



Consultation on the proposal to federate Talavera Junior School with the Federation of Wellington Community Primary School and Marlborough Infant School

Sources of further information about school federation and answers to some frequently asked questions – provided by the governing bodies of Talavera Junior, Wellington Community Primary, and Marlborough Infant Schools.

We will add to this list as we receive further questions during the consultation period. A paper copy will be available for inspection from each school office.

Key dates	
9 September 2024	Consultation starts
21 October 2024	Consultation ends - deadline for responses
24 October 2024	Both Governing Bodies meet to consider all responses and vote on whether or not federation will proceed.
25 October 2024	Inform parents, staff and other stakeholders of the decision.
02 December 2024	Start of the Federation <u>if</u> both governing bodies agree.

There will be drop-in sessions for you to attend and ask questions as below – you can attend any of these (except 2 September, which is for staff only):

Staff only (at WCPS)	Monday 2 September 2024 12:30pm – 1:30pm
Talavera Junior School	Friday 13 September 2024 8:45am – 9:45am Monday 16 September 2024 6pm - 7pm Wednesday 18 September 2024 11:30am - 12:30pm
Wellington Primary School	Friday 13 September 2024 8:45am – 9:45am Monday 16 September 2024 6pm -7pm
Marlborough Infant School	Friday 13 September 2024 8:45am – 9:45am Monday 16 September 2024 6pm -7pm
Online	Thursday 26 September 2024 7pm - 8pm

Contacting my school governors

Yes. Governors are very happy to arrange discussion with any parent, any member of staff or any member of the community to discuss the proposals and answer any questions you may have.

Comments made will be reported back to the current governing bodies as part of the consultation process. You can contact the schools' governing bodies at the following email addresses:

Talavera Junior School:	adminteam@talaverajunior.co.uk
Wellington Primary School:	adminoffice@wellington.hants.sch.uk
Marlborough Infant School:	adminoffice@marlborough.hants.sch.uk



Question	Answer
If the Federation were 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 body for all three schools and a new leadership structure from 2nd December 2024.</p> <p>The new leadership arrangements would ensure day-to-day continuity for children, parents and staff by having a Senior Led based in each school who would be responsible for the day-to-day leadership of that school, with a strong focus on teaching and learning.</p> <p>The Senior Leaders would be supported by an Executive Head Teacher who would have overall responsibility for each school and with a strong focus on improving standards and strategic matters.</p> <p>The Executive Head Teacher would spend time in each school.</p> <p>There would be opportunities for each Senior Leader to work with the Executive Head Teacher and each other.</p> <p>Within this arrangement, we can share and develop leadership across the federation by using skills and experience flexibly across all schools, so that each school could benefit from a wider pool of talent and expertise.</p> <p>There are no immediate plans to change other aspects of the staffing structure in any school as a result of federation. Over time, we may seek to share staff as roles develop, become vacant, or new ones are created.</p> <p>The individual identity and character of the schools would stay the same including school uniform; school identity; parent organisations; and sports teams etc.</p> <p>An appropriate name for a Federation of these three schools is under consideration.</p> <p>All three schools pride themselves on their caring school approach where children are known and valued as individuals - this is fundamental to our ideals and we would continue to build on if the federation were to go ahead.</p> <p>Over time, we expect that the schools will learn from each other, sharing the best practice from each and working together to improve teaching and learning.</p> <p>Federations should create opportunities for children to work with children from other schools in the federation. We hope that this would be the case over time as it could aid transition to secondary schooling as children would have a wider circle of known individuals and experience of working with different groups of children.</p>



Question	Answer
<p>What is an Executive Head Teacher?</p>	<p>Executive Head Teachers provide strategic leadership across two or more schools; they are supported by leadership in each individual school in the Federation.</p> <p>The Executive Head Teacher would have an overview of each school and would be helping each to improve by:</p> <ul style="list-style-type: none"> • working together to tackle shared priorities; • addressing individual school priorities by benefitting from good practice in the other schools; • streamlining practice, background management, and support functions to give a sharper focus on teaching and learning and; • ensuring full support for all 3 schools as a member of the Federation Governing Board.
<p>What would be the impact on staff, including those who provide support services to the school? (caretakers, cleaning, catering etc)</p>	<p>The current Head Teacher of Talavera Junior School, Interim Head Teacher of Wellington Community Junior and Marlborough Infants schools is invited to apply for the Executive Head Teacher position in the proposed Federation.</p> <p>Other than leadership roles, there are no immediate plans to change the staffing structure or services in any school site but, over time, we may seek to share staff as roles become vacant or new ones are created.</p>
<p>Would staff get the opportunity to work in all three schools?</p>	<p>This is one of the main benefits in terms of developing staff and sharing expertise. We would encourage this where it was clearly beneficial and met school improvement priorities. However, this is not something which would be imposed; decisions would be based upon consultation and negotiation.</p> <p>In the future, new staff would be appointed to the Federation, which makes them available to work at all school sites.</p>
<p>Does federating the schools ultimately cost them more money?</p>	<p>No - in fact, it provides schools with opportunities to share costs and gain access to staffing and resources that might not otherwise be available to an individual school.</p>
<p>Is this just a Government cost saving exercise?</p>	<p>No - the recommendation to federate has been reached jointly by the Governing Bodies of both schools and with guidance on best practice elsewhere in Hampshire; no external influence has been applied.</p> <p>The funding of schools is primarily based on pupil numbers and, as these numbers would not be affected by federating, the school budgets would remain the same.</p> <p>However, it is true that economic factors have been an important element in prompting both governing bodies to consider new ways of working in the light of trends in the funding of schools - including the benefit of increased purchasing power of educational items.</p>
<p>Are there examples of other Federations within the county?</p>	<p>There are numerous federated schools throughout the country and the number is growing within Hampshire.</p>



Question	Answer
Can a federation be dissolved?	Yes. De-federation is a straightforward process if two schools decide to separate again. It is considered good practice for a federation to be reviewed every two years.
What models of partnership working have been considered?	Collaboration, federation and multi-academy trusts - a summary of their pros and cons is shown in the table below.

The pros and cons

	Collaboration	Federation	Multi Academy Trust (MATs)
What is it?	Informal commitment to share amongst two or more schools – schools have separate governing bodies	Formal agreement to share across 2 or more schools – shared governing body	Formal agreement between academy schools to operate as a 'chain' with an overarching Trust Board
Pros	<ul style="list-style-type: none"> ✓ Efficiency savings ✓ May support good practice ✓ Flexible ✓ Each school maintains own identity and can choose leadership arrangements 	<ul style="list-style-type: none"> ✓ Efficiency savings ✓ Supports good practice ✓ Each school maintains own identity and can choose leadership arrangements ✓ Can 'de-federate' 	<ul style="list-style-type: none"> ✓ Efficiency savings ✓ Supports good practice ✓ Consistency across the 'chain'
Cons/Challenges	<ul style="list-style-type: none"> ✗ Lack of commitment makes it harder to plan – different governing bodies can change direction and arrangement could be undermined ✗ Efficiencies likely to be far more limited due to uncertainty 	<ul style="list-style-type: none"> ✗ Need to ensure that there is a positive partnership from the outset so that there is shared vision and commitment to children and families across both/all schools and that resources are shared fairly 	<ul style="list-style-type: none"> ✗ Once a school commits to joining a MAT, the decision is not reversible ✗ Potential complete loss of individual school identity including name ✗ Small schools cannot become standalone academies – they would be taken over by an existing larger academy and have no say in what happens to the school