



Crowlands Primary and Newtons Primary Federation Consultation FAQs



What is Federation?	A Federation is where schools work together with one Governing Body overseeing the strategic management of both schools. The schools remain separate, retaining their individual characters and each school continues to have their own budget and admissions criteria.
Why Federate our schools?	The Governing Bodies believe that this is in the best interests of the children, staff and the wider community.
If the Federation were to happen, what changes would I see in my child's school?	On a day-to-day basis there would be little change.
Would the schools lose their individual characteristics?	No - both schools would retain their individual identities, names and ethos. The schools would also retain their own uniform, class teachers, office staff, premises and Parent Associations. Federations do create opportunities for children to work closely with children from the other school in the Federation.
What are the benefits of Federating the two schools?	<p>Enhanced learning opportunities for our children, for example, the sharing of expertise to meet the needs of all, ensuring the long term future success and learning of our children. -</p> <ul style="list-style-type: none">• Single vision and ethos• An improved curriculum offer• Flexible leadership capacity• Flexible staffing and specialism• Greater consistency of teaching and learning for pupils• Greater continuity in terms of expectations, behaviour and partnerships with parents• Improved opportunities for staff• Shared expertise at many levels• Economies of scale <p>Access to a wider range of facilities and shared resources, which may not otherwise be available to an individual school.</p>
Is there evidence to show that such Federations prove successful?	<p>Ofsted completed a review of federations, which found that schools working in partnership are generally of a higher standard than those working alone. You can read an article about this at:</p> <p>http://www.nga.org.uk/thenga/media/NGA-Image-Library/Ofsted_federations.pdf</p> <p>There was also a relevant BBC news article published, "Pupils more confident in federated schools". This can be found at: http://www.bbc.co.uk/news/education-15004918</p>

Can a Federation be dissolved?	Yes - de-federation is a simple process if two schools decide to separate again. It is considered good practice for a Federation to be reviewed every two years.
Why Federate now?	Each Governing Body looks at federation as a positive opportunity to enhance the children's educational experience and further broaden success and skills.
What changes would the Federation bring to the Governing Bodies?	If Federation were agreed, these dedicated Governing Bodies would be replaced with a single Governing Body responsible for both schools. Both schools would have representation on the new Governing Body
What financial implications will there be?	Both schools retain their individual budgets. The funding of schools is based on pupil numbers and building size and as these numbers will not be affected by federating, the school budgets will remain the same.
Is this a cost saving exercise?	No - the recommendation to federate has been reached jointly by the Governing Bodies of both schools.
Will the Governors take full account of the view of the parents and staff?	The Governors have published a proposal and will consider all the feedback and make every effort to address any comments. The ultimate decision to federate the schools will be taken by the Governing Bodies of both schools, taking into consideration all the views submitted.
What will be the impact on support service staff? (caretakers, cleaning, catering etc)	No changes of these services are anticipated as a result of federation.
Will staff get the opportunity to work at both schools?	This is the spirit of federation there may be opportunities to work across both schools but nothing is forced. Decisions are based upon consultation and negotiation.
Questions the children may have	<p>Will I have the same teacher and classroom? Yes. However, the teachers in both schools will be able to share ideas and think of ways to make your learning fun and interesting.</p> <p>Will I be expected to go to the other school? No, you will continue to go to your school as you do now and there will be no changes to your school routine.</p> <p>Will my school uniform change? No. You will continue to wear the same uniform you do now.</p>
Questions Parents may have	<p>Will the school names change? No. There is no requirement or intention to change the name of either school. Whilst we appreciate the strengths federation can bring, we also know that it is important for each school to retain its unique identity.</p>

	<p>Do the pupils belong to a federation or to a single school? The pupils would belong to a single school within a federation. The schools would belong to a federation.</p> <p>Will school start and finish times remain the same? There are currently no plans for change the start and end times at either school.</p> <p>Will the uniforms remain the same? Yes. Both schools would continue to have their current uniforms</p> <p>Who will I go to with a complaint/concern? This would be the same as it is at present. You would speak with your child's class teacher in the first instance and then to the Year Group Leader if any issue is not able to resolved at that point? Further guidance can be found in the individual school's Complaint Policy.</p> <p>Will federating the schools affect the tracking of my child's progress and/or welfare? The tracking of your child's progress and ensuring that your child is happy and well cared for at school, would remain the highest of priorities for the staff, as it is now. By federating the schools, staff would continue to be able to share ideas that would further improve tracking systems in both schools.</p>
<p>Questions Staff may have</p>	<p>Will there be any changes in the conditions of service for staff? There will be no changes for existing staff. They will continue to be employed on the same conditions of service as defined by existing London Borough of Barking and Dagenham or London Borough of Havering contracts respectively for each school. This means that, for example, all employment rights and pension arrangements will stay as they are now. There will be no changes in the contracts of current staff, but there may be opportunities to work across both schools.</p> <p>Will anyone lose their job? No. Roles are not made redundant as a result of schools federating.</p> <p>Who will be responsible for my Performance Management? This will be completed by your current line manager</p> <p>Who employs the staff? All staff will be employed by the local authority as they are now.</p>

What are the Key Dates

- Consultation period starts: **Monday 27th November 2017**
- Consultation period ends: **Monday 22nd January 2018**
- Both *Governing Bodies* meet to consider all responses and vote on whether Federation will proceed: **Monday 29th January 2017**

The *Governing Bodies* then have seven days to feed this information back to staff, parents and stakeholders.

- Federation will take place on 16th April 2018