



**Consultation on the Proposal to Federate the Governing Boards of
St Andrew's Junior CE (VA) School and St Andrew's Infant CE (VA) School
1st February 2018**

Consultation Arrangements and Response Form

on the proposal to federate the Governing Boards of

St Andrew's CE (VA) Infant School and St Andrew's CE (VA) Junior School

September 2017

The consultation period starts on **Tuesday 19th September** and ends at 3.30pm on **Tuesday 7th November 2017**.

The proposal, along with a copy of this form can be found on both school websites or you can obtain a hard copy from the school offices.

www.st-andrews-inf.calderdale.sch.uk

www.standrews.calderdale.sch.uk

If you wish to make a response the form attached can be returned to either of the school offices in an envelope marked **FEDERATION** for the attention of:

Mrs K Clayton (Clerk to Governors of St Andrew's Junior School)

Or

Mrs Jane Blackburn (Clerk to Governors of St Andrew's Infant School)

There will be meetings for parents about the federation on **Monday 2nd October**

St Andrew's CE (VA) Junior School at 3.30pm

St Andrew's CE (VA) Infant School at 6.30pm

Parents from both schools can attend either meeting.

The Governing Boards of St Andrew's Junior School and St Andrew's Infant School have resolved at meetings held on 13th July 2017 and 18th July 2017 respectively to seek federation of

the Governing Boards, and now wish to put forward a proposal for federation between the two schools. This document explains what a federation is, what it might look like in practical terms and highlights some of the issues raised to assist parents, members of staff and other interested parties in responding to the consultation process. The outcome of the consultation will be reported to both Governing Boards and then we will decide whether or not to proceed with the initiative.

What is a federation?

A federation is a governance structure whereby two or more schools share a single Governing Board in accordance with The School Governance (Federations) (England) Regulations 2012, sometimes called a 'hard' federation. All schools retain their separate identity and continue to receive individual budget shares. It is important to note that Calderdale already has a number of successfully federated schools and that, under a federation, each school retains its own individual identity and character.

Why do we think federation is right for us?

There are numerous examples of schools thriving under formal partnerships and research has highlighted a range of benefits for pupils, schools, families and staff. The Governors of the two schools, Head teachers at each school, the Diocese of Leeds and the School Improvement Team at Calderdale Local Authority have discussed the benefits of federation and believe this will provide our schools with the formal structure needed to achieve sustainable benefits. They believe it will benefit the schools in key areas:

Secure successful transition between Key Stages

One single Governing Board will be responsible for the progress of pupils from YR to Y6. Transition from Y2 to Y3 will be supported effectively through secure understanding of both phases of learning. Federation will help the Governing Board to ensure that teaching strategies and approaches at each Key Stage are well understood across the federation. It will enable accurate analysis of pupils' learning needs at all stages of their primary education and promote shared school improvement planning to secure improved outcomes for pupils in both schools.

Further raise standards of pupils in the classroom

The schools would share best teacher practice, in a more structured way. For example by shared training and specialist teaching, encouraging staff to support each other across the two schools and develop integrated curriculum and pastoral policies. We believe this partnership arrangement is the way forward to secure our future and continue to provide the high quality of teaching and learning that our children need and deserve.

Developing the leadership of the school

Provide strong, consistent and sustainable leadership with clear leadership development, management and creative thinking. It will provide shared management and Governing Board responsibilities and curriculum expertise to enable all partners to thrive. Governance will become more strategic and provide a sharper focus on school improvement. A federated Governing Board will provide a wide range of skills and broader perspectives, which will enable them to robustly hold each school to account.

Wider range of learning opportunities for pupils

Having a partner school will help us to share knowledge and understanding within different groups of children and educational standards (assisting us to meet the needs of individual pupils and different pupil groups more accurately). We can secure value for money, for example by developing joint activities and extending services within the communities, or sharing facilities and

teachers that might be difficult to sustain individually. Each school will then be inspired by the performance of the other so that both do even better, in a spirit of collaboration.

Enhancing development and leadership opportunities for staff

Provide a wider range of training, professional development and leadership opportunities for staff. Training budgets could be pooled and there would be good opportunities for joint professional development and career progression. There would be many more occasions for the staff to enhance their professional expertise through sharing best practice and taking part in collaborative events; this can only enhance the education of all our children. It will improve staff retention by offering more options for career progression and attract a higher quality of applicant for future positions.

Saving money, making the most of the budget to increase cost effectiveness

Whilst funding will remain separate for each school, over time a federation may be able to make cost savings through negotiating larger, joint contracts with suppliers to get better value for money. For example: computer equipment and sports contracts. There will be many opportunities to jointly fund shared resources and collaborative events.

Extended services for our community

To further develop a range of extended services and activities for pupils and the wider community.

Admission arrangements

Although the schools in the federation will share governance arrangements, this will not impact on the admission arrangements. Each school within the federation is still its own legal entity and must adhere to individual requirements relating to admissions and the School Admissions Code. Both schools are Voluntary Aided Church of England schools and the governors remain the Admissions Authority.

Governance of the Federation

From the 1st February 2018, both schools' Governing Boards would cease to exist and a new Governing Board would be formed for the federation from a collaboration of governors from the Junior and Infant schools.

