

**Consultation on proposal for Moortown
Primary School to join the Federation of
Scholes (Elmet) Primary School and
Wetherby St James' Church of England
Primary School**

Circulation:

Parents / Carers

Staff

Governors

Diocese of West Yorkshire and the Dales

Leeds City Council

Secretary of State for Education, Rt Hon Nicky Morgan MP

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The Governing Bodies of the Federation of Scholes (Elmet) and Wetherby St James' Church of England Primary Schools, and Moortown Primary School, present this document for consultation.

We invite responses by Monday 18 July 2016 to the contact details at the end of this document in Section 6.

Introduction

At the existing Federation Governing Body meeting on 3rd May 2016, the meeting of Moortown Primary Governing Body on 10th February and 17th March 2016, and the joint Federation and Moortown Primary meeting of 23rd May 2016, the Governing Bodies of both the Federation of Scholes (Elmet) and Wetherby St James' Church of England Primary Schools, and Moortown Primary School, decided to launch a consultation with parents/carers, staff and other stakeholders to consider the recommendation that Moortown Primary School join the existing Federation for their mutual support and advantage.

This document sets out the reasons why we are recommending this course of action and seeks your views. It also sets out the proposed timetable for implementation.

There will be discussion meetings for parents/carers and stakeholders of all schools. These will be held at:

- **7pm on Tuesday 5th July at Moortown Primary School;**
- **4pm on Thursday 7th July at Scholes (Elmet) Primary School;**
- **9am on Friday 8th July at St James' CE Primary School.**

You are free to attend any meeting regardless of which school you are connected with (school addresses are given on page 6).

We welcome your views on this proposal and therefore we urge you to attend.

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1. 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.

Federated schools remain separate schools with separate budgets and separate Ofsted inspections. They also continue to report their results separately.

The federation we are recommending would have an Executive Head Teacher who is responsible for the performance of all schools in the Federation. The Executive Head Teacher would be supported by a Senior Leadership Team in all schools.

The decision to federate or not is determined by the individual Governing Bodies under a process set out in the School Governance (Federations) (England) Regulations 2012 as amended by the School Governance (Constitution and Federations) (England) (Amendment) Regulations 2014.

A federation is not the same as collaboration, and it is not the same as academies or multi-academy trusts that you may have heard discussed recently in the media.

2. Why are we recommending this?

There is reasonable evidence to show that working in a federation has advantages for all parties, and most importantly, for the pupils. For governors, the key wish is to implement something that will enhance the learning experience for our pupils, and the following benefits have been identified for all three schools:

- Access to wider learning experiences for children;
- Greater capacity to meet pupils' needs;
- Continued school improvement through learning from others;
- Career development and progression opportunities for staff;
- Economies of scale, in both financial and time terms;
- Local authority support;
- Working in partnership with other schools brings about proven benefit for children's learning;
- Future scope for leadership retention and recruitment;
- Growing partnership between schools is in line with national and local government policy;
- It will create consistency of policies and expectations and give consistency in children's skills progression.

The Governing Bodies of the existing federation and Moortown Primary have concluded, after very careful consideration, that the current and future interests of the three schools would be served best by Moortown Primary joining the Federation. This is NOT an amalgamation of the schools, and all three schools retain their own unique identities.

3. What would change and when?

Governors

The new federation would have one Governing Body to oversee the three schools, and this Governing Body would act in the best interest of the federation as a whole. The Governing Body, as now, would consist of elected parents and staff, representatives of the Local Authority, the Diocese, and across the community. The composition of the proposed Governing Body is shown in Section 4.

The new Federation Governing Body would commence on Thursday 1st September 2016, at which point the existing Governing Bodies of the Federation of Scholes (Elmet) and Wetherby St James' Church of England Primary Schools, and Moortown Primary School, would be dissolved.

The new Federation Governing Body would have exactly the same duties and responsibilities as any other school as laid down by the Department for Education. Its role

would be to make sure that the best possible standards of education and attainment are being provided for its current and future pupils. It would encourage, support and challenge the leadership team to achieve this. Proper regard would be given to curriculum co-ordination where appropriate and beneficial staff development and deployment, cost effectiveness and economies of scale and to meeting all statutory obligations.

Leadership

The Federation would have a single Executive Head Teacher (Head of Federation) leading all three schools. The Executive Head Teacher would take the lead in the strategic direction in all schools, supported in the day to day management of all schools by the Senior Leadership Team in each school.

Other staff will continue to be employed as per their existing contracts.

Curriculum

Joint planning and co-ordination across the three schools would offer a continuous learning journey for pupils while offering opportunities to staff for developing specialised areas as well as encouraging and utilising specialised skills.

