 

**Proposal to Federate**

**Stonehouse Park Infant School (“SPIS”) and Park Junior School (“PJS”)**

**15 July 2021**

The governing boards of **Stonehouse Park Infant School** (“SPIS”) and **Park Junior School** (“PJS”) have decided to consult with staff, parents and carers on a proposal to federate. This is your opportunity to let us know what you think about the proposal.

**This paper contains:**

* **A definition of the term ‘Federation’.**
* **An outline of the proposal.**
* **A response form for you to complete and return.**

We are holding the following consultation meetings for parents/carers and any other interested parties to have the opportunity to speak to governors and staff about the proposed federation. You are welcome to attend any of these.

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| **Consultation Drop-ins** |
| **Stonehouse Park Infant School**Monday 19th July, from 3:10pm (outside, on school premises)  | **Virtual \***Monday 19th July, 6:30pm |
| **Park Junior School**Tuesday 20th July, from 3:10pm (outside, on school premises) | **Virtual \***Wednesday 8 September, 6:30pm |
| **Stonehouse Community Picnic on the Green – Town Green (in front of the Medical Centre)**Saturday 24th July, 1pm-2:30pm \*\* |

Note: Although COVID rules are relaxed by 19th July, we will hold the in-person drop-ins outside to minimise the risk of circulation of COVID-19. We request that individuals wishing to talk to governors follow the guidance in place from the schools in line with their policies (eg face masks and social distancing, as appropriate).

\* Zoom link: <https://us02web.zoom.us/j/5907448670>

\*\* Should the Picnic be cancelled (eg for bad weather), this particular consultation event will not go ahead.

**The governing boards of Stonehouse Park Infant School and Park Junior School have decided that they want to put forward a proposal to form a federation called Stonehouse Park Federation by December 2021. This was a decision reached by both governing boards (SPIS and PJS) at their respective Full Governing Board Meetings on 15/7/2021. The governing boards will reconvene shortly after the consultation period closes in September to agree any decision.**

**What is a Federation?**

**A Federation is where two or more schools share a governing board.**

* Both schools will remain independent; they will not merge into one school.
* Pupils will not change schools.
* The names of the schools will not change, nor will the uniforms.
* Admission arrangements will not change for either school.
* Both schools will continue to receive individual budgets.
* Both schools will continue to serve their communities and retain their catchment areas.

An Executive Head will be appointed over the two schools. He / she will be supported by a Head of School at Stonehouse Park Infants School, and a Head of School at Park Junior School, who individually provide local leadership at each school.

**What will happen to the current governing boards?**

If federation goes ahead, both governing boards will be dissolved and a single governing board will be formed. In accordance with legislation the governing board will consist of 15 governors comprising:

|  |  |  |
| --- | --- | --- |
| **Type of governor** | **Number** | **Detail** |
| **Parent** | 2 | Elected across both schools (ie. not ring fenced) |
| **Headteacher** | 1 | Executive headteacher |
| **Staff** | 1 | Elected across both schools |
| **LA** | 1 | Nominated by the local authority |
| **Co-opted** | 10 | Appointed based on skills and expertise |
| **TOTAL** | **15** |  |

*The School Governance (Federations) (England) Regulations set out the composition requirements*

**Vision for the federation**

Our vision for the federation is one which enables Stonehouse Park Infants School and Park Junior School to be co-ordinated schools serving the entire community in Stonehouse. Our vision is for the community’s children to receive the highest possible standard of education, from Nursery through to Year 6 by using the strengths of both schools to create a coherent curriculum which provides for their individual needs and interests. We will provide new opportunities for our high-quality staff, through CPD, joint working and maximising the resources available to them from both schools. We want parents to enjoy a seamless experience when their children move between schools, confident that the schools have a set of shared values to inspire and underpin learning, with common approaches in leadership and management. Our high-level vision statement for the federation schools is:

“Learning, playing and working together: where everyone is welcome and everyone can succeed.”

