



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

The name of the new federation would be: **Bold Futures**

Our vision

Education is the pathway to excellence. As a federation of schools passionate about inspiring life-long learners, we champion academic excellence and truly holistic personal development. We celebrate the needs and strengths of our diverse Aldershot community, who we serve relentlessly. Imparting a deep-rooted moral compass for our students, we build citizens for the modern world.

Together, we are stronger. Together, we step boldly into the future.

Background

Since the summer of 2023, Talavera Junior School and the current Federation of Wellington Community Primary School and Marlborough Infant School have shared the leadership of a Head Teacher on an interim basis.

This has resulted in all three schools in going from strength to strength in a variety of ways.

Governors from the boards of both Talavera and the current Federation of Wellington and Marlborough Schools have been considering ways of working more closely together to make the best educational provision for children in the local community.

We are proud of what we have achieved with the current arrangement, and we are keen to formalise this for the benefit of children, families, staff and our communities.

The two current governing boards have therefore been exploring the idea of federating all three schools. This proposal explains what a federation is and what it might look like in practical terms.

We want to hear from you

The decision to federate would be taken by the schools' current governing bodies. To help us make this decision, we want to hear from you.

We will be running a consultation between 9th September 2024 and 21st October 2024.

The consultation process has been designed to help us find out what you think about the proposal; we would like to hear your views. The outcome will be reported to the governing bodies on Thursday 24th October 2024 for them to make the decision on whether to federate the schools.

Please find below information to help parents, staff and key stakeholders respond to the consultation process.



What is a federation?

The School Governance (Federations) (England) Regulations 2012 allows for two or more schools to join together under a single governing body - this is a federation. The single governing body can share resources and expertise across the schools to find new ways of improving leadership, teaching and standards. Each school would retain its own budget and be considered by Ofsted as a separate school.

If federation proceeds, then the current governing boards of Talavera Junior School and The Federation of Wellington Community Primary School and Marlborough Infant School would cease to exist and a new governing body would be created.

The new governing board would appoint an Executive Headteacher with responsibility for coordinating the partnership work of all three schools. Each school will keep its own unique identity and character but under the stewardship of a single experienced leader.

Please be assured that this is not a proposal to create one school or close any school site.

Why do we believe that the proposal will benefit children?

As governors, we believe that the proposal will improve the quality of education for the children attending all three schools as follows:

Children and families:

- Federations have the capacity to improve outcomes for children.
- Increased ability for all pupils to access off-site activities and wider curriculum opportunities.
- Shared best practice enhancing learning opportunities and standards for all children.
- Opportunities to coordinate school timetables and calendars, creating a wider range of opportunities for all children, such as joint school events.
- Cost saving of shared services to invest more financially into the pupils' learning.

School leadership:

- The provision of a greater range of leadership possibilities and continuing professional development, helping recruit and retain the highest calibre of staff.
- Further enhance a highly successful school to school support network.
- Increased opportunities for all pupils to engage with a wider curriculum.
- Staff in all schools will benefit from more structured development opportunities.
- Flexibility of staffing to cover sickness, continuing professional development etc. this allows less reliance on supply cover and therefore ensures consistently high standards.



What would happen to existing staff?

There would be no changes to the contracts of existing staff working in any of the three schools. Contracts are currently held with Hampshire County Council and this would remain the case.

The proposed leadership model is for an Executive Headteacher with overall responsibility for coordinating the links between the three schools supported by a Head of School (or Deputy Head) or Senior Leadership Team member in each school. Staff, parents and children will be familiar with this arrangement as it has been operating in a similar way throughout this last school year.

By ensuring that there will be a senior leader on the premises at all school sites every day, class teachers, support staff, and all administration arrangements will continue to operate as now.

We believe that this proposed federation will generate enhanced professional development for staff and greater opportunity to share professional expertise. This should enable the retention of high-quality staff which is a crucial element in the Local Authority's drive for improving standards and raising pupils' achievement.

What specific changes are the governing bodies considering?

From Thursday 24th October 2024, the two current governing bodies would work on forming a single governing body for the new federation to be effective from 2nd December 2024. The changes envisaged will effectively be the leadership model across the three schools with little or no visible difference to the wider community. However, it will involve elections and appointments plus many of the existing governors will stand for re-election.

What will the new federated governing body look like?

The new federation governing body would comprise: two elected parent governors, one local authority governor, one elected staff governor, the Headteacher and co-opted governors appointed by the governing body. All those who serve on the current governing bodies will be appointed or co-opted onto the new governing body. If the federation proceeds, there will be an election to appoint the new parent and staff governors – the elections would be open to all parents and members of staff. The total number of governors would be 18.

Is there anything else we are trying to achieve through this proposal?

All schools need to continue to explore ways of serving the community and we believe that this federation would be better placed to ensure the provision of appropriate facilities and share them wherever possible.

We also believe that the federation will bring advantages for each school through helping each to be managed more efficiently as well as allowing for increased flexibility and stability.

An Executive Headteacher will have a long-term view of each child's education. They will be tasked with ensuring that their progression through key stage one and key stage two and onwards to secondary education is managed smoothly, effectively and in the best interest of each child.

We can also build and sustain good relationships with parents and families over this period.



Will parents, staff and members of the community have the opportunity to discuss the proposals and ask questions?

Yes. There will be drop-in sessions for you to attend and ask questions as below – you can attend any of these (except 2nd 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

Can I contact my school governors?

Yes. Governors are very happy to arrange discussions with any parent, any member of staff or any member of the community to explore 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

How can my views be heard?

Please complete the attached response form and return it to any of the three school offices by 5pm on Monday 21st October 2024. You can also email your comments to the above email addresses by the same date.

Please respond as your views are very important to us.

What happens next?

The responses to this consultation will be carefully considered by both the governing bodies of and taken into account before a decision is made on Thursday 24th October 2024.

Once this decision is taken, it will be communicated to parents, staff and other interested individuals as soon as possible.



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Response form

Please provide your views on the proposal for Marlborough Infants School, Talavera Junior School, Wellington Community Primary School, to form a federation under one governing body with effect from Monday 2nd December 2024.

Do you support the move to federate the three schools? Yes No

Any other comments: (please continue overleaf if necessary)

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Which of the following best describes your connection with the school? Please tick one only, which should be your main interest:

• Parent	<input type="checkbox"/>
• Member of teaching staff	<input type="checkbox"/>
• Member of support staff	<input type="checkbox"/>
• Member of the community	<input type="checkbox"/>
• Other (please state below)	<input type="checkbox"/>

Please return this slip to any one of the school offices by 5pm on Monday 21st October 2024 at the latest. Envelopes should be marked for the attention of the Chair of Governors and be clearly marked 'Federation proposal'.

Thank you