



PROPOSAL FOR FEDERATION BY THE GOVERNING BOARDS OF CROWLANDS AND NEWTONS PRIMARY SCHOOLS

Background

The Governing Boards of both Crowlands and Newtons Primary Schools by majority agreed to propose a federation between the two schools in order to capitalise on the educational, financial, and resource benefits that such an arrangement would bring. Evidence suggests that there would be many advantages to both schools via such an arrangement and, most importantly, for all the children who are educated at the two schools.

A federation is a governance structure which provides a firm but flexible basis for closer school to school partnership working. It enables schools to share resources, best practice, facilities and expertise. Schools in a federation retain separate identities, continue to receive full individual budgets and retain existing admission arrangements. They do, however, have a single governing board and can therefore make strategic and budgetary decisions in the interests of both schools, as well as target priority areas.

Primarily, any arrangement needs to be judged against the benefits for the pupils of Crowlands and Newtons across their entire primary phase. Any change will be on the basis of enhanced educational benefits, particularly in relation to overall improvements in standards. Many of the advantages for children, previously attributed to amalgamated primary schools, would also apply to schools within a federation - such as:

- a single vision and ethos;**
- greater consistency of teaching and learning for pupils**

- **greater continuity in terms of expectations, behaviour, partnerships with parents;**
- **greater continuity of support for vulnerable groups of pupils.**
- **alignment of effective policies, processes and practices**

We would ensure that the federated governing board would build on the strength of both schools.

We consider the advantages to be:

- **Single / joint vision and ethos**
- **An improved curriculum offer**
- **Flexible leadership capacity**
- **Flexible staffing and specialism**
- **Enhanced retention of staff**
- **Shared expertise at many levels**
- **Economies of scale**
- **Flexible budgeting**
- **Improved Continued Professional Development for all staff**
- **Improved Pupil Outcomes**

Proposal

Both governing boards have decided by majority to propose that the two schools join together in a federation. This would mean that there would be one governing board made up of 15 governors as follows:

CATEGORY OF GOVERNOR (STATE WHERE TERM OF OFFICE IS LESS THAN 4 YEARS	NO OF GOVERNORS IN EACH CATEGORY	NAME OF SCHOOL FOR PARENT GOVERNORS
Parent Governor*	1	Crowlands Primary
Parent Governor*	1	Newtons Primary
Interim Executive HT*	1	
Headteacher	1	
Staff Governor (1 Year)*	1	
LA Governor	1	
Co-opt (staff)(1 Year)	1	
Co-opt (1 Year)	8	

It is proposed that the asterisked governors would meet, and an interim Chair would be elected from the non-staff governors from this group. At that meeting they would appoint the LA governor and co-opted governors. At the next full governing body meeting, an election would be held for a Chair of the Governing Body for the term agreed by the governing body, which would be no less than one year.

The skills and experiences required of the co-opted governors will be determined with the support of Havering Governor Services.

Staffing

There would be one group of staff, who are employed by the Local Authority and are contracted to work at an individual school, either Crowlands or Newtons (unless agreed otherwise); who will be led by one single Executive Headteacher.

Budget

The amount of money available to the federation will be equal to the budget allocation to the separate Primary Schools. The total allocated budget could be used across both schools.

Inspection

Ofsted recognises that schools are involved in different partnership arrangements. The scheduling of inspections may be adjusted to facilitate a co-ordinated inspection. However, Ofsted will consider the date of the previous inspection for each school in the federation, together with other local information, which may make it inappropriate for federated schools to be inspected at the same time.

School status

The status of the federated schools will remain as maintained schools, with the London Borough of Havering as the admissions authority.

What happens next?

This proposal is being circulated to parents, carers, staff, London Borough of Havering and the Secretary of State for Education. Any of these interested parties can send comments via the School to The Federation Committee by email - federate@crowlands.havering.sch.uk or by dropping comments into the drop boxes available in both school Reception areas, by 22nd January 2018.

The governing boards will meet individually shortly after this date to take a final decision on federation. If finally agreed, it is proposed that the federation will take place on 16th April, 2018.

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