

Consultation on a Proposal for Federation of Clandon C of E Primary School and Shere C of E Infant School

Frequently asked questions regarding the proposed Federation... .. and their answers

What is a Federation?



A Federation is a formal partnership between two or more schools, which includes joint governance over all the schools in the Federation. There would be one Governing Body for our two schools. Both sets of governors are now consulting on moving to a Federation.

Why are the schools proposing to federate?

- The current Governing Bodies at each school feel that to federate now is in the best interests of pupils currently at the school, along with those who will attend in the future, the staff and the respective communities we serve. Together we will be better able to weather any storms ahead and to provide within our villages, the small excellent schools for young children in which we passionately believe.
- Federation builds on our existing partnership, making it easier to develop better and wider opportunities for both pupils and staff, and will contribute to the long-term viability of both schools.
- Particularly, there are benefits in federation for small schools like ours in terms of enhancing both the educational and social experiences for pupils and the professional development for staff. There are also some economies of scale and efficiencies in processes.



Is this the first step along the road to closure for one of the schools?

No. There has been no discussion relating to closure. The Local Authority of Surrey is responsible for school places and is committed to supporting both schools in this venture and feels that federation would increase the resilience of both.

Would our school lose its identity, ethos and traditions?

No. Federation is beneficial for village schools because it supports and helps small, distinctive institutions to be stronger together, and provides some benefits otherwise only feasible in larger schools. Each school would remain a part of its own community but with a closer relationship, both pupils and communities stand to benefit.



What about OFSTED?

The schools will continue to be inspected by OFSTED as separate schools. In addition, each school will also continue to be subject to a Statutory Inspection of Anglican and Methodist Schools.



What will the Governance arrangements be? Will there be representation from each school on the Governing Board?

In a Federation, a single Governing Body is responsible for the governance of all the schools within it. The Governing Body would be drawn from both our schools and their communities. Governors will be selected (by the Diocese, local churches, parents, staff and Local Authority) according to their skills and the regulations.

Would a Federation improve children’s education?

Yes, the opportunities available to children would be greater. They would have greater access to both physical and teaching resources. There is a great deal of expertise across the two schools, so children would have more access to a variety of specialist teaching.



How will federation affect the financial position of the schools?

The budget for each school will remain separate. However, the Governing Body would be able to enhance value for money through joint purchasing and service provision.



Will money from the budget of one school be used to subsidise the other?

No.

Can a Federation be removed or dissolved?

There is a great deal of evidence to suggest that Federations do work and benefit their pupils and, as you know, our schools are already working successfully together in collaboration under a single Headteacher, but to formalise this collaboration and give security for staff, the Governing Bodies are now consulting on moving this arrangement on to a formal federation of the two schools with one Governing Body. Each of the Governing Bodies will consider consultation responses before separately making their final decision.

What is the proposed Senior Leadership structure?

We have found through temporary collaboration, an arrangement that we think works best. The intention is that, as now, the Headteacher would lead the Federation on a

strategic and operational level, working with the Governing Body and senior staff. The schools are geographically close, enabling the Headteacher to function across both sites. Under our current collaboration arrangement there is now a senior teacher in each of the two schools as part of the leadership team, this person is the key point of contact at their school for dealing with all day-to-day operational matters.



How would it affect staff?



- It is not anticipated that staff members would experience any significant change in their terms and conditions.
- Staff contracts would be subject to the Transfer of Undertakings (Protection of Employment) (TUPE) legislation and transfer to the new Governing Body on their existing conditions of service, enabling individually negotiated contract variations that have been put in place to support the current temporary collaboration, to be formalised.

- Governors believe a new venture such as this is an attractive option for teachers and support staff looking for a new challenge while providing welcome professional development opportunities for the staff of each school.
- As a Federation, the schools are more likely to be able to continue to recruit extremely well, attracting high quality, talented staff with the added benefit of opportunities to work across both schools.
- Our Federation would create a stable leadership team devoted to long term development of both schools.

Is there a risk that one of the schools would lose out in this arrangement?

No, although there are always risks with every decision made. There would certainly be an ongoing risk to the future of our two small schools if we decided to stay as individual small schools.



- This hard (formal) Federation would bring the two schools together in a full and equal partnership, which will enable the schools to continue to grow stronger together.
- The structure of the Federation will enable staff members' time and the benefits delivered by the Federation to be appropriately focused across both schools according to the documented needs of pupils at any given point in time.
- The single combined Governing Body has been structured to ensure each school's interests will be fully and equally represented in terms of the strategic development of both schools. This will ensure that the plan for each school benefits from a wider knowledge and context.

Would the schools keep their names and identity?

Yes. Each school will keep its own name and identity. There will be a new, separate name for the new Governing Body, The Newlands C of E School Federation.

Would the uniform policy remain the same?

Yes. Both schools will maintain their own policy regarding uniform.

Would the admissions' arrangements remain the same?

Yes.

- Both schools are Voluntary Aided Schools, and the same arrangements regarding admissions as presently exist would be in place for the new Governing Body.

- It would be their responsibility to put in place an admissions policy which ensures both schools meet the needs of each the communities served by the schools in the longer term.

Would pupils be registered to the Federation or a single school?

Pupils will be on roll at a single school in just the same way as they are now.

Would each school keep its own budget?

Yes.

- The schools will continue to have separate budgets funded by Government via Surrey Local Authority.
- The schools will also continue to have separate access to Diocesan capital funding, for the improvement of the two sites and buildings.
- Each school will be able to maintain their own 'charitable' funding activity to further improve their provision.
- Excellent business and financial expertise will continue to be provided by the schools' Bursar/Business Manager and her staff. This team already delivers shared services to both schools under the temporary collaboration. Any further change to the financial management structure will be the responsibility of the new Governing Body based on the recommendations of the Executive Headteacher.



Would the funds each school receives be affected by the federation?

No. All school budgets are worked out using a formula based on the pupil numbers for each individual school.

Would one school take the lead over the other?

No. The schools will continue to collaborate and work together as equal partners under a single Governing Body.



If you have further questions you can either email

Newlandsconsultation2020@gmail.com

**or write to Fiona McGowan, PA to the Headteacher at either school address
or register for one of the webinars at 8pm on 8th or 9th February 2021 by emailing the
above email address.**