

**Consultation Document on Proposal to Federate**

**Consultation Period: 1<sup>st</sup> February 2018 to 21<sup>st</sup> March 2018**

**1. Introduction**

This document sets out the details of a proposal to federate Carlton & Faceby CE VA Primary School and Bilsdale Midcable Chop Gate CE VC Primary School.

We have already seen the many positive outcomes for each of our schools from our existing collaboration, including shared Headteacher arrangements, over several years. There are numerous ways in which this potential next step – federation – would create opportunities and efficiencies that would further allow our schools to develop and improve the quality and breadth of education that we provide.

The Governing Boards of our schools are now consulting parents, staff, the local community and other stakeholders on this proposal to change how the two schools are governed. After careful consideration, the Executive Headteacher and the Governing Boards wish to put forward the proposal to federate the schools from 1<sup>st</sup> April 2018. We would welcome your views on whether we should go forward with this idea.

This paper sets out what federation would mean and how you can make your views known. The consultation has the support of North Yorkshire County Council and the Diocese of York. At the end of this consultation your responses will be analysed by the Governing Boards of each school prior to a decision being taken on whether to proceed.

**2. What is Federation?**

A Federation is a formal arrangement, whereby one single Governing Board will be responsible for governing two or more schools. The existing Governing Boards would be disbanded and a new Governing Board established to oversee both schools.

We feel that this would facilitate greater partnership working to raise standards, enable us to find new ways of approaching teaching and learning, and help us to build the resilience of each school. There is no blueprint for federation – each federation can be tailored to meet the needs of the different schools and communities involved.

In a federation, the schools would remain separate, local authority maintained schools and would retain their current status: Carlton & Faceby would remain a Church of England Voluntary Aided school and Bilsdale would remain a Church of England Voluntary Controlled school. Each school will retain the differences that their different status brings and a Christian ethos will remain at the heart of each. Each school will receive its own funding (although the Federation could decide to manage the budgets as a single budget in the future) and retain its own buildings/grounds. The schools would continue to have separate admissions policies. Leadership of the two schools would continue to be shared, working in the best interests of all the pupils and building on what is already in place in the existing collaboration.

### **3. Why Federate?**

Our two schools already have a culture of shared working, through our long-term collaboration, which has been built on positive relationships and a level of trust that serve as a strong foundation to move to the formal arrangement of Federation. By federating, our two small rural schools hope to remain sustainable, on separate sites, opening up greater opportunities to share management, administration, and governing board responsibility. Teaching staff also support each other by sharing curriculum expertise and professional development and we would hope to build on this further.

Forming a Federation would enable the governors to create opportunities and efficiencies so we can continue to improve the quality and breadth of education. It would enable us to maintain and improve the highest quality educational provision for our pupils at a time of challenge for small schools. It would provide even greater opportunities to share management, administration, and governing board responsibility. A shared Governing Board can provide an efficient and accountable mechanism for the two schools to combine resourcing, purchasing, IT systems and staff which would enable the Executive Headteacher to focus on the key role of leading and managing the schools. This in itself will offer value for money and thus help the schools to remain viable.

Federation can also assist in retention and recruitment of high quality staff, especially the Executive Headteacher, which can be very difficult in small rural schools. A federation can present a more attractive proposition to potential staff as well as supporting existing staff in developing their skills (e.g. through joint professional development) and offering better career opportunities.

### **4. How would the Federation be organised?**

#### **a. Pupils**

There are no proposed changes to existing arrangements for pupils. The two schools would still be separate schools, retain their current status and keep their present names. Pupils would continue to be registered at their existing school and those wanting to attend one of the schools in future will apply under the relevant school's admissions policy. The local authority would continue as the admissions authority responsible for admissions for Bilsdale and the new Federated Governing Body would be the admissions authority for Carlton & Faceby. Each school would retain its ethos and identity, and its central role in village life.

#### **b. Governing Board**

A new Governing Board would be created and there would be an election for parent and staff governors. The new Governing Board would be formed under the 2012 Federation Regulations (as amended) and would be representative of both schools.

The new regulations promote smaller, more streamlined governing boards. There would be 14 governors in total, and the board would include as follows:

<b>Type of Governor</b>	<b>Number</b>
Executive Headteacher	1
Parent Governor	2
Staff Governor	1
Local Authority Governor	1
Foundation Governors*	8
Co-opted Governors	1

*\*There would be two ex officio Foundation Governors, who will be the principal officiating ministers of the parishes linked to the school (or a temporary ex officio in their stead). The remaining Foundation Governors will be appointed by the Diocesan Board of Education, following consultation as follows:*

*Parochial Church Council of Carlton-in-Cleveland - 2 Governors;  
Parochial Church Council of Faceby - 2 Governors; and  
Parochial Church Council of Bilsdale Priory - 2 Governors.*

The Governing Board would also have the ability to appoint associate members who may serve on committees and attend governing body meetings if required. They are not governors and therefore do not have a vote in governing body decisions, but may be given a vote on decisions made by committees to which they are appointed.

It is important that all communities are represented, and it is likely that many existing governors would express an interest in being put forward for these posts and any interest in part of the new Governing Board would be welcomed.

#### **c. Staff**

Existing staff at Bilsdale (due to its Voluntary Controlled status) will continue to be employed by North Yorkshire County Council.

Existing staff at Carlton & Faceby (due to its Voluntary Aided status) will transfer on the same terms and conditions to the employment of the federated Governing Board.

Staff will be consulted about any changes to their terms and conditions of employment. Most staff already work at both schools where required.

Future staff would be employed by the federated Governing Board (VA) or NYCC (VC) dependent upon the post and will in general be employed to work in either or across both schools giving more flexible use of staffing resources. In the case of the recruitment of a new Executive Headteacher the existing arrangement between the Voluntary Aided Governing Board and NYCC will transfer to the Federated Governing Board.

All staff, teaching and non-teaching, will continue to benefit from shared training opportunities and open professional dialogue sharing best practice.

## **5. Next steps**

At the end of the consultation period, the responses will be analysed by the Governing Boards of the two schools, in consultation with North Yorkshire County Council and the Diocese as appropriate.

The Joint Committee will meet in week beginning 19<sup>th</sup> March 2018 to consider the responses and report back to the Governing Boards of both schools who will meet separately in week beginning 26<sup>th</sup> March 2018 and decide whether to proceed