

Consultation for the Federation of Bonnevile Primary School with the Jessop Stockwell Federation and Children's Centre

28 April 2021



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Proposal to consult on the Federation of Bonneville Primary School with Jessop Stockwell Federation and Children's Centre

Consultation period: 28 April 2021 to midnight on 8 June 2021.

Proposal for consultation

For the attention of pupils, parents and staff

The governing boards of Bonneville Primary School and the existing Federation of Jessop and Stockwell Primary Schools propose the federation of their schools from July 2021. This is an important matter and before making a final decision, the governors of each school wish to seek the views of the pupils and their families, members of staff, and stakeholders within the wider community.

Under the Education Act 2002, schools and local authorities can propose that schools join together to create a federation. A federation is formed when two or more schools agree to work together on a formal basis through a single governing board. Federation schools remain separate schools at their existing sites with their own names and own identities. They have separate Ofsted inspections and continue to report separate results.

The governing bodies of the schools have formed the view that the proposed federation represents an exciting opportunity to further develop and deliver outstanding education for our children. This document sets out our proposal and how we think this federation would work. It explains what a federation is, what the federation would mean for pupils, parents, staff and the local communities, and it sets out the ways you can engage with us during this consultation period. It also provides information about the vision of the new federation for its family of schools.

As part of this consultation, the governing boards invite you to share your views by completing the feedback process no later than midnight on 8 June 2021.

The consultation feedback form is available on the Partnership Teaching and Learning website. Please follow this link:

<https://forms.gle/7yeXx4s4bmx2Qt3F8>

Message from the Lead Headteacher at Bonneville Primary School and the Jessop Stockwell Federation and Children's Centre

Ms A. Parker

Prior to the currently established partnership arrangement between JS Federation and Bonneville Primary School, I worked as the Consultant Headteacher to support in stabilising the Federation schools throughout a period of turbulence. As a result of the strengthening of leadership that developed, the formal partnership arrangement was established in April 2019. Since then, the blended approach to delivering education across our three communities has brought about reciprocal benefits that have been different for each school. These have included the need for swift school improvement; the gaining of capacity and retaining of staff; and access to a range of expertise, skills, premises and facilities. As a consequence, we believe a Hard Federation between the three schools is a strong fit.

From the shared expertise and joint capacity we have in leadership, we have achieved an established cross-school leadership structure that has ensured all schools benefit and improve continuously.

Over the past two years the Local Authority has been reviewing the outcomes of our schools. As a result of the partnership, improvements and the capacity for this to be sustained has significantly increased. This is due to a clear understanding of where each school sits on its improvement journey.

Establishing the future of our partnership is important to set the foundations for the future stability of each school.

Message from the Chair of Governors at the Jessop Stockwell Federation and Children's Centre and the Chair of Governors at Bonneville Primary School

Rodney Lenthall and Fiona Morris

Since April 2019 the Federation and Bonneville have been working closely together under the leadership of Andrea Parker. In that short time we have seen Stockwell improve from Requires Improvement to a judgement of Good at the last Local Authority review. We have seen a well managed response to the unique circumstances of the Covid pandemic, and a high standard of quality remote learning for all our pupils at each school as judged by Ofsted.

The expanded Federation will offer our staff opportunities for advancement and create a deeper pool of knowledge to the benefit of our pupils. We are facing stricter financial constraints, which can be better managed by sharing resources where possible. Building on what we, parents, staff, and pupils, have achieved so far will provide a better and wider education for our pupils into the future.

Introduction

Background

Bonneville Primary School and the Jessop Stockwell Federation and Children's Centre formed a Partnership in April 2019. The Partnership aims to support and enable the delivery of high-quality education and experiences at the point of delivery within the communities to which they serve.

The Partnership Vision is *"Excellence everywhere every day for everyone"*

We work together to secure the best possible outcomes for children, in line with the culture and diversity that exist within each school.

The partnership is committed to ensuring no school is left behind, and leaders support and empower each other to achieve this. We are relentless in our mission to enable each school to set high expectations for all, ensuring these expectations are met.

