Consultation for the proposed federation between Broughton Primary School and West Tytherley CE Primary School

Consultation Period: 19th April 2021 until midday 7th June 2021

Introduction

The governing bodies of Broughton Primary School and West Tytherley CE Primary School have been considering ways our schools can work more closely together to make the very best educational provision for the children of our local communities for the future.

We are particularly interested in the idea of "federating" both schools and would like to hear your views on our proposal, which is to create a two-school federation.

This document explains what a federation is, what it might look like in practical terms and highlights some of the issues raised to support parents, carers, members of staff and other interested parties in responding to the consultation process. The purpose of the consultation is to help us find out what you think about the proposal, and we would like to hear your views.

The deadline for responding to this proposal is midday on Monday 7th June 2021. The feedback from the consultation will be reported to both governing bodies during the week commencing 7th June 2021 at which point we will then decide whether to proceed with the proposal to federate.

What is a Federation?

The School Governance (Federations) (England) Regulations 2012 allows for two or more schools to join under one governing body.

The intention is to find new ways to improve teaching and learning between the two schools, to further raise the educational standards of both schools, and to build upon the existing strengths of each school.

Each school in a federation will retain its own budget, but resources for teachers and educational professionals can be shared, and leadership distributed. Each school retains its own buildings and identity. Existing expertise can be shared across the two schools.

It is important to note that Hampshire already has over thirty successfully federated schools, and, under a federation, each school retains its identity and character. Our research has shown that federated schools are benefitting from sharing their strengths and resources.

Why are we looking at this proposal?

Since January 2021, the headteacher of Broughton Primary School, Mrs Macey, has been working at West Tytherley Primary school in the role of Interim Executive Headteacher.

The current arrangement between the two schools has been working very well, and Mrs Macey has welcomed the opportunity to apply her expertise in a new setting. The governors have seen the potential benefit of a maintained collaboration between the schools, and the opportunities of shared expertise that could benefit both settings. This recent experience has been very rewarding and encouraged the governors of both schools to consider the potential benefits of federation.

Governors of both schools are clear that this is not a proposal to create one school or dispose of any property.

What do we think the benefits of Federation will be to children?

The Governors of each school believe that federation will improve the quality of education and all-round experience for the children attending each school in the following ways:

Enhancing the curriculum for children

- By providing the opportunity to develop an exciting curriculum across both schools that meets the needs of children in the 21st century. Federation will offer enhanced opportunities for children at both schools through a wider and richer curriculum, including cross-school events in arts, science, sports, music etc. Federation offers the chance to draw on the strengths of each school to benefit all pupils.

Securing long-term excellence in school leadership

- By providing stability, consistency, and sustainability of leadership for both schools. Federation will aid both schools in the retention and future recruitment of high-quality staff, including greater opportunities for their continuing professional development. It will offer staff opportunities to develop their experience and leadership across more than one setting – without them having to find new employment in a larger school to further their career; thus maintaining consistency of staffing for our pupils. We also believe it will improve opportunities through the development of closer working relationships for staff through sharing best practice - which will deliver benefits to children.

Maximizing the value from resources

- By exploring opportunities to pool resources, including the grounds, trips, and IT provision, and by undertaking joint professional development. We believe, for example, that federation will enhance opportunities for outdoor learning at both schools and there will be opportunities for each school to learn from the best of the other.

Retaining the character and strengths of both schools

- By offering a shared vision across both schools but allowing each to retain its unique characteristics.

What specific changes are the Governing Bodies proposing?

From 19th July 2021**,** the existing Governing Bodies will cease to exist, and a new federated Governing Body would be formed. The name of the two-school federation will be The Federation of Broughton and West Tytherley Primary Schools.

The number and type of governors allowed on a federated Governing Body are set out in the Constitution Regulations 2012. We propose the new Governing Body will be made up of 15 governors, comprised of:

- One (Executive) Headteacher
- One Governor nominated by the Local Authority and appointed by the Governing Body
- Three Foundation Governors appointed by the Diocese (including 1 x *ex-officio* role)
- Two Parent Governors
- One Staff Governor
- 7 co-opted Governors appointed by the Governing Body

Co-opted governors may be parents, staff (enabling, for example, representation from both schools), members of the local community and others who have relevant skills required by the Governing body. The Executive Headteacher will be a governor unless they choose not to take up the post. At the first full meeting of the new Governing Body a Chair would be elected.