Admissions

The Admissions Authority for all schools will continue to be dealt with by Leeds City Council.

Budgets

The budget of each school would remain separate but would be managed by the Executive Head Teacher. The Executive Head Teacher would report the budget status through the Finance Committee to the Governing Body. This process is the same as the one currently employed by the existing Federation and Moortown Primary School.

Federated schools are able to spend some money jointly across the schools in the Federation for the mutual benefit of pupils.

4. Proposed composition of Federation Governing Body

The composition of the Federation Governing Body is determined by Part 3 of the School Governance (Federations) (England) Regulations 2012 as amended by the School Governance (Constitution and Federations) (England) (Amendment) Regulations 2014 and School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016. This stipulates that the governing body must not be smaller than seven members, and must include:

- two parent governors;
- the headteacher, unless the headteacher resigns as a governor;
- one, and only one, staff governor;
- one, and only one, local authority governor; and
- the governing body may appoint as many additional co-opted governors as they consider necessary. However, the number of co-opted governors who are eligible to be elected or appointed as staff governors under Schedule 2 must not, when counted with the one staff governor and the headteacher, exceed one-third of the total membership of the governing body.
- In addition, there would be two Foundation Governors appointed by the Diocese.

The proposed composition of the Federation Governing Body Category	Proposal on federating
Parents	2
Staff	2 (Executive Headteacher + 1 other)
Local Authority	1
Co-opted	7
Foundation	2
Total	14

5. Proposed timetable for implementation

Step 1	Information gathering	February 2016 – May 2016
Step 2	The separate Governing Bodies resolve to pursue the process towards creating a Federation Governing Body, and to consult on Federation	16 th March 2016 and 21 st March 2016
Step 3	Issue formal consultation document Consultation period (minimum 6 weeks required)	Monday 6 th June 2016 Monday 6 th June 2016 to Monday 18 th July 2016
Step 4	Existing Federation Governing Body meets to consider responses to the proposals, and votes on whether to proceed with the proposals, with or without modifications. If agreed, then both the existing Governing Bodies would be dissolved and the new Federation Governing Body would be constituted.	Wednesday 20 th July 2016 Thursday 1 st September 2016

6. How do I respond?

The Governing Bodies of the Federation of Scholes (Elmet) and Wetherby St James' Church of England Primary Schools, and Moortown Primary School, would really like to hear your views. It would be most helpful to have these in writing, so that we can review all of the responses together.

You can voice your opinion by:

1. Completing the attached questionnaire or writing a letter, sending it to:
Nigel Gray, Chair of Governors, Federation of Scholes (Elmet) and Wetherby St James' Church of England Primary Schools c/o Scholes (Elmet) Primary Station Road, Scholes, LS15 4BJ

Becky Lawrence, Chair of Governors, Moortown Primary School, Shadwell Lane, Leeds LS17 6DR.

2. Emailing your views to:

Nigel Gray : nigel.gray@nhs.net

Becky Lawrence: beckylawrence@moortown.leeds.sch.uk

For parents/carers and other stakeholders

There will be discussion meetings for parents/carers and stakeholders of all schools. These will be held at:

- **7pm on Tuesday 5th July at Moortown Primary School;**
- **4pm on Thursday 7th July at Scholes (Elmet) Primary School;**
- **9am on Friday 8th July at St James' CE Primary School.**

You are free to attend any meeting regardless of which school you are connected with.

Moortown Primary School, Shadwell Lane, Moortown, Leeds LS17 6DR

Scholes (Elmet) Primary School, Station Road, Scholes, Leeds LS15 4BJ

St James' CE Primary School, Hallfield Lane, Wetherby, West Yorkshire LS22 6JS

Please answer the questions below and return this form to the school office of Moortown Primary School, Scholes (Elmet) Primary School, or St James' CE Primary School before Monday 18th July 2016. Alternatively, you can write a letter or email your views to Nigel Gray or Becky Lawrence (contact details above).

I am a:

- parent / carer of a pupil at Moortown Primary School
- parent / carer of a pupil at Scholes (Elmet) Primary School
- parent / carer of a pupil at St James' CE Primary School
- member of staff at Moortown Primary School
- member of staff at Scholes (Elmet) Primary School
- member of staff at St James' CE Primary School
- other interested party (please state) _____

2. What is your view about the proposed new Federation?

- I support the proposal for Federation
- I do not support the proposal for Federation
- I'm not sure

3. Do you have any concerns about the proposed new Federation?

4. Do you have any questions about the proposed new Federation?

5. Do you have a suggestion for the name of the proposed new Federation?

THANK YOU FOR YOUR VIEWS