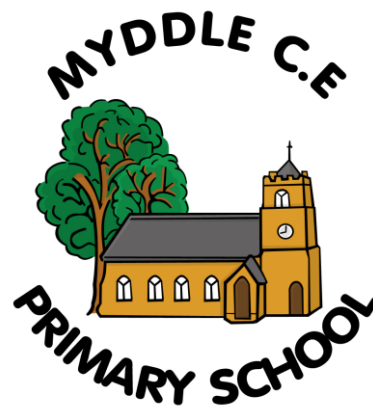


Consultation document outlining the proposal
to form a federation between
Baschurch Church of England (VA) Primary
School and Myddle Church of England (VC)
Primary School.



Growing, learning and living in the love of God'



The Governing Bodies of both Baschurch CE (VA) Primary School and Myddle CE (VC) Primary School present this document for consultation.

This is your opportunity to let us know what you think about the proposal.

Consultation Period

22 November 2016 to 20 January 2017

This paper contains:

1. An explanation of the proposal; the reasons why we are recommending the federation of the two schools and it also sets out the proposed timeline for implementation.
2. A response form for you to complete and return to us, letting us know your views.
3. Details of 'surgery style', meetings for parents/carers and the wider community that have been arranged to help the consultation.

Circulation:

Parents and Carers

Staff

Governors

Eleanor Harris Trust

Shropshire Council

Baschurch Parish Council

Myddle, Broughton and Harmer Hill Parish Council

The Diocese of Lichfield

Rt Hon Justine Greening MP, Secretary of State for Education

Why federation?

Many schools are considering extending, and formalising, their current collaborations and an increasing number are developing plans for federation.

Baschurch CE (VA) Primary School was inspected by Ofsted in January 2013 and judged to be a good school. Leadership was judged to be good. Myddle CE (VC) Primary School was inspected by Ofsted in May 2013 and judged to be a good school with good leadership. Since then, the headteacher at Myddle has left and the governors were unable to appoint a suitable replacement. The Local Authority (LA) is actively encouraging a federation whilst retaining the identity of each school and approached Clare Williams, the headteacher at Baschurch, to help on a temporary basis from Easter 2016 as Acting Executive Headteacher.

As Church of England schools, the schools have shared responsibilities and values together with a common ethos. The structure of the governing bodies is slightly different. The children of both schools feed into the Corbet Academy at Key Stage 3. The LA favours a federation as it will provide significant benefits across both schools. This is supported and endorsed by Her Majesty's Inspectorate (HMI).

Both schools would benefit from working collaboratively in a formal partnership as it would ensure sustainability at a time when locally, year on year, pupil numbers of Reception age pupils are falling. In a time of a much publicised shortage of headteachers and tight school budgets, there can be one headteacher across both schools. Financial savings can be made by both schools through working in federation which can then be spent on improving provision.

The governing bodies of both schools have met and agreed that the best way forward would be to form a federation between the two schools.

The LA has some significant experience in brokering and supporting federations and has found that the system offers an excellent model for both short term and long term sustainable school improvement whilst being beneficial for pupils and staff of schools involved.

What is federation?

A federation, which may be referred to as a formal, 'hard' federation, is two or more schools that share a single governing body. Up to this point, we have been operating as a 'soft' collaboration but now wish to move forward to the next stage. The ability to federate is provided for by Section 24 of the Education Act 2002. Unlike amalgamation, where two schools amalgamating would become a single school, schools in a federation retain their identity and category (VA or VC), their name, school budget (if determined to do so by the governing body) and have their own Ofsted Inspection. Governors will have joint responsibility for the schools in the federation. The federation is therefore a true partnership as governors work to secure the interests of the schools. This is NOT an amalgamation of schools, nor becoming an academy.

What are the benefits?

One strategic governing body means that schools can work formally together to improve opportunities for children.

The key benefits for the children are:

Access to a wider peer group, increasing diversity

Richer curriculum possibilities and facilities, with enrichment opportunities for all pupil groups, including the more able.

Joint visits and activities increasing opportunities.

Sports activities at the Corbet etc. We can join together making sure both schools can be represented.

Joint charity fundraising.

