



Long Lane C.E. Primary School Marston Montgomery Primary School



Federation Consultation

Dear Parents / Carers,

Following our initial consultation, which we have used to gain initial views from parents, we will now begin our formal consultation with a more detailed document. We will be seeking parents' views again and there will be a further opportunity to meet with staff to raise concerns and questions.

The consultation regarding the Federation of Long Lane C.E. Primary School and Marston Montgomery Primary School commences at 12pm on Wednesday 16th May 2018 and finishes at 12pm on Wednesday 4th July 2018.

We would wish to encourage all those with an interest in the future of the two schools to take part in this consultation.

Full details of the proposal can be found in the document below,

Also included below is a copy of the Consultation Response Form for completion and return to either school - these can be placed in the boxes in each school's Reception areas, or emailed to info@marstonmontgomery.derbyshire.sch.uk (MMPS) or enquiries@longlane.derbyshire.sch.uk (LLPS).

No decision has been made as yet. At the end of the consultation period, the Governing Boards of the two schools will make a final decision on whether to federate, taking into account everyone's views and comments.

Consultation Proposal for the Federation of Long Lane C.E. Primary School and Marston Montgomery Primary School under One Headteacher and One Governing Board

1. What is a Federation?

A Federation is a collaboration and partnership between two or more maintained schools. The schools work together in a formal, legal collaboration with a single Governing Board overseeing both schools. Each school continues to be an individual school, keeping their existing category and character. The governing board of the Federation would receive individual budgets for each school, and would be able to use them across the schools in the federation.

This is not a proposal to create one school; the two schools would remain separate under one headteacher.

Each school would:

- keep its own name, identity and uniform;
- have its own separate budget;
- keep the current arrangements for admissions (these are determined by the admissions authority for each school, which is Derbyshire LA);
- be accountable for children's achievement at Key Stage 1 and Key Stage 2
- have separate Ofsted inspections.

2. Why is federation being proposed?

The Governing Boards of Long Lane C.E. Primary School and Marston Montgomery Primary School have been looking at possible ways of working more closely together to make the best of the educational provision for children in our local community.

The opportunity to consider the option of federation has resulted from the collaboration of the two schools, and the belief by the Governing Boards of the two schools that closer links, building upon



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existing close working, will ensure continuity and provide the best education for our children. The Governing Boards have both voted to undertake consultation with regard to federation.

This document sets out our proposal and how we think this federation could work. It sets out what federation would mean for children, parents, staff and the local community, and it forms part of a seven-week consultation process, during which we are seeking the views of everyone who has an interest in the school. It includes a response form for you to complete and return.

3. **The Federations vision** would be two distinct schools, each with their own unique character, working together to ensure the best possible outcomes for all our pupils.

This would mean:

- the two schools would remain as separate schools but under the leadership of one headteacher (known as the Executive Headteacher);
- a single, shared vision and ethos;
- a single governing board responsible for governance and staffing in both schools;
- shared leadership of the two schools;
- shared policies and procedures;

4. **The Federation's objectives** would be to develop:

- Shared values and clarity of purpose, improved links and learning pathways for pupils;
- Flexibility of staffing;
- Shared expertise;
- Strategic planning across schools presenting a common approach, avoiding duplication;
- Enhanced professional development opportunities and future recruitment;
- Creative use of resources and pooling of budgets and facilities to improve provision;
- Co-ordinated curriculum policies;
- Common teaching and learning strategies;
- Raise standards overall and improve the life choices for all children in the Federation.

5. **The formal name of the Federation** is yet to be decided, and in this document we shall refer to it as "the Federation". We propose that the final name shall be chosen by the children of both schools in a competition, as part of the ongoing process of the two schools coming together.

6. **The proposed size of the Governing Board:**

There would be a single Governing Board overseeing both schools. Therefore, the current separate governing boards would merge and reconstitute in accordance with the School Governance (Federations) Regulations 2012 and having regard to the DfE's statutory guidance for the constitution of governing boards of maintained schools. Recent governor guidance on federations has been produced by the National College of Teaching and Leadership (NCTL) in August 2014 and this would guide the reconstitution of the governors as relevant good practice.

The Governing board of the Federation would be composed of 9 governors from whom the chair and vice-chair would be elected.

Combining two boards of governors would give a greater range of expertise and experience. The Governing Board should be able to meet with a genuinely strategic agenda focussed upon the support and accountability of the schools' performance.

7. **The composition of the Governing Board of the Federation** would be:

The members of the Governing Board will be appointed with due regard to their skills (per current regulations), and the needs identified by the skills' audits undertaken.

