



## Consultation on a proposal to federate: Belton All Saints Church of England Primary School with Wroot Travis Charity Church of England Primary School



Consultation period 25<sup>th</sup> February - 7<sup>th</sup> April 2019

Dear Parent / Carer / Staff member

As you will be aware, following the departure of the Head Teacher at Wroot Travis Charity Church of England Primary School (Wroot Travis) there was difficulty in recruiting a replacement. Following advice from the Local Authority and Lincoln Diocese, Mrs Groves was approached by the governing board from Wroot Travis, to provide interim Head Teacher support whilst options about the future of Wroot Travis were considered.

The governors at Wroot Travis have over a number of years considered several options including the creation of a federation with other schools. Through exploring these options and based on the success to date of Mrs Groves acting as the Interim Head of Wroot Travis, the Local Authority, Lincoln Diocese and the Wroot governing board approached the governors at Belton All Saints to consider the creation of a federation between the two schools. In making their decision, Wroot Travis' governors acknowledged the similarities in the two school's values, ethos and the joint links to the Diocese as Church of England schools.

Following detailed discussions and visits to other federated schools, the governors of both schools, along with the Local Authority and the Lincoln Dioceses are proposing to create a single governing board (known as a 'hard federation') with Mrs Groves formally appointed as the Executive Head Teacher of both schools.

### We would like your views

Whilst both governing boards have considered this proposal, we will not make any decision until we have heard your views. The purpose of this document is to explain more about the proposal and identify how you can contribute to the consultation. To ensure there is ample opportunity to discuss this proposal, we will be holding several consultation events. In addition, we would be grateful if you would read this document and let us know what you think about the proposal by completing the attached questionnaire and returning it to your child's school.

The questionnaire is also available online:

<http://www.northlincs.gov.uk/your-council/have-your-say/consultations-and-petitions/current-consultations>

If you want to learn more about our federation proposal, we are hosting the following four drop in sessions. You are welcome to attend at either school:

❖ Wroot Travis Primary School:	Mon 4 <sup>th</sup> March	6-7pm
❖ Belton All Saints Primary School:	Wed 6 <sup>th</sup> March	6-7pm
❖ Wroot Travis Primary School:	Thurs 7 <sup>th</sup> March	8.45 - 9.45am
❖ Belton All Saints Primary School:	Fri 8 <sup>th</sup> March	8.45 - 9.45am

If none of the above dates are suitable for you, please contact your school office.

Thank you for considering our proposal and we look forward to hearing your views.

Best wishes

**Sarah Groves**

Head Teacher

Belton All Saints School and  
Interim Head at Wroot Primary

**Sarah Winkley**

Chair of Governors

Belton All Saints Primary School

**Kevin Moore**

Chair of Governors

Wroot Travis Primary School



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School

## The Proposal

The governors of Belton All Saints and Wroot Travis propose to create a formal partnership in the form of a 'hard federation' with a single governing board and single Executive Head Teacher, to take effect from **3<sup>rd</sup> June 2019**. This proposal is also supported by North Lincolnshire Council and Lincoln Diocese.

It is important to note that this is not a school merger or academy conversion: this is quite simply a 'leadership and governance partnership'. Both schools are rated as good by OFSTED and have balanced budgets; as such the move towards federation is more of a pro-active development that should help to ensure the sustainability of both schools for future years.

### What are the potential benefits to the two schools?

#### Benefits for children:

- continuing stability of education at both schools
- greater flexibility for the use of all resources to best meet children's needs
- broader learning and social experiences for children to further improve educational outcomes
- enhanced learning opportunities at both schools arising from:
  - shared expertise of staff across the two schools
  - joint curriculum initiatives
  - shared resources and facilities

#### Benefits for parents /carers:

- continuing stability and high quality provision of education at both schools
- greater educational opportunities for their children
- the retention of high quality staff
- the schools will continue to work closely with the communities they serve

#### Benefits for staff:

- enhanced professional opportunities
- sharing teaching expertise and good practice across both schools
- increased training and development opportunities
- extend the reach and impact of the strongest school leaders and teachers
- potential to develop leadership by creating opportunities for aspiring leaders
- both schools can share resources

#### For the governing board it will mean:

A continued commitment towards:

- raising standards
- promoting a caring, inclusive culture based upon Christian values
- providing excellent educational opportunities
- setting clearly defined objectives and roles, that ensure the structure and focus of the federated governing board is sound
- drawing on the expertise and commitment of existing governors

#### The financial implications:

- both schools will initially retain their own individual budget
- the way in which the formula for each school's delegated budget share is calculated will be unaffected
- both schools should benefit from increased purchasing power, economies of scale and best value for procurement of contracts and services
- both schools will be responsible proportionally for any shared costs
- a shared responsibility to manage both schools and their budgets