Key Considerations for Staff

Strong leadership using more strategic leadership and management structures, allowing school-based leaders to focus on teaching, learning and raising standards;

Opportunities to develop future leaders through mentoring and sharing expertise;

Attractive recruitment opportunities and retention of staff by providing a range of professional development and new career pathways for staff across the federation;

New opportunities for staff to work together, increasing motivation reducing workload and isolation through shared planning and activities;

Ways to maximise the sharing of resources, take advantage of economies of scale and avoid the duplication of resources and effort;

Shared responsibilities and accountabilities for children across communities rather than just within a specific school.

The offer of extended services across schools and a variety of activities, childcare, parent support and community access which an individual school may not be able to provide;

Community cohesion to help sustain education provision within semi-rural communities.

The key considerations for the existing governors of both schools are:

Maintaining and improving further our schools' educational standards through effective leadership in both schools which has a relentless focus on delivering high quality teaching and learning opportunities.

Ensuring the individual character of both schools is maintained, recognising their significance in their communities;

Maintaining the strong Christian ethos of both schools.

Securing long term sustainability.

Long term vision of the federation:

As a federation, Baschurch CE (VA) Primary School and Myddle CE (VC) Primary School will continue to provide an excellent education for all pupils centred on Christian values. Our schools will be safe, stimulating and happy environments for children, parents and staff. We will provide a broad, balanced and relevant curriculum and expect staff to believe in the ability of all pupils; having high expectations of what they can achieve. Children at our schools will experience consistently high quality teaching to enable each child to achieve his or her full potential. We will encourage each child to develop a sense of self-esteem, self-discipline, personal responsibility and respect for others. We will have high expectations of behaviour.

The federation will foster an environment of innovation and continuous improvement. Staff will be expected to take ownership of their professional development and engage with the opportunities presented. The two schools will exist in a mutually beneficial relationship, sharing resources and building on their respective strengths to deliver a high quality of education for ALL pupils.

What is the process?

- Informal discussions and decision in principle to proceed by each school considering federation;

- Statutory Consultation – a minimum of 6 weeks by which written representations may be made regarding the proposals;
- A joint meeting of governing bodies to consider outcomes from the statutory consultation;
- Individual governing bodies make their final decision;
- If both governing bodies decide to proceed, a new Instrument of Government for the federation is drafted by the LA and Lichfield Diocese and subsequently approved by the federated Governing Body;
- Federation takes effect from the agreed date.

Timeline for proposed federation:

April and May 2016	Information gathering
June 15 th (Baschurch) June 28 th (Myddle)	Governing Bodies agree to investigate the option of federation between the two schools and form a Joint Working Party.
October 10 th 2016	Preparation of a Report outlining the benefits of federation for presentation to the individual governing bodies.
November 15 th 2016	Preparation of draft proposal for federation (public consultation document). (Documents revised if required in light of discussion.)
November 22 nd 2016	Proposal Document sent out to stakeholders for consultation. (Minimum of six weeks consultation period.)
Myddle Primary School Tuesday 10 th January 2017 3.30pm to 4.30pm or Baschurch Primary School Wednesday 11 th January 2017 5.30pm to 6.30pm or	Surgery style meetings for parents/carers and the wider community. The Chair and Vice Chair of Governors for both schools will be available on both dates. There will be a short introduction followed by an opportunity to ask questions and give your views. Parents/Carers are welcome to attend a surgery at either school, regardless of which school you use as the meetings will be identical.
Week commencing 23 rd January 2017	Collation of responses from public consultation (Joint Working Party).
Week commencing 23 rd January 2017	Presentation of collated responses from public consultation to all Governors (from both governing bodies). Individual Governing Bodies then withdraw to meet and make final decision on whether they wish to proceed with federation.
Monday 27 th February 2017	If both Governing Bodies have resolved to proceed with federation then the existing Governing Bodies will be dissolved and the new Federation Governing Body will be constituted. (A new Instrument of Government for the federation is drafted by the Local Authority/Diocese and approved)
Date Monday 27th February 2017	Schools operate as a federation.
27th Feb – 20th March	Parent Governor elections – three week period to include proposals, nominations and elections of parent governors.
21st March 2017	First meeting of newly federated governing body

Context of the two schools in the proposed federation*:

	Baschurch CE (VA) Primary School	Myddle CE (VC) Primary School
Number of roll:	169	96 (inc Pre-School)
Number of classes:	6 classes made up of YR, Y1, Y2, Y3/4, Y4/5, Y5/6	4 classes made up of N, Y1/2, Y2/3/4, Y4/5/6
Percentage of Special Educational Needs/Disabilities: (SEND)	7.8%	11.6%
Number of Pupils with SEND Statements/ Early Health and Care Plan	1 pupil	3 pupils
Percentage of Pupils at SEND Support	7.1%	8.4%
Percentage currently eligible for free school meals:	7.1%	5.3%
Attendance	94.69%	98.03%

*Correct on 15/11/16

What will this mean for our schools?

