



Frequently Asked Questions regarding the Proposed Federation BETWEEN

Ashleigh Primary School and Nursery AND Robert Kett Primary School

February 2019

1. Will one school take the lead over the other?

No. The schools in the Federation will collaborate and work together as partners. The single Governing Board will have representation from each of the two schools.

2. Will the name of the schools change?

No. Each school will keep its own name but there will be a separate overarching name for the Federation. This is the Becketswell Federation.

3. Do schools in a Federation share a Head Teacher?

Our proposal is for the existing Ashleigh Head Teacher to be appointed by the Federation as Executive Head Teacher to oversee both schools. The Executive Head Teacher will be supported by a Head of School at each school, a Head of Learning and a team of Assistant Head Teachers working across both schools.

4. Will school uniforms change?

No. There is no intention for school uniforms to change.

5. Will there be any change to admission arrangements?

No. The current admissions arrangements will continue to apply for each school.

6. Will my children's class sizes increase, or extra classes be added to my school?

Becoming a Federation will not impact class sizes or create extra classes within the schools.

7. Will the schools have the same Inset/training days?

Yes, wherever possible. Each school will be able to choose when to hold these days, as they do now, and it is likely that they would take the opportunity to have the same Inset/training days.

8. Will school start and finish times change?

No. There is no intention to change start and finish times in each of the schools.

9. Will the federated schools combine their pupil results?

No. Results will continue to be attributed to the individual schools.

10. Will pupils be registered to the Federation or a single school?

Pupils will be registered at an individual school within the Federation; the schools will belong to the Federation.

11. Will the schools share a single budget?

No. Each school will continue to receive its own funding, manage separate budgets and keep separate records of its accounts. However, there may be occasions when the two schools share costs or combine purchasing if this means that they will be able to get better value for their money.

12. Will the Federation be inspected by Ofsted?

No. Each school will have separate Ofsted inspections and be graded separately, as they are now. Ashleigh Primary School and Nursery will continue to remain exempt from inspections due to its Outstanding status.

13. Will there be any changes in the contracts of employment for staff?

No. There will be no changes and staff will continue to be employed on the same contracts. This means that, for example, all employment rights and pension arrangements will stay as they are now.

14. Will staff work across both schools in the Federation?

Existing members of staff cannot be directed to work in a school where they were not originally contracted to be employed. We hope that staff will take advantage of opportunities to work across both schools as continuing professional development (CPD) and sharing of good practice to improve pupil outcomes. Becoming a Federation will offer

career opportunities which staff at either school can apply for and may result in their working in either school. This will enable the Federation to retain the skills and experience of our best teachers, who may otherwise look for career opportunities elsewhere.

15. Can schools in a federation share CPD arrangements?

Yes. The schools can choose to have shared training days and training sessions, and this is one of the advantages of the Federation, in our ability to access the highest quality CPD for staff.

16. Do schools in a Federation share a Governing Board?

Yes. The previous Governing Boards of each of the schools will be dissolved and a new single Governing Board will be set up.

17. How will this benefit my local community?

The Federation will enable a consistent and high standard of education within our community, with shared values and vision. As a Federation we will have a bigger voice in matters such as links to High Schools, nursery provision and educational development at a local level.

18. How long do people have to make comments or ask questions about the proposal to federate?

Everyone has six weeks in which to have their say. The consultation starts on Tuesday 26th February 2019 and ends on Wednesday 24th April 2019 at 4pm.

19. What happens at the end of the six week consultation?

At the end of the consultation period, the Governing Boards of the two schools will make a final decision on whether to federate. This decision will be communicated to children, parents, carers, staff and others with an interest in the schools, by Friday 10th May 2019.

20. If federation of the schools goes ahead, when would this happen?

If a decision is made to federate, this would take effect from Monday 10th June 2019.

21. Can a Federation be dissolved?

Yes. The Governing Board can choose to end a Federation if it is believed that it is no longer in the best interests of the pupils.

22. How can I comment on the proposal to form a Federation?

You can give your feedback in the following ways:

- There is a link to the Federation Feedback Online form on both schools' websites or you can access the form via the link below:
 - <https://goo.gl/forms/8TqPIeWEnLRpRrH2>
- Paper copies of the Federation Feedback Form can be collected from either school's office and returned to them in a sealed envelope addressed to the Chair of the Governing Board; or
- You can write to either school, addressing your letter to the Chair of the Governing Board and either post or hand deliver your letter to the school.

The deadline for submitting questions is **4pm on Wednesday 24th April 2019.**