- a) 2 parent governors (one from each school)



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- b) One LA governor
- c) One staff governor
- d) One headteacher
- e) Three Foundation governors
- f) 1 co-opted governor.

8. What could federation mean for children?

The Governors believe that a federation would enable each school to further develop the quality of its teaching and learning and provide a broader curriculum that encourages each child to fulfil his or her maximum potential while retaining the distinct ethos of our separate schools. In addition, the Governors believe that a federation is likely to enable the more effective use of resources, so that more energy is put into enriching our children's experience, within the curriculum and beyond.

9. What would federation mean for parents?

- A common approach to teaching and learning throughout both schools;
- A shared vision and ethos, with common approaches, e.g., behaviour;
- Consistency of communication and policies;
- The opportunity for shared activities.

10. Staffing of the schools within the federation:

Staff would continue to be employed by Derbyshire County Council. Their current terms and conditions of employment would remain the same.

- The proposal is for shared leadership between the two schools; this will mean one Executive Headteacher;
- It is proposed that there will be two senior leaders (referred to as 'Lead Teachers') who will be responsible for day-to-day management of the school, (Allison Hall for LLPS and Mrs. Janet Beloe for MMPS);
- 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;
- A common approach to teaching and learning, along with a single system of target setting, assessing, moderating teaching and learning, and tracking pupil progress;
- Development of continuity and quality by identifying best practice from both schools and applying it across the federation;
- It is anticipated, however, that staff will continue and extend partnership working with staff from both schools, and take advantage of the additional CPD opportunities that the federation will provide, in terms of shared expertise and resources, and shared training etc.
- Both schools will also continue to work with other schools in the local area.

11. 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 work that they do;
- A commitment to a stable, yet flexible, primary provision in the immediate local area.



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12. **Proposed federation date:** 1st September 2018

13. **Admissions authority:**

The Federation would adhere to the law relating to admission and the Admissions Code of Practice for Derbyshire County Council.

14. **School Funds and Finances:**

The two schools would continue to be funded separately.

15. **Other matters** as the governing boards consider appropriate:

Both schools would become part of the Federation; however, Long Lane C.E. Primary School would retain its links with the Diocese of Derby and as such would continue to be a Voluntary Controlled School.

16. **Key dates:**

Wednesday 16th May: Joint Proposal published by both governing boards, dated and letter sent to parents and made available to other stakeholders. The proposal will be available for inspection at all reasonable times at both schools.

Wednesday 16th May 2018 to Wednesday 4th July 2018: The Consultation Period (7 weeks)

Wednesday 6th June 2018 at 3.30pm: Open Meeting at LLPS.

Thursday 7th June 2018 at 6.30pm: Open Meeting at MMPS.

Wednesday 4th July, 12pm: Close of Consultation

17. The governors of both Long Lane C.E. Primary and Marston Montgomery Primary Schools have considered the issue of federation at length. They ask that parents support the work undertaken so far by responding to this document through attending the Open Meetings, -

- at 3.30pm on Wednesday 6th June 2018 at LLPS OR
- at 6.30pm on Thursday 7th June 2018 at MMPS

and asking questions and gaining clarity about the proposal. Parents are then asked to give written submissions either supporting or dissenting from the proposed federation and their reasons for this before Wednesday 4th July at 12pm. These representation should be sent to either school - these can be placed in the boxes in each school's Reception areas, or emailed to info@marstonmontgomery.derbyshire.sch.uk (MMPS) or enquiries@longlane.derbyshire.sch.uk (LLPS).

18. At a meeting at 7pm on Thursday 5th July, the two governing boards would consider information collated during the consultation process from all parties to enable them to make an informed decision upon the proposed federation. They would determine whether to proceed with the proposals as published, proceed with modifications that the governing board considers appropriate, or not to proceed with the proposals to federate. This decision would be conveyed to all parents in writing and any formal proposal, to federate or not, notified to the Secretary of State for Education and Derbyshire County Council.

Yours sincerely,

Kate Seymour (LLPS Chair of Governors) and Rachael Housley Bates (MMPS Chair of Governors)



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CONSULTATION RESPONSE FORM

Please let us know your views by completing this response form and handing into the school office by midday on Wednesday 4th July 2018.

Your Name: _____

Please tell us your interest in the schools by ticking the appropriate boxes:

Parent / Carer at Long Lane Primary School	
Parent / Carer at Marston Montgomery Primary School	

Other (please specify): _____

I support the Federation	
I do not support the Federation	
I am not sure	

Please add any comments or concerns you may have on the proposal