

FEDERATIONS

Frequently Asked Questions

What is a Federation?

A Federation is a formal arrangement between two or more schools which includes joint governance. The Governing Bodies are consulting on moving to a Federation.

This is different from an amalgamation, which is a permanent merging of two or more schools, usually by the formal closure of one or more of them.

What is the background to this proposal?

The schools are already working closely together and share an Executive Headteacher.

Why are the schools proposing to federate?

The Governing Bodies feel that to federate now is in the best interests of pupils and staff in both schools, and for those attending in the future, and in continuing to improve pupil achievement.

Federation would enhance the existing collaborative working, secure better and wider opportunities and contribute to the long-term viability of the schools.

There are particular benefits in federation for small schools, in terms of educational and social experiences for pupils and professional development for staff.

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

No, our vision is to bring additional benefits to each pupil's learning experiences. It is not part of a closure plan.

What will the leadership arrangements be?

The leadership of the schools would be shared by Mrs Sarah Taylor, Executive Headteacher of Kirkby Malzeard and St Nicholas C of E Primary Schools, who would be supported by other staff from each school.

There would be a single Governing Body for the Federation.

What about Ofsted?

The schools would continue to be inspected by Ofsted as separate schools.

Could my child be in shared classes with pupils from other schools?

There would be opportunities for some shared lessons in the future to enhance curriculum opportunities or to provide cost efficiencies (e.g. school visits).

It is not expected that pupils would move between the schools on a regular basis.

Would children at each school keep their present uniform?

Yes.

What would happen to admissions?

The admissions arrangements for the two schools would remain quite separate and exactly as they were before.

How would existing staff be affected?

Staff would continue to be employed by North Yorkshire County Council and would be under the leadership of the Executive Headteacher. It is envisaged that there would be greater opportunities for further professional development. The Federation would have a single Governing Body.

What would happen when a member of staff leaves?

When anyone leaves, the Governing Body would review the situation. Newly appointed staff would be appointed to the Federation and, if required, would be expected to work in both schools.

How would federating affect the financial position of the schools?

Each school would continue to receive its budget share. The Federation Governing Body would be able to look at ways of giving value for money through joint purchasing, service provision or cross-federation working.

Is the real reason for this to save money?

There is the potential for the schools to make savings so that they are in a stronger position as a Federation to protect provision in an uncertain economic climate. Both schools would continue to receive the same budget allocation whether they are in a Federation or not and so there is no potential for the Local Authority to save money.

Would our school lose its identity, ethos and traditions?

No. Each school would remain a part of its own community with a close relationship between the schools benefiting all pupils.

Will the two schools be merged together?

There are currently no plans to merge the schools. Under the Federation proposal, the identity of each school would be retained and the ethos of each school would be preserved.

What would the Governance arrangements be? Would there be representation from each school on the Governing Body?

In a Federation a single Governing Body is responsible for the governance of both schools. The new Governing Body would be drawn from both schools and the wider communities. The proposed governance structures are set out below:

- Elected Parent Governors 2
- Elected Staff Governor 1
- Executive Headteacher 1
- Local Authority Governor 1
- Co-opted Governors 3
- Church Foundation Governors 2

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 wider communities. However, it is possible to dissolve a Federation through a statutory process.

How would we know where the Executive Headteacher is on any given day?

Flexible arrangements will ensure that Mrs Taylor would be available at each site at different points each week. Parents and carers would be able to book appointments in the usual way.

Have Governors already decided to federate?

No, the Governing Bodies are consulting on moving to a formal federation with a single Governing Body. They will consider the consultation responses before making a final decision.