



# CONSULTATION FOR THE PROPOSED FEDERATION

## BETWEEN

**Ashleigh Primary School and Nursery AND Robert Kett Primary School**

**February 2019**

Our vision for the federation is two distinct schools, each with their own unique character, working together to ensure the best possible outcomes for all of our pupils.

### **Introduction**

The Governing Boards of Ashleigh Primary School and Nursery and Robert Kett Primary School are proposing that they work in close partnership and become a formal federation, with a single Governing Board and an Executive Head Teacher. This will be named the 'Becketswell Federation'. The proposed date for the federation to commence is **Monday 10<sup>th</sup> June 2019**.

Robert Kett is an improving school with an existing 'Requires Improvement' grading from Ofsted. It is crucial to build and maintain an experienced and cohesive leadership team to ensure that Robert Kett achieves at least a 'Good' judgement as quickly as possible, and can build future improvement.

As an 'Outstanding' school, Ashleigh Primary School and Nursery will work with Robert Kett Primary School to improve both schools. This is a two way process and the shared experiences and teamwork will result in continuity, shared leadership and excellent opportunities for Ashleigh and Robert Kett to grow together and better serve our local community.

The federation will be constituted as a full legal entity.

There are local and national examples of the success of federations and the improvement in outcomes for children. It is in this wider strategy of close partnerships between schools that communities are able to have a greater say in the education of children. It also allows us to strengthen each school's status as a community run school in an ever-changing educational landscape.

## **What is a Federation?**

When two or more schools work together under a single Governing Board, this is called a Federation. This single Governing Board can share resources and expertise across the schools and work to raise standards and improve teaching, learning and leadership of the schools.

## **What is our Vision for the Federation?**

**Our vision for the federation is two distinct schools, each with their own unique character, working together to ensure the best possible outcomes for all of our pupils.**

This would mean:

- The two schools would remain as separate schools but under the leadership of one Executive Head Teacher, with a Head of School based in each school;
- A single Governing Board responsible for governance and staffing in both schools;
- Shared leadership across the two schools; and
- Shared policies and procedures.

**This is *not* a proposal to create one school; the two schools would remain separate under one Executive Head Teacher.**

### **Each school would:**

- Have its own Head of School;
- Keep its own name, identity and uniform;
- Have its own separate budget;
- Have separate Ofsted inspections; and
- Remain under existing Admission processes.

## **What would federation mean for children and parents/carers?**

- A consistent approach to high quality teaching and learning for all pupils as best practice is shared between the two schools;
- A consistent approach to high expectations of behaviour, both in and out of the classroom;
- More opportunities to share and manage expertise and facilities effectively thereby enriching the children's learning experience;
- The opportunity for combined community activities;
- Stronger links within our cluster, and will support transitions to Secondary School;
- A dedicated Head of School at each school; and
- An Executive Head Teacher and shared Leadership team developing high quality teaching and learning throughout both schools.

## **What would federation mean for staff?**

The proposal is for shared leadership between the two schools:

- One Executive Head Teacher working across the federation;
- A Head of School at each school who will be responsible for the day-to-day administration and help create plans and systems to drive the strategic vision of the partnership forward;
- A Head of Learning working across the federation, who will be responsible for teaching and learning development and strategic planning;
- Assistant Heads working across the federation, to constantly review and improve learning and the curriculum;
- Current staff will continue to be employed on the same conditions of service;
- Stronger collaboration and the size of the combined schools will allow for increased opportunities for continuing professional development and career development;
- The combined size of the schools will enable the proposed federation to attract and retain high quality staff;
- Developing a common approach to teaching and learning including assessment; and
- Development of continuity and quality by identifying best practice from both schools and applying it across the federation.

## **What would federation mean for our local community?**

- Two schools, under one leadership, will draw wider and improved community links, which would be strengthened by joint community partnerships and events;
- Opportunities for the local community to become more involved in the work of the federation would be enhanced, both during and after school;
- Other service providers, in the positive support of children and families, will be used more effectively in the roles they perform within the schools; and
- A commitment to a stable, yet flexible, primary provision in the immediate local area.

## **The New Governing Board**

Under the proposal, the two separate school Governing Boards will be disbanded and replaced by a single, newly-appointed Governing Board with responsibility for both schools within the federation.

The new federated Governing Board of 15 members will become effective from **Monday 10<sup>th</sup> June 2019** comprising:

	<b>Parent Governors</b>	<b>Staff Governors</b>	<b>Executive Headteacher</b>	<b>Local Authority Governors</b>	<b>Community/ Co-opted Governors</b>	<b>Partnership Governor</b>
<b>Ashleigh</b>	2	1	1	1	8	2
<b>Robert Kett</b>						

In addition, the Governing Board can also include Associate Governors who will be appointed with due regard to their skills (per current regulations), and to ensure a balance of representation between the two schools. Community Governors could include parents, carers, staff members as well as external community members.

## **Consultation Period Timetable**

This consultation starts on **Tuesday 26<sup>th</sup> February 2019 and ends at 4pm on Wednesday 24<sup>th</sup> April 2019.**

Open sessions for parents, carers, staff and others with an interest or stake-holding in the school will be held at:

- 9am on Monday 18<sup>th</sup> March at Ashleigh Primary School
- 9am on Tuesday 19<sup>th</sup> March at Robert Kett School
- 6pm on Wednesday 20<sup>th</sup> March at Robert Kett School
- 6pm on Thursday 21<sup>st</sup> March at Ashleigh Primary School

This proposal, our Frequently Asked Questions (FAQs) and a guide to federations from the National Governors Association is available from both schools' websites, [www.asleighprimary.com](http://www.asleighprimary.com) or [www.robertkett.net](http://www.robertkett.net)

## **How can you give your feedback?**

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/8TqPieWEnLRpkRrH2>
- 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.

All responses should be submitted by **4pm on Wednesday 24<sup>th</sup> April 2019** but early comments or questions will allow the two Governing Boards to consider them fully ahead of the final decision.

## **Final Notification**

Upon completion of the consultation period, the two Governing Boards will meet to discuss the feedback and to take final votes on whether to proceed with the federation.

The final decision will be communicated to all parents, carers, staff, pupils and stakeholders by **Friday 10<sup>th</sup> May 2019.**

This decision will affect us all, so please do be part of the process and have your voice heard.

Melissa Marfleet-Collins

Ruth Royle

Chair to the Governing Board  
Ashleigh Primary School and Nursery

Chair to the Governing Board  
Robert Kett Primary School