Frequently Asked Questions

Question	Answer
Organisation	
What is federation?	A federation is defined in law as two or more maintained schools operating under the governance of a single governing body. The legislation that allows schools to federate is set out in regulations made under sections 24 and 25 of the Education Act 2002.
Why are Broughton and West Tytherley Primary schools considering federation?	To continue to develop and further improve the quality of education for all pupils in both schools. Looking to the future, small rural schools will become limited in the services they are able to offer individually. We believe that through sharing resources and leveraging the skills and expertise of our staff across the two schools, we can provide a higher quality of teaching and learning for all.
Does federation mean that the two schools are merging and will become one school?	No. Each school will remain separate but working together under a single Governing Body and Head Teacher. Each school has its own unique character, and both pride themselves on their caring small school approach where children are known and valued as individuals. This is fundamental to our beliefs and will continue if the federation goes ahead.
Will the governing body change?	Yes. The current governing bodies of each school will be dissolved, and a new single governing body will be established. Details of the constitution for the new Governing Body can be found in the consultation documents.
West Tytherley is a church school and Broughton a community school, will they have to change to accommodate the differences?	No. Each school will maintain its identity as either a church or a community school.
Will the schools keep their own names?	Yes. Each school will keep its current name and the two schools together will be known jointly as The Federation of Broughton and West Tytherley Primary Schools.
Would one school be the "lead" school?	No. Both schools will collaborate and work together as equal partners. The new single governing body will have

Question	Answer
	representation from each school and will work together, drawing on their expertise and experience.
Will each school have its own budget?	Yes. Each school will continue to receive its funding directly, as it does now. In the future, there may be opportunities to share costs by combining purchases to allow for greater economies of scale, meaning better value for money. The federated governing body will be accountable for both school budgets.
Will federation cause instability or disruption to learning?	No. Federation will result in a more stable outlook for both schools, in terms of their viability as small rural schools. It will also provide additional benefits allowing staff to share best practice, resources and expertise which will help raise standards for all pupils. The sharing of a Headteacher with a clear vision for both schools will provide greater stability for all.
What are the potential benefits of federating?	The Governors of each school believe that federation will improve the quality of education and all-round experience for the children attending each school by enhancing the curriculum for children, securing long-term excellence in school leadership, maximizing the value from resources, and retaining the character and strengths of both schools.
Leadership & Staff	
Will the schools share a Head Teacher?	Yes. The Head Teacher would become the "Executive Head Teacher" responsible for both schools.
What is the role of an Executive Head Teacher?	An Executive Head Teacher provides strategic leadership across both schools and is equally accountable for both.
Will I still be able to see the Head Teacher?	Yes, the Head Teacher will be available at each school every week. If you choose, you will be able to schedule an appointment via the school office or email.
Who will be "in charge" when the Head Teacher is not in my school?	The Executive Head Teacher will be responsible for the day-to-day management of both schools and will determine appropriate lines of leadership and communication as required. The Governing body of the Federation will be committed to ensuring that strong leadership and appropriate support is established and maintained at both schools.

Question	Answer
Will my child have the same teacher?	Yes. Teaching staff will remain as they are now, with any movement of staff reviewed in the normal way (e.g. when a staff member leaves for another post). However, staff will have the benefit of sharing their expertise across the schools, which we believe will improve the provision for children in both schools.
Will teachers and support staff be required to work across both schools?	No. There are no immediate plans to change the staffing structure in either school if federation goes ahead. There will be no changes to the contracts of existing staff but there may be future opportunities in terms of developing staff and sharing expertise. Any cross-school working for existing staff will be by negotiation and consent. Future vacancies will be advertised with conditions that allow them to be deployed in either school.
Will the schools share staff training and development opportunities?	Yes. The schools will be able to hold joint staff meetings and Inset training days where appropriate, allowing for the sharing of workload, expertise and best practice.
Will the terms and conditions of teachers and support staff change?	No. There will be no changes to the contracts of existing staff. They will continue to have the same conditions of service as defined by Hampshire County Council. All employment rights and pension arrangements will remain as they are now.
School Life	
Will admission arrangements change?	No. The admissions authority will remain the same (Hampshire) for each school and arrangements will not change.
Will the school uniform remain the same?	Yes. Each school will retain its current uniform.
Will the school start and finish times change?	No. There are no plans to alter start and finish times in either school.
Will each school keep the values and qualities that make it so unique?	Yes. Each school will retain their individual values and culture, although there are already many similarities between the two.

Question	Answer
Will Broughton continue to be a Rights Respecting School, and West Tytherley a Church of England School?	Yes. Broughton will continue to be a Rights Respecting School. It is central to the school's core values and the way in which we wish to work with and treat each other. This also aligns with the Christian ethos of West Tytherley, which will remain a Church school.
What will happen to FoBs, parent organisations and pupil school councils?	The parent committees will remain separate and continue to operate in each school as they do now. Likewise, each school will continue to have their own pupil school council.
Will the federated schools combine their pupil SATS results?	No. The results will continue to be attributed to each school.
Will Ofsted inspect both schools jointly?	No. Each school will have separate Ofsted inspections and be graded separately, as they are at present.
Consultation process	
What is consultation, and hasn't the decision already been made?	No decision has yet been made on whether to proceed with the federation of Broughton and West Tytherley Primary schools. The consultation process allows us to share information with stakeholders and gives an opportunity to listen and gather your opinions and views. These will then be carefully considered before a final decision is taken by both governing bodies.
How long do I have to make comments or ask questions about the proposal to federate?	You have a minimum of six weeks to ask any questions or make comments. The consultation will start on 19/4/21 and finish at midday on 7/6/21.
What is the process for commenting on the proposal to federate?	You can complete the feedback form provided in the consultation document or available via a link on each school's website or from the school office. You can also discuss issues arising with Governors and the Head Teacher on the dates below. Due to COVID restrictions, more specific details of arrangements will be provided nearer the time. • Tuesday 27th April 2021: Broughton Primary School 9am – 10am followed with an evening session between 6pm and 8pm.

Question	Answer
	• Wednesday 28th April 2021 West Tytherley Primary School 9am – 10am, followed with an evening session between 6pm and 7pm
What happens at the end of the consultation period?	At the end of the consultation period the governing bodies of both schools will review all the feedback gathered during the process, and will use this to help decide on whether to: • Proceed with the proposal as it is currently outlined; • Proceed but with amendments; or • Not go ahead with the proposal to federate.
What will happen if parents do not want to federate?	All stakeholders will have the opportunity to express their views and opinions at the drop-in sessions or via the feedback forms. All information and feedback received will be taken into account, but the final decision rests with the governing bodies.
When will I know whether the schools are federating?	We will communicate to parents, staff and all other stakeholders once the governors of both schools have made their decision, and no later than 10th June 2021
When would the Federation between the two schools happen?	The federation would come into effect from 19th July 2021. This would allow time for any planning and preparation before the new academic year starts in September 2021.
Are there examples of other federations within Hampshire?	There are many examples of successful federations across Hampshire, including primary school federations e.g. Forest Edge Learning Federation www.forestedgelearning.co.uk
Can federation be reversed?	Yes. Defederating is a straightforward process and could happen if the governing body decides that the federation is not working in the best interests of the two schools and the children.