### **Proposed new governing board arrangements and leadership structure**

Both governing boards are committed to retaining the expertise and skills that exist within the current governing board arrangements. Therefore, the overarching principle is to ensure that the new governing board has sufficient vacancies to accommodate serving governors. Initially this would equate to 26, but overtime we would aim for this number to reduce to a potential model as shown below:

<b>Type</b>	<b>Number</b>	<b>Detail</b>
Parent	2	To be elected by parents of both schools
Staff	1	To be elected by staff of both schools
Head Teacher	1	Appointed automatically
Local Authority	1	To be nominated by North Lincolnshire Council
Foundation Governor	3	To be nominated by Parochial Church Council
Ex Officio	1	To be nominated by Lincoln Diocese
Co-opted	5	Based on skills needed by the governing board
<b>TOTAL</b>	<b>14</b>	

### **What are the head teacher's views?**

The opportunity for the two schools in Wroot and Belton to forge closer links is an exciting prospect. Historically we have worked together through both the Isle Schools Network and as Church Schools. A federation would enable a natural strengthening of these links in a more formal and strategic manner, supporting the development and stability of each of the schools into the future.

Whilst working within Wroot Travis Primary over the past six months I have come to see many similarities in the schools, not least the Christian ethos and values that the schools promote. Whilst similarities and shared aims are important; equally is the importance of maintaining each school's uniqueness of character and community.

Staff from Belton All Saints and Wroot Travis have already benefitted from recent joint working with shared training and assessment moderation exercises. This sharing of good practice would be able to develop further and create greater opportunities for leadership and management development at all levels. Collaboration would extend to all areas of school life include Governorship and administration.

Whilst retaining each schools' individuality, this collaboration would focus on raising standards, achievement and opportunities through the sharing of resources, educational experiences and teaching expertise for the benefit of all our children. Financial benefits are evident and linked to economies of scale so that each school, regardless of its size, is able to maximise its budget. The federation process would allow both schools to strengthen and become more outward facing in these times of change in the current world of education.

Sarah Groves

## Frequently Asked Questions?

We hope that the following information will help to answer some of your questions. We have also arranged a number of drop in sessions where *Governors* will be available to answer questions (see page 1).

What is a federation?	A federation is a formal arrangement where schools come together. In the case of a hard federation, as we are proposing, this means sharing a single governing board. The schools retain their separate legal status and retain the same amount of budget, admissions arrangements, performance tables and inspections (Ofsted and Church School).
If a federation was to happen what changes would I see in my child's school?	<p>The main change would be the new governance and leadership arrangements - there would be one joint governing board and one Executive Head Teacher who would be supported by a senior leadership team across the two schools.</p> <p>The individual identity and character of the schools would remain the same eg name, uniform, premises, values and ethos.</p>
What is an Executive Headteacher?	<p>The Executive Head would have overall responsibility for both schools with a strong focus on improving standards and strategic matters. She would address both individual and shared priorities for development, seeking to use good practice from either school to support this. There would be opportunities to streamline policies and practices and to align systems where appropriate.</p> <p>The Executive Head would spend time in both schools and would still be available to parents as the need arose.</p>
Does federating the schools ultimately cost more money?	<p>No - in fact it provides schools with opportunities to share costs and resources.</p> <p>Both schools will continue to receive their current budgets through the local authority. There are no additional central funds to support school federation.</p>
What would be the impact on teaching and support staff?	Other than leadership there are no immediate plans to change the staffing structure or services in either school but over time we may seek to share staff as roles become vacant or new ones are created.
Are there examples of other federations?	There are hundreds of federated schools across the country and several within North Lincolnshire, including Trentside Federation within the Isle.
Can a federation be dissolved?	Yes - De-federation is a straight forward process if two schools decide to separate again. It is considered good practice for a federation to be reviewed every two years.

## Consultation Questionnaire

Your views are important to us. Please take a few minutes to complete the following questionnaire. If you would like to discuss this proposal before completing the questionnaire, please attend one of the drop-in sessions.

1) Do you **agree** or **disagree** with our proposal (please tick one box)?

<p>I <b>agree</b> with the proposal to federate the schools.</p> <p> <input type="checkbox"/></p>	<p>I <b>disagree</b> with the proposal to federate the schools.</p> <p> <input type="checkbox"/></p>
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Please use the box below if you wish to explain your views on the proposal.

2) Which box best describes you? (please tick as many boxes that apply)

	Belton All Saints Primary School	Wroot Travis Primary School
I have children attending		
I am a member of staff		
I am a governor		
Other (please describe)		

Your name: (optional) ..... Signature: .....

Your information will be summarised and a report will be published online. No individual's comments or information will be disclosed.

Please return this form to your child's school by Friday 5<sup>th</sup> April 2019 or use our on-line questionnaire available via:

<http://www.northlincs.gov.uk/your-council/have-your-say/consultations-and-petitions/current-consultations/>

Online consultation ends 7<sup>th</sup> April 2019