What will stay the same?

Each school will retain its own identity, category (VA or VC) and name;

Children will continue to be taught in their local school although some activities may be shared;

Both schools will retain the Christian distinctiveness;

Present staff will remain employed by their current school;

The federated governing body will be the admissions authority for Baschurch CE (VA) Primary School and the Local Authority will be the admissions authority for Myddle CE (VC) Primary School.

Voluntary Aided schools (VA) are usually called faith **schools**. In a **Voluntary Aided school** the land and buildings are normally owned by a charity, often a religious organisation such as a church. In this case, Baschurch is supported by the Eleanor Harris Trust. The governing body is responsible for the strategic overview of the **school**.

A **Voluntary Controlled school (VC school)** has a foundation or trust (usually a Christian denomination, but not always) and has a formal influence in the ethos of the **school**.

What will change?

The federation will have a name as it is a separate legally constituted corporate body. We welcome suggestions for a name for the Federation as part of your consultation response.

All land and property, rights and liabilities which immediately before the federation date was held by the governing body of the federation school transfers to the governing body of the federation.

Under the proposal, the two separate school governing bodies will be dissolved and replaced by a single, newly-appointed governing body with responsibility for both schools within the federation. The new governing body will be made up of 14 governors in the following categories (Regulations determine degree of flexibility)

Constitution of the federated governing body will be 14 as follows:

2 x Parent governors;

1 x Staff governor:

- 1 x Headteacher
- 1 x Local Authority governor
- 1 x Co-opted governor
- 8 x Foundation governors *to be made up of the following:*
 - 2 ex officio*
 - 6 Appointed by Lichfield Diocesan Board of Education*

More information about becoming a governor will be available at a later date.

Proposed leadership structure:

The current Acting Executive Headteacher will be appointed by the federation to permanently lead both schools. Both schools will operate with their own senior leadership teams but working in partnership to realise the vision of the federation. They will be accountable to a single governing body. The Executive Headteacher will be supported at Baschurch by the Deputy Headteacher and School Business Manager and at Myddle by the Assistant Headteacher.

Staffing:

Terms and conditions for staff will remain unchanged, as will staffing policies and procedures. Staff will remain at their current school, although the specialist knowledge and creativity of individual teachers and other staff may be shared by both schools. In future, some members of staff could move or work across sites as part of their career development or talent sharing. New staff joining either school after federation may be offered a 'federation' contract.

How do I respond?

The Governing Bodies of Baschurch CE (VA) Primary School and Myddle CE (VC) Primary School would really like to hear your views. If you have any comments please let the governing bodies know by the deadline at midday on 20th January 2017

You can share your comments by:

- 1) Completing the attached questionnaire or writing a letter, sending it to:

Baschurch CE (VA) Primary School , Eyton Lane, Baschurch, Shrewsbury, SY4 2AU. Marked for the attention of Mrs T. Wixey, Chair of Governors.

Or;

Myddle CE (VC) Primary School, Myddle, Shrewsbury, SY4 3RP. Marked for the attention of Mrs J. Donoghue, Chair of Governors.

- 2) Emailing your comments to;

consultation@baschurch.shropshire.sch.uk

or

consultation@myddle.shropshire.sch.uk

Frequently asked questions (FAQs) are attached for your convenience

Proposal to federate Baschurch CE (VA) Primary School and Myddle CE (VC) Primary School

Frequently Asked Questions

1. Will the name of the schools change?

NO. Each school will keep its own name but there will be a separate over-arching name for the Federation and a single governing body.

2. Will school uniforms and logos change?

NO. Each school will keep its current uniform, logo and unique identity.

3. Who will be the Headteacher of the Federation?

Our proposal is that the Federation will appoint Mrs Clare Williams as the Executive Headteacher to oversee both schools. She will be supported by Mrs Michelle Hillidge, Deputy Head and Mrs Lorraine Knight, Business Manager, at Baschurch, and by Mrs Kerry Goddard, Assistant Headteacher, at Myddle.