The holder of the office of minister in either the Thorngate Benefice or the Mid Test Benefice will be appointed by Winchester Diocese as an *ex-officio* Foundation Governor. Existing governors will be able to put themselves forward for posts in the new Governing Body.

The proposal is for shared leadership between the two schools. The Executive Head Teacher would be responsible for the overall strategic direction and day to day management of both schools. The Governing body of the Federation will be committed to ensuring that strong leadership and appropriate support is established and maintained at both schools.

Both schools will remain open and fully operational on their own separate sites and Hampshire County Council would remain as their admissions authority. The current process for admissions would not change.

West Tytherley CE School will maintain its Christian ethos and its Church of England Controlled status. Broughton Primary School will retain its status as a Community School.

What would happen to the existing staff?

There will be no changes to the contracts of existing staff working in the schools. Contracts are currently held with Hampshire County Council and this will remain the case. The retention of high-quality staff is a crucial element in the Local Authority's drive for improving standards and raising pupils' achievement.

We believe that the proposal will allow for enhanced professional development and more opportunities to share professional expertise.

New staff appointed after the formation of the Federation will be contracted to work at either of the federation schools.

Is there anything else we are trying to achieve through this proposal?

We have outlined in this proposal document what we believe to be the benefits from creating a federation of the two schools. If we federate, we believe there will be many opportunities to share resources, share training and to develop more effective teaching and learning approaches within the curriculum and beyond it. We believe there will be advantages in helping each school to operate efficiently as well as allowing for greater financial flexibility and stability.

The Executive Head Teacher will have a long-term view of each child's education and be tasked with ensuring that their progression from home or pre-school through reception and onwards to secondary education is managed smoothly, effectively and in the best interests of each child.

Both schools want to continue to explore the best ways of serving their local communities and we believe that a Federation will be better placed to maximise facilities and expertise to broaden future educational opportunities for our children and communities.

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

Once the consultation document and Frequently Asked Questions (FAQs) document have been distributed, you will be able to contact Governors who will be happy to help you with answers to any questions that are not covered by the FAQs.

As well as planning sessions where members of both governing bodies will be on-hand to provide more information and answer any questions you may have, Governors will be available via email, through face-to-face and virtual meetings.

Any comments you make will be reported back to the governing body of each school and will be fully considered before a decision is made.

There will also be opportunities at each school for pupils' views to be heard.

Given the current COVID-related restrictions on meetings, details of the arrangements will be shared with you nearer the time. However, we are planning to enable discussions at the following times:

Tuesday 27th April 2021: Broughton Primary School 9am – 10am followed with an evening session between 6pm and 8pm.

Wednesday 28th April 2021: West Tytherley Primary School 9am – 10am, followed with an evening session between 6pm and 7pm.

Parents and members of the local community will be welcome to attend at either school.

There can be separate sessions arranged for members of staff to attend and the dates and times of these sessions will be confirmed to staff as soon as possible.

The chair of governors for each school can be contacted via the schools' receptions should you have any questions or comments that cannot be shared through any other route. However, we have produced a list of FAQs that we hope will answer as many of your queries as possible.

How can my views be heard?

You may wish to complete the attached form and return it to either of the school offices by midday on Monday 7th June 2021.

The form will also be available from each of the school offices, or you can download and print it from the schools' websites.

Envelopes should be addressed for the attention of the Chair of the Governing Body and clearly marked "Federation". All responses should be submitted before **midday** on **Monday 7th June 2021**

The questionnaire or other feedback may also be sent by email to either school using the following addresses.

adminoffice@broughton.hants.sch.uk

Tina.evans@west-tytherley.hants.sch.uk

What happens next?

All responses to this consultation will be considered by the governing bodies of both schools before a decision is made. This will happen at a joint governing body meeting to be held during the week commencing 7th June 2021. Having made a decision, this will be communicated to parents, staff, and other interested individuals as quickly as possible.

Consultation on Broughton Primary School and West Tytherley CE Primary School to federate.

Response Form

The proposal is that Broughton Primary School and West Tytherley CE Primary School should enter a federation with one governing body with effect from 19th July 2021

Yes, I agree with the above proposal ☐

No, I disagree with the above proposal ☐

Comment: (please continue overleaf if necessary)

Which of the following best describes your connection with the school? (Please tick one only, which should be your main interest)

- Parent
- Member of teaching staff
- Member of support staff
- Member of the community
- Other (please state)

Please return this slip to the school office by midday on **Monday 7th June 2021** at the latest. Envelopes should be marked for the attention of the chair of governors and be clearly marked "Federation".