The aims of our existing partnership are to:

- Establish a culture of sharing, supporting and enabling each other to get the best for our children
- Set high expectations for all and ensure they are met
- Make use of our expertise so all schools benefit
- Plan a programme of cross-school events to maximise pupil engagement and create memorable learning experiences for children, ensuring children recall what they have learnt
- Train and develop staff in order to support teacher retention and stability for all schools
- Share resources, to maintain our quality of provision and to reduce teacher workload
- Ensure all schools benefit from economies of scale
- Ensure all schools improve quickly

The governing boards of Bonneville Primary School and the existing Federation of Jessop and Stockwell Primary Schools and Children's Centre intend to build on the foundations of this partnership by federating their schools from July 2021.

What is a federation?

A federation is formed when two or more schools agree to work together on a formal basis through a single governing body to run the schools. The benefits of federations include increasing standards and outcomes across federated schools and better use of resources.

What would the new federation mean for our children?

- An enriched learning experience due to opportunities to share expertise and facilities
- Increased capacity to meet the needs of children through the sharing of knowledge and resources and cross-school development of the curriculum.
- Continuity of staffing and leadership due to the opportunity to grow and retain our best leaders by moving leaders across schools within the federation where they might otherwise have left us
- A consistent approach to teaching and learning, tailored to the needs of pupils in each school
- The opportunity to take part in inter-school competitions and extra-curricular activities; to gain broader experiences through inter-school working and to feel part of a wider cross-borough school community
- The capacity to make recruitment to our schools more attractive so our children are taught by the best teachers available, and who also contribute to the future improvement of our schools

What would the new federation mean for staff?

- Increased opportunities for continuing professional development and career advancement
- Staff networks across the three schools, giving opportunities to train together, share ideas and learn from each other
- Enhanced opportunity for identifying and applying best practice across the federation
- Increased opportunities to gain experience within our family of schools
- Greater breadth of support for Early Career Teachers
- No change to conditions of service

Further benefits

- The temporary leadership structures that have been put in place during our current partnership would become permanent, giving stability and security for pupils, parents and staff
- Governance arrangements would reflect the reality of a leadership team that works across three schools. This will provide better support and challenge for the leadership team and will make accountability stronger. A particular advantage of federation is the ability of the school leadership to track progress across of the schools in the federation, inspiring higher aspirations and better outcomes.
- Avoidance of unnecessary duplication of effort and the continued drive for more efficient and effective use of resources and better value for money, allowing the schools' teams to focus on achieving the best for the pupils.

What would change for leadership and governance of the schools within the new federation?

If Bonneville Primary School were to join in federation with Jessop and Stockwell Primary Schools, Andrea Parker would continue to provide strategic leadership across the schools. With the change from partnership to formal federation, the headteacher's title would change from Lead Headteacher to Executive Headteacher, but the role would remain the same. The schools would be governed by a single board.

Each of the three schools would continue to have its own leadership structure for day-to-day leadership and management, reporting to the Executive Headteacher, who would ensure strong and continuous strategic development of each school and the federation as a whole.

Following federation, there would be a single, newly appointed governing board responsible for all three schools. The federation's governing board members will be selected for the skills, expertise and understanding they bring to secure the best possible outcomes for every child. The governing board will look to secure a membership that has the right balance of skills and knowledge and the ability to contribute to the strategic development of the federation.

It is proposed that the new governing board will consist of 12 governors plus the Executive Headteacher (13 in total), as set out in the table below.

NB The proposed composition reflects statutory requirements.

Category of governor	Number of governors in this category	Method of selection
Executive Headteacher	1	Appointed due to the nature of their role
Elected staff governors	1	Elected by staff employed across the three schools. This is the highest number of elected staff governors allowed by government regulations
Elected parent governors	2	Elected by the parents and carers of children registered at the schools. This is the minimum number of elected parent governors allowed by government regulations
Local authority governors	1	Nominated by Lambeth LA and appointed by the governing board This is the highest number of local authority governors allowed by government regulations

Co-opted governors	8	Appointed by the governing board and selected for the skills, expertise and understanding they bring to benefit the strategic development of the federation of schools. NB co-opted governors may also be parents, staff or local community
Total	13	

The schools will each retain their own identity. The teachers will remain the same and pupils will continue to learn each day at their current school site. The pupils, staff and wider communities have already benefited from our partnership; we now want to strengthen this relationship, by establishing a permanent three-school federation.