Foundation Governors	7
Parent Governors	2
LA Governors	1
Head teacher	1
Staff Governor	1 (to alternate between the two schools; serving a term of 2 years)
Total	12

Leadership of the Schools

The leadership and management of both schools would come under one Senior Leadership Team (SLT). The SLT would be led by one head teacher.

1. Head Teacher employed at the Junior School with additional responsibilities i.e. to be fully accountable for the Infant School.
2. Head of School employed at the Infant School
3. Deputy Head Teacher employed at the Junior School

The leadership team would also include other senior teachers from the schools who hold Teaching and Learning Responsibility (TLR) salary points.

Staffing arrangements

The staffs' terms and conditions in each school would remain unchanged and could not be changed without agreement. It would be at the discretion of the federated Governing Board to make new appointments, teaching and non-teaching to the federation or to individual schools. One of the benefits of schools wishing to federate is that it is possible to deploy staff across the federation. Through agreement, the member of staff could be deployed to work at another school either through a secondment or through initiating a separate contract.

The name of the federation

The Federated Board of St Andrew's

Both schools would keep their current identity by means of separate names, logo and uniform.

De-federation

It is possible however for schools to withdraw from a federation and Governing Boards must follow a prescribed process, set out in the federation regulations The School Governance (Federations) (England) Regulations 2012) which also apply when a federation is dissolved.

Will parents, staff and members of the community have the opportunity to discuss the proposals and ask questions?

Governors have arranged for meetings where Governors, Officers from Calderdale Local Authority and from the Diocese of Leeds will be on-hand to provide more information and answer any questions you may have. Any comments you make on the day will be reported back to the Governing Board of each school and will be fully considered before a decision is made. There will be separate sessions for members of staff.

How can my views be heard?

As well as attending the meetings, you may wish to complete the attached response form and return it to either of the school offices by **Tuesday 7th November 2017** marked For the attention of Mrs K Clayton, Clerk to Governors, St Andrew's Junior School or Mrs Jane Blackburn, Clerk to Governors, St Andrew's Infant School or directly to them by email to kclayton@standrews.calderdale.sch.uk or jane.blckbrn@virginmedia.com

What happens next?

The responses to this consultation will be carefully considered by the Governing Boards of both schools and fully taken into account before a decision is made during the week commencing **Monday 13th November 2017**. Having made a decision, this will be communicated to parents, staff and other interested individuals as quickly as possible.

Appendix: Frequently Asked Questions

These questions and answers have been taken from the Department for Education website.

What is a federation?

A federation is a governance structure whereby two or more schools share a single Governing Board under section 24 of the Education Act 2002, The School Governance (Federations) (England) Regulations 2007 and The School Governance (Federations) (England) Regulations 2012 sometimes called a 'hard' federation. All schools retain their separate identity and continue to receive individual budget shares.

Why should schools federate?

- Working together through formal shared governance structures enables schools to raise standards and maintain local provision by sharing resources, staff, expertise, and facilities.
- A shared Governing Board provides an effective and accountable mechanism for schools to pool resources and staff, release strategic capacity in the senior management team, and gain economies of scale and efficiencies.
- Sharing specialist staff and pooling curriculum expertise and materials can enable schools to deliver an enriched pupil offer.

What are the benefits of federation?

Through federation and other partnership arrangements schools can:

- extend the breadth and quality of provision; respond better to pupils' wider needs;
- widen the impact of our strongest school leaders, teachers and governors;
- widen opportunities for collaborative professional development;
- deliver greater value for money.

The ability to federate under a single Governing Board could also be of particular benefit to small schools, opening up opportunities to share management and Governing Board responsibility and curriculum expertise.

Is there evidence that federations improve standards?

There are numerous examples of schools thriving under federations and research has highlighted a range of benefits for schools and staff. These include an enhanced curriculum, more opportunities for pupils and greater personalisation which can lead to school improvement, new training opportunities for staff and economic advantages.

Will schools in a federation be inspected jointly or separately?

Schools in a federation are inspected separately but it is appropriate to ask Ofsted to inspect the schools at the same time in order to form a rounded picture of the work of the federation. The September 2009 Ofsted Framework for Inspection creates the opportunity for a federation to be inspected as a whole, with particular reference to assessing the impact of partnership.

What is the evidence that federations improve standards?

There is now a solid body of evidence that schools working together in a formal partnership can drive up standards and improve outcomes for children.

Do federations receive just one delegated budget?

All the schools in the federation remain individual schools. The Governing Board of the federation receives the delegated budget for each of the individual schools and this is then apportioned to the individual schools.

Can the Local Authority insist that schools federate?

The decision to federate is taken by the Governing Board not the Local Authority except in some instances where the Local Authority can intervene.

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St Andrew's Junior CE (VA) School and St Andrew's Infant CE (VA) School
1st February 2018

RESPONSE FORM

Which of the following best describes your connection with the school?

- Parent
- Staff member
- Member of the community
- Church
- Other (please specify): _____

Your views are important so please let us know what you think. Please give your comments below, continuing overleaf if required: