

# **Consultation on a proposal for a Hard Federation between St Mary's C of E (VA) Primary School and St Maddern's C of E (VA) Primary School**

**Date of publication: Thursday 8th November 2018**

## **1. Formal Proposal**

The Full Governing Body (FGB) of St Mary's C of E (VA) Primary School, Penzance and the Interim Executive Board (IEB) of Governors of St Maddern's C of E (VA) Primary School have both formally agreed the proposal to consult. The motion to consult was passed by the FGB of St Mary's C of E School on 16.10.18 and the IEB of St Maddern's C of E (VA) Primary School on 30.10.18.

## **2. What is a Hard Federation?**

A Hard Federation is a formal agreement between two schools to work together on a permanent basis. The partnership of the two schools is led and managed under the direction of a single Governing Body including representatives of both schools. However, each of the schools in the federation receives their own school budget, receives separate Ofsted inspection reports and has separately published results.

## **3. What are the benefits of a Hard Federation?**

A hard federation will formalise the relationship between the two schools who have been working in a learning partnership since January 2018. For St Mary's C of E (VA) School and St Maddern's C of E (VA) School the benefits are as follows:

### **VISION**

- Building capacity for strategic leadership at all levels with a dynamic and forward-thinking Leading Learning team driving school improvement across the federation.
- Strengthening the future of two Church of England Schools in West Cornwall and developing a strong Church of England vision for both schools.
- Developing a governance model that represents stakeholders across the two schools.
- Sharing governance expertise across the two school
- Developing strong governance to drive the vision forward and secure school improvement.

### **PUPILS**

- Shared learning opportunities at each school, a wide range of extra-curricular activities and participation in inter-school sporting events.
- Shared school visits (E.g. Porthpean Camp 2017 and 2018, London trip planned for 2019).
- Sharing facilities to promote children's well-being e.g. outdoor learning spaces at St Maddern's for outdoor and Forest School activities for all children.
- Pupils sharing learning with other pupils e.g. RE learning shared about Sikhism between KS2 at St Maddern's and Year 5 at St Mary's.

## **PRE SCHOOL**

- Able to offer provision from 2 years.

## **COMMUNITY**

- Providing opportunities for parents and carers and their children beyond the school day e.g. Playzone, Holiday Club through church-school links.
- Engagement of parents and carers across both schools learning from models at both schools.
- Development of links with mature members of both communities e.g. WI in Madron
- Increasing engagement with the community for learning e.g. links with Trengwainton, Geevor Mine and Porthcurno Museum.
- For each site to develop to be a hub of learning in the community.

## **STAFF**

- Provide increased opportunity for staff networking, sharing ideas and professional development.
- Sharing staff expertise across both schools.
- Joint staff meetings, in service training.
- Moderation of work across both schools.
- Increasing opportunities for staff development.

## **FINANCIAL**

- Share resources across both schools e.g. mini buses, membership of professional organisations to support learning.
- Bespoke purchasing power.

## **4. Governance Structure**

The single Governing Body for the Hard Federation will consist of 12 governors as follows:

**i) Parent Governors x 2**

One parent governor from St Mary's C of E (VA) Primary School

One parent governor from St Maddern's C of E (VA) Primary School

**ii) Executive Headteacher**

**iii) Staff Governor**

**iv) Local Authority Governor**

**v) Foundation Governors x 7**

Ex Officio Foundation Governor – the incumbent of St Mary's C of E Church Penzance

Ex Officio Foundation Governors – the incumbent of Madron Parish Church, Madron Foundation Governor – a representative from the Daniel Trust

Foundation Governor

Foundation Governor

Foundation Governor

Foundation Governor

*In accordance with the School Governance (Federations) (England) Regulations 2012 the number of Foundation Governors must outnumber the number of other Governors by 2.*

## 5. Staffing Structure

As both schools in the proposed federation are Voluntary Aided schools, staff are currently employed by the existing governing bodies. Were the schools to federate there would be no change to terms and conditions for existing staff, albeit the employer would be the new single governing body. It is possible that any new staff appointed to the federation may be appointed to work across the two schools in the federation where this would provide educational and financial benefits to the schools in the federation. The proposal is that there would be one **Executive Headteacher** leading both schools in the federation.

The teaching structure of each school would be as follows:

### January 2019

#### **St Maddern's C of E Primary School**

2 class teachers

0.1 SENCo

#### **St Mary's C of E Primary School**

7 class teachers

0.5 SENCo

0.1 Music support teacher

**This staffing structure as with all school staffing subject to review to meet children's needs for September 2019**

## 6. Implementation date

The proposed implementation date of the Hard Federation is 7<sup>th</sup> January 2019.

The name of the Federation will be An Baya Primary Schools Federation (An Baya is Cornish for The Bay). Both schools will retain their individual name in the Federation.

## 7. Admissions

Each school will continue to have its own Admissions Policy and new pupils will continue to be admitted to the roll of a single school in the federation. There would be no impact on existing pupils. The Admissions Authority for the schools in the federation will be the new single Governing Body (at present the Admissions Authority for each school is the individual governing body).

## 8. The Consultation Process

This consultation document will be circulated to all stakeholders, including:

- Parents at both schools
- Staff at both schools
- The Diocesan Board of Education

- The Local Authority
- Trusts\_(Madron Daniel School Foundation Trust)
- The Secretary of State
- Education Unions representing staff

Anyone wishing to comment on the proposal should provide comments addressed to Derath Durkin, Chair of St Mary's C of E (VA) Primary School, c/o St Mary's C of E Primary School, Redinnick Place, TR18 4HP or Jeff Davis, chair of the Interim Executive Board of Governors c/o St Maddern's C of E (VA) Primary School by noon on Wednesday 19<sup>th</sup> December.

The Governors of St Mary's C of E (VA) School will be also holding a meeting for all stakeholders of St Mary's C of E ((VA) School on Thursday 13<sup>th</sup> December at 3:30pm at St Mary's C of E School, Redinnick Place Penzance, TR18 4HP to further explain the process and answer any questions you may have.

The Interim Board of Governors at St Maddern's C of E (VA) school will be also holding meeting for all stakeholders of St Maddern's C of E ((VA) School on Tuesday 11<sup>th</sup> December at 3:00pm at St Maddern's C of E School, Bellair Road, Madron TR20 8SP to further explain the process and answer any queries you may have.

## **9. Decision**

At the end of the consultation period, the Governing Body of St Mary's and the Interim Executive Board of St Maddern's will meet collectively to consider the responses received. They will then meet separately for each body to decide whether to proceed with the Hard Federation. The Hard Federation will only proceed if the Governing Body of St Mary's and the Interim Executive Board of St Maddern's agree to the proposal.