oasis Academy Byron and Oasis Community Learning?

[More Details](#)

<span style="color: blue;">●</span> Yes	12
<span style="color: orange;">●</span> No	5
<span style="color: green;">●</span> I don't mind	4



## Q5. Do you have any additional queries regarding this proposal?

There were several queries raised by respondents regarding several aspects of the proposal.

Two respondents queried how fees would be impacted and the academy has confirmed that fees would remain the same in September 2023.

Other queries related to how Mulberry Bush Nursery staff would be impacted by the proposal. All staff that are eligible will transfer to Oasis Community Learning under UK Legislation: Transfer Undertakings Protection of Employment (TUPE) regulations. OCL fully appreciates and recognises that this may be an unsettling and stressful time for the staff involved in the transfer. OCL will keep staff informed about the process and ensure they are consulted with to support them with a smooth transition.

One respondent queried what changes or improvements will be made to the wraparound care provision. OCL confirmed that the provision will undergo a refurbishment and rebranding which OCL will fund.

There was a query around how this would impact staffing within the academy. The academy confirmed that staffing would not change and in fact the Nursery would benefit from the Early Years curriculum developed by OCL. Operational costs will be shared which will also help to ensure financial sustainability for the future.

## Conclusion and Next Steps

We are confident that increasing the lower age limit to include 2–3-year-olds will benefit stakeholders.

We would like to thank all those who have taken the time to read and respond to this proposal. We will, of course, continue to work with our stakeholders and the local community over the next few months. Updates will be posted to the website as we are able to share them.