4. Will there be any change to admission arrangements.

NO. Each school will have the same arrangements as they do currently.

5. Will school start and finish times change?

NO. At this time, start and finish times will stay as they are now in each of the schools.

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

Pupils will be on roll at their individual school within the Federation: the schools will belong to the Federation.

7. 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 money to continue to ensure outstanding opportunities for children.

8. Will the federated schools combine their pupil results?

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

9. Will the Federation be inspected by Ofsted?

NO. Each school will have separate Ofsted inspections and be graded separately, as they are now.

10. Who employs the staff of a Federation?

Staff will continue to be employed by each of the two schools, but managed by the single governing body. Future staffing appointments will be made by the Federation.

11. Will there be any changes in the conditions of service for staff?

NO. There will be no changes and staff will continue to be employed on the same conditions of service as defined by Shropshire Council contracts. This means that, for example, all employment rights and pension arrangements will stay as they are now.

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

Existing members of staff will continue to work in the school as they presently do. However, there may be opportunities for staff to work across schools. We hope that staff will be able to take these opportunities as Continuing Professional Development (CPD) and sharing of good practice to improve the pupil outcomes.

13. Will the schools have the same PD 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 PD days.

14. Do schools in a Federation share a governing body?

YES. The previous governing bodies of each of the schools will be dissolved and a new single governing body will be set up.

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

NO. The schools in the Federation will collaborate and work together as equal partners. The single governing body will have representation from each of the two schools.

16. Is there any research on the impact of Federations?

YES. Ofsted has reported that, where schools work together and share leadership, standards have been raised and there have been improvements in children's achievement and behaviour.

(Leadership of More than One School; Ofsted, September 2011

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/335189/case-studies-a-study-of-the-impact-of-school-federation-on-student-outcomes.pdf

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

If a decision is made to federate, the proposal is this would take effect from 27 February 2017.

18. Can a Federation be dissolved?

YES. The governing body can choose to end a Federation if it is believed that it is no longer in the best interest of the pupils and stakeholders. This is not an action that would be taken lightly or without due diligence and consultation.

19. Is federation a pre-cursor to becoming an academy?

NO. Becoming a federation is a separate process undertaken only by maintained primary schools.

20. What about the future?

Whilst it is difficult to anticipate what challenges the future will bring, the new joint governing body would adhere to Government Legislation and always make decisions that are in the interests of both school communities and consult, as necessary with parents, staff and other stakeholders. If, at the end of the consultation period, the decision taken is not to proceed with the Federation, it would be the governing bodies' intention for both schools to continue as prior to the soft collaboration, under individual headteachers and with separate governing bodies.

November 2016

RESPONSE FORM to consultation document outlining the proposal to form a federation from **27th February 2017** between Baschurch Church of England (VA) Primary School and Myddle Church of England (VC) Primary School.

Responses must be received by midday on 20th January 2017

Name:

Address (Optional):

Postcode (Optional):

1) I am a: (please tick box as appropriate)

Parent/Carer of a pupil at Baschurch CE (VA) Primary School	<input type="checkbox"/>
Parent /Carer of a pupil at Myddle CE Primary School	<input type="checkbox"/>
Member of staff at Baschurch CE (VA) Primary School	<input type="checkbox"/>
Member of staff at Myddle CE Primary School	<input type="checkbox"/>
Other interested party (Please state).....	<input type="checkbox"/>

2) What is your view of the proposal for federation of the two schools? (please tick box as appropriate)

I support the proposal for federation	<input type="checkbox"/>
I do not support the proposal for federation	<input type="checkbox"/>
I am not sure	<input type="checkbox"/>

3) Would you like to provide more detail on your view? Do you have any further comments? (continue on reverse of page if required)

4) Whilst both schools will retain their names, a name is needed for the federated governing body. If you have a suggestion for this name then please share it here.

Please send your response to either:

Baschurch CE (VA) Primary School , Eyton Lane, Baschurch, Shrewsbury, SY4 2AU. Marked for the attention of, *Chair of Governors* *or*

Myddle CE (VC) Primary School, Myddle, Baschurch, Shrewsbury, SY4 3RP. Marked for the attention of, *Chair of Governors.*

Please note that your responses will remain confidential to the schools' governing bodies.

Thank you for your response.

