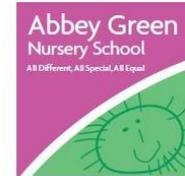


# Aire Valley Nursery Schools Collaboration



## **SUMMARY OF OUR PROPOSALS**

Over the last few years our schools have been working closely together both across our Governing Bodies and our Staff Teams. We all share a similar vision and ethos and have begun to develop a long term strategy which will build on this partnership. This involves moving towards what is called a 'Federation' which means having 1 Governing Body instead of 3 separate ones, this would create a strong leadership structure whilst retaining the special individuality of each school, which is so important to us and our communities.

This consultation document explains what a Federation is and the benefits to our schools. It also provides you with a form to complete to put forward your views. The results will inform the Governing Bodies' final decision on whether to proceed with a Formal Federation.

The consultation runs from the 29<sup>th</sup> April to 10<sup>th</sup> June 2019

## **CONSULTATION ON THE FEDERATION OF OUR SCHOOLS GOVERNING BODIES**

**TO ALL STAFF /PARENTS/CARERS**

We would like to consult with you about something that is very important to us. We would very much like to know your views on our proposal to;

### **FEDERATE OUR 3 NURSERY SCHOOLS**

**Please take the time to either**

- 1) Read this newsletter (there is a brief summary on this page) or if you would like more information**
- 2) Attend one of our consultation events**
  - Tuesday 14<sup>th</sup> May 9.00 am Abbey Green Nursery School
  - Wednesday 15<sup>th</sup> May 9.00 am Strong Close Nursery School
  - Thursday 16<sup>th</sup> May 9.00 am Midland Road Nursery School;**and**
- 3) Complete the form at the back of this newsletter by the morning of 10<sup>th</sup> June**

### **What is Our Vision?**

A Federation between our 3 nursery schools will ensure the continued and sustained high quality learning and development opportunities for current and future children at our schools. The Federation will allow all schools to retain their own individual identity and character formed within the context of their individual communities.

**The purpose of federating is to support and raise existing standards and to improve learning opportunities in all schools.**

### **1) What is a Federation?**

- ✚ Federation is the name given to a way of bringing schools closer together. It means that a single governing body manages all schools. It does not mean that the schools will merge or amalgamate.

### **2) What will it mean for our schools?**

- ✚ There will be no name change for the individual Nursery Schools.
- ✚ Each School will retain its own staffing structure.
- ✚ There will be no reduction in budgets and all schools will continue to receive their own individual budget.
- ✚ There will be no changes in current staffing levels organisation or curriculum as a result of federation.
- ✚ There will be no change to the admission criteria for any of the schools.
- ✚ Each school will still have its own Ofsted inspection.

### **3) What are the benefits?**

- ✚ Sharing good practice between our Nursery Schools to develop effective teaching and learning strategies helping us to improve teaching and learning standards.
- ✚ Opportunities for staff through collaborative working and collective professional learning.
- ✚ Opportunities for all schools to continue improving through moderation.
- ✚ Schools will retain their special relationships with their local communities.
- ✚ Retaining and developing high quality leadership within our schools.
- ✚ Sharing some resources to improve value for money.
- ✚ Less bureaucracy, with only one Governing Body.

### **4) Why do we want to take this step?**

- ✚ Federation would be the formalisation of working structures that are already in place.
- ✚ Small schools are proven to be stronger and more successful when working together, by federating we are demonstrating a commitment to our children, our families and our schools working together into the future. This will help ensure our future security, sustainability and continuity of educational provision.
- ✚ Federation will enable us to reduce duplication of tasks, especially regarding preparation of Governing Body documentation. This will increase efficiency for our schools and reduce the workloads for key members of staff.

### **5) What will it mean for the children?**

- ✚ On a day to day basis there will be no change in routine or provision in either school.
- ✚ There will be continued opportunities to share expertise across the schools, leading to enhanced experiences, opportunities, progress and attainment.
- ✚ There will be opportunities to use school resources more effectively.
- ✚ Each school would retain its own name, logo and family feeling.

