



## A Proposal to Federate

Beacon Hill Community School

Solway Community School

**Consultation Period 23<sup>rd</sup> April to 8<sup>th</sup> June 2018**

## **Proposal**

The Governing Bodies of Beacon Hill Community School and Solway Community School confirm that they are in agreement with a proposal to federate and are seeking the views of parents, carers, staff and other stakeholder on the idea of establishing a federation between the two schools from 1<sup>st</sup> September 2018.

Each school will maintain its individual character, status and ethos so that it can continue to best serve the community within which it is situated. Both schools have collaborated together successfully for a number of years now, in particular with very close collaboration since November 2016, and with a shared Executive Headteacher and support staff since April 2017. The schools have supported each other to share resources and improve and achieve the best possible outcomes for their students. This proposal formalises that relationship between the schools and improves capacity for all the schools to meet the challenges of the future.

The senior teams and governors of both schools are fully behind the proposal to federate, but ultimately we need your feedback to ensure our wider community is fully engaged with the process and have the opportunity to consider the benefits of more formal collaboration. Ultimately this is a proposal to enhance our children's school experience and attainment through shared resources and experiences which your feedback can influence.

**Governors wish to hear your views on this proposal – details of how you can make your representations are at the end of this report.**

## **What is a federation?**

A federation involves a number of schools coming together under one governing body. It allows greater collaboration and sharing of resources to the benefit of all students.

## **The advantages of federation**

There are lots of reasons why schools may want to work together with in a federation. Beacon Hill and Solway have already been collaborating and sharing a leadership structure for over 12 months, and this has enabled us to provide better opportunities for our students, not only in the provision of the widest ever curriculum but also in extra-curricular activities, trips and visits. Our Governing Bodies feel that there will be the following particular benefits to federation:

- strong collaboration with shared accountability leads to better progress and attainment for students, helping us to meet rising expectations
- leaders and teachers share thinking and planning to spread expertise and tackle challenges together
- governors can come together to share strategic thinking, to combine skills and support each other in challenging times
- leaders, teachers and support staff can be shared, helping us find different solutions to recruitment challenges, retain staff by providing new opportunities, and plan succession more effectively
- we can provide richer curricular and extra curricular activities together, as well as care, guidance and support for students
- shared professional development has been arranged, led by staff from both schools
- economies of scale and collective purchasing can help us cope better with shrinking budgets

## **The Vision for the Federation**

Staff, students and parents have the moral courage and integrity to do the right thing for our students: to allow everyone to be what they are meant to be; to inspire everyone to reach their potential; to be happy, safe and hardworking.

## **Constitution of the new Governing Body**

Our proposed Governing Body will include:

- 4 Parent Governors
- 1 LA Governor
- 1 Staff Governor
- 1 Headteacher
- 8 Co-opted Governors

## **Statutory Regulations**

The following statutory regulations have been implemented when constituting the governing body:

- The School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016 allows for at least 2 parent governors but no allowance to stipulate from which school;
- The School Governance (Federations) (England) Regulations 2012 only allows for 1 staff governor and no allowance to stipulate from which school;
- The School Governance (Federations) (England) Regulations 2012, introduced the category of co-opted governors, the total number of co-opted governors who are eligible to be elected as staff governors must not exceed one third of the total membership of the governing body.

In constituting the new Governing Body, we will endeavour to ensure that an equal representation from each school is given preference.

## **Staffing Arrangements**

Will remain as they are. We currently have a shared Executive Headteacher and support staff and this will continue. Contracts of employment will not change. In future, while staff may work across both sites, employment contracts, line management and other employment related matters, e.g. pay, will be formally managed at one school or the other. Employment contracts will not be split.

## **Admissions Authority**

The admissions authority for both schools remains the Local Authority

## **Consultation Process**

Governors welcome representation on the attached form that can be dropped off at either Beacon Hill or Solway School.

Consultation events will also take place at the following locations; parents are welcome to attend any location where the time suits them.

<b>Consultation meeting 1</b>	<b>Consultation meeting 2</b>
<b>Solway Community School</b>	<b>Beacon Hill Community School</b>
25 <sup>th</sup> April 2018 4pm to 6pm	26 <sup>th</sup> April 2018 4pm to 6pm