**What are the benefits for our children?**

A federation will provide our children with:

* The opportunity to secure the highest possible standard of education for all through a ‘whole school’ approach from Nursery to Year 6.
* An enriched, coherent curriculum and fully co-ordinated approach
* A wider range of opportunities through sharing facilities and teacher expertise
* Enhanced learning provision through joint educational visits, visitors, workshops and resources.
* Improved behaviour, attainment and greater enjoyment of school through consistent expectations from Reception through to Year 6
* A seamless transition between Nursery, Infant and Junior Schools
* A wider range of opportunities by pooling resources, sharing facilities and teacher expertise

**How will Federation benefit our staff?**

Federation will:

* Provide staff with a challenging and rewarding environment in which to grow professionally, giving opportunities that might not otherwise exist in the current school setting
* Allow staff to share knowledge and expertise over a wider colleague base
* Maximise the sharing of resources
* Increase opportunities for cross-phase working (between schools)
* Provide opportunities for joint CPD
* Allow staff to develop a more-coherent curriculum across schools
* Allow better cross-fertilisation of ideas between schools
* Allow teachers to recognise and leverage good practice between the two schools

**Proposed Staffing Arrangements**

At the outset the terms and conditions of all staff in both schools would remain the same and could not be changed without agreement. It would be at the discretion of the Federated Governing Board to make new appointments, teaching and non-teaching, to the Federation or to individual schools. One of the benefits of schools wishing to federate is that it is possible to deploy staff across the Federation. Federation provides opportunity to work at either school within the federation with agreement.

**What are the benefits to parents and the local community?**

Federation will provide Stonehouse with a coherent and integrated education provision for children from Reception to Year 6. In particular, federation will provide parents with:

* A consistent set of policies and processes between the schools (eg behaviour)
* A consistent approach in leadership and management
* Consistency in communication
* A seamless transition for their children between schools
* A more-secure long-term Primary provision for the whole of Stonehouse
* Increased opportunities for a quality education for every child
* Consistency in provision and support with an emphasis on early intervention where required, e.g. special educational needs.
* Improved quality of education by enabling schools to better target educational spend through pooling of resources where appropriate (eg facilities maintenance, IT)

**What are the benefits to Governors?**

Federation will provide governors with:

* A wider set of skills by using talent from the two existing governing boards and the wider community
* The ability to realise economies of scale with regards to school purchasing (eg IT, building contracts and so on)
* Increased flexibility to focus on education standards and needs for our community
* The ability to recognise and leverage good practice between the two schools
* The ability to attract additional high-quality teachers
* Increased efficiency through streamlined processes and consistency.

**The next steps…**

This document (dated 15 July 2021) is the start of a consultation period on the proposal to federate which will close on 20 September 2021. The consultation process, a minimum of 6 weeks, is a statutory part of the procedure for forming a federation between the two schools governed by regulation, and the governing boards of the schools proposing to federate must consult with:

* Gloucestershire Local Authority (FAO Head of Education)
* Staff paid to work at the schools
* Parents/carers of registered pupils at the schools
* Any other persons the governing boards consider appropriate

A letter will be sent to the Secretary of State within one week of publication of this document informing of the start of consultation by the governing boards of Stonehouse Park Infant School and Park Junior School on Federation.

Please can you complete the form below and return it as a hard copy or via email, to either of the addresses provided. A box will be placed in each school for your responses.

*Closing date for the return of the response forms is 1pm, 20 September 2021.*

**Proposal to Federate**

**Stonehouse Park Infant School (“SPIS”) and Park Junior School (“PJS”)**

**Consultation Reply Form**

Please give us your views on the proposal for the federation. If you have any questions,1 please include them in the comments box.

**Name (optional) : …………………………………………………………………………………………………**

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| **Comments :**(Please use the other side of this sheet if required) |

Please tick the boxes that apply.

 **SPIS PJS**

**A parent/carer of a child or children at one of the schools**

**A governor of one of the schools**

**A member of staff at one of the schools**

**A parent of a pre school child**

**Some other link to one of the schools**

**Someone else with an interest – please give details**

Please tick below in the appropriate box.

|  |  |  |
| --- | --- | --- |
| **I support the federation** | **I do not support the federation** | **I am undecided** |
|  |  |  |

Please can you complete the form and return it as a hard copy or via email, to either of the addresses below. A box will be placed in each school for your responses.

|  |  |
| --- | --- |
| **Clerk to the Governors** | **Clerk to the Governors** |
| Stonehouse Park Infant SchoolElm RoadStonehouseGL10 2NPclerk@park-inf.gloucs.sch.uk | Park Junior SchoolElm RoadStonehouseGL10 2NPclerk@park-jun.gloucs.sch.uk |

Please can you respond by 1pm, Monday 20 September 2021.