### **6) What will it mean for staff?**

- ✚ The day-to-day management will remain unchanged. However, by developing closer working relationships the federation will enable staff to share expertise, undertake joint professional learning and provide support for colleagues in similar schools.
- ✚ It will also be a positive aid in the recruitment and retention of our high quality staff.
- ✚ There would be no changes to the contracts of existing staff working in any of the 3 schools.
- ✚ No changes will be made to the existing staffing structures at any of the schools as a direct result of federation.

## 7) What will it mean for parents/carers?

- ✚ A federation will mean that the schools will continue to operate individually.
- ✚ All schools will continue to seek ways to encourage more parental involvement and support within the individual school.
- ✚ Parents/carers will continue to receive the same high quality provision from staff and governors.
- ✚ Good communication will continue to be our priority.
- ✚ Federation will not change the day-to-day contact arrangements between the school and parents/carers.

## 8) What will it mean for the Governing Body

- ✚ The three current Governing bodies would be replaced by one Governing Body made up of a balance of representatives from each school and community.

## 9) Who would be on the Federated Governing Body?

- ✚ We propose a single combined Governing Body of 15 permanent governor positions, legally it needs to comprise of the following:
  - 3 x parent governor, one from each school;
  - 1 x Local Authority governor;
  - 1 x Elected staff representative;
  - 1 x Executive Headteacher.

**Because we value staff contributions we would hope to ensure representation of Heads of Schools and an elected staff representative from each school, this may involve associate membership.**

- ✚ Care would be taken to ensure that each school is equally and fairly represented.
- ✚ We will ensure that Governors have a range of skills and expertise.
- ✚ It is envisaged that all existing governors would be invited to join the federated governing body, should there be more governors than places, the places would be allocated as associate governor positions.

## 10) What do the Governors think?

- ✚ All Governing Bodies have been consulted on and all agreed wholeheartedly with the proposal to federate. We feel that there is a shared caring ethos, child-centred philosophy and commitment to providing innovative, creative and outstanding education opportunities between the schools which would only be enhanced by a closer working relationship.
- ✚ Federation would offer more security for our small Nursery Schools & provide them with a sound foundation on which to move forward.

## 11) What do the Local Authority think?

- ✚ The Local Authority fully supports this proposal.

## What happens now?

- ✚ This document is the start of a six-week consultation period on the proposal to federate.
- ✚ When the six weeks end on **Monday 10<sup>th</sup> June** the governors of each school will consider all written comments to proceed or not.
- ✚ If the decision is taken to proceed, a new, unified governing body will come into operation & the schools will inform the Local Authority that they wish to federate.

# Federation Timetable

## Consultation opens

- Monday 29<sup>th</sup> April 12 noon

## Consultation events

- Tuesday 14<sup>th</sup> May 9.00 am Abbey Green Nursery School
- Wednesday 15<sup>th</sup> May 9.00 am Strong Close Nursery School
- Thursday 16<sup>th</sup> May 9.00 am Midland Road Nursery School

## Consultation closure

- Monday 10<sup>th</sup> June 2019

## Analysis of feedback

- Tuesday 11<sup>th</sup> June 2019

## Governors meeting to confirm outcome

- Week beginning Monday 17<sup>th</sup> June 2019

## Governors hold Reconstitution Meeting if agreement to proceed

- Wednesday 19<sup>th</sup> June

## How can I get more information or make my voice heard?

Please attend the drop in sessions this will be an opportunity to speak with the Executive Head, Head of School & Governors. Please do tell us what you think. As Governors we want to make the best decisions we can for the future of our children, our schools and the local community. We will be able to do this with your help so please let us have your views on this proposal.

Please complete the attached response form and return it to your school office by 12 noon on **Monday 10<sup>th</sup> June 2019**. Envelopes should be marked for the attention of the Chair of Governors and be clearly marked 'Federation'. Alternatively, you can email it to the school office with the subject line Federation proposal.

All information will be available on the schools' individual websites.

We really appreciate all your thoughts and comments on this proposal  
**Thank You**