What will happen after this consultation?

The consultation period starts on 28 April 2021 and closes on 8 June 2021.

Following the closure of the consultation, the joint partnership working committee drawn from the governing boards will evaluate the responses and make a recommendation to the two existing governing boards. They will then decide as separate boards whether to proceed with the proposal.

If both governing boards decide to proceed, the intention will be for Bonneville Primary School, Jessop School and Stockwell Primary School to form a federation on 5 July 2021.

Frequently asked questions

How would this proposal affect my child's education?

Jessop, Stockwell and Bonneville are happy and successful schools and this will not change. The teachers will remain the same and the pupils will continue to learn each day at the school site as they do now. Most will not notice this change at all.

This said, pupils already benefit indirectly from the links that our leaders and staff have established and we want these links to be maintained; and opportunities for pupils at one school to collaborate with pupils and staff at the other schools within the federation may arise.

How will the school and children benefit from this process?

We believe that the federation of the schools will give staff at each school access to high quality, collaborative professional development, offering the opportunity to share expertise and to reduce costs as a result of our pooled resources. This will contribute to investing in and generating better outcomes for every pupil at the schools.

Why are there only two parent governors proposed when the federation will include three schools?

Government regulations place a limit on the number of parent governors in federations. Parent governors bring a particular perspective but, like all governors, should act in the interests of all schools in their federation. They are not meant to act as representatives of a particular constituency or school.

Many of the co-opted governors within the current governing boards of the partnership are also parents. The restriction on parent governors hasn't stopped them from joining the governing boards, and it is highly likely that this will also be the case within the proposed new federation. We are fortunate to have active and skilful parents at each of the three schools and it makes sense that we would want to involve them in governance.

Will there be separate committees to consider the affairs of each of the three schools?

As there are real advantages to being able to compare issues and performance across different schools, the permanent committees of the governing boards will be joint across all three schools. It is possible, however, that temporary working parties or committees could be formed on occasion to deal with site-specific issues such as the implementation of new facilities.

Will the admissions process change and could children be forced to change schools?

No. The admission arrangements will remain exactly as they are at present. Parents will apply on behalf of their children to the school of their choice.

Will children have to travel between the schools for lessons?

No. The schools may share staff, but lessons for pupils will take place on their own school sites. On occasion, pupils will visit other schools to share specialist resources or take part in joint events.

Will the arrangements be fair to all schools?

Yes. Any arrangements made as part of the federation will be completely fair to all three schools. There may be some joint funding, which the schools can share. Obviously, the more pupils who will benefit from a project, the bigger the projects that we can consider.

Will the staffing change?

The terms and conditions for staff will not change, nor will staff policies or procedures.

In some cases, staff may move between the three schools to pursue their own career development and also to implement specialist knowledge in other schools. This will be made easier as we apply the same policies across the federation.

What changes would occur to the governing boards once the schools join the federation?

Following federation there would be a single governing board covering all three schools. The leadership and governance arrangements for the proposed federation are explained in the earlier sections of this document. In practice, Andrea Parker will no longer report to two governing boards but to one single board covering the three schools.

Who will have a say on this proposal?

We have published the consultation on each of the three schools' websites and are seeking views from all pupils, parents and staff.

How to comment on this proposal

We are interested in receiving your feedback on this proposal, which can be done in writing by online feedback form.

The online feedback form is available online at:

<https://forms.gle/7yeXx4s4bmx2Qt3F8>

If you are unable to access this form please contact the school office:

Bonneville Primary School

admin@bonneville-primary.lambeth.sch.uk

Stockwell Primary School

clericalofficer2@stockwell-pri.lambeth.sch.uk

Jessop Primary School

admin@jessop.lambeth.sch.uk

Consultation timings in summary

Consultation period:	28 April 2021 - 8 June 2021
Analysis and recommendation from consultation	9 June 2021 to 14 June 2021
Target federation date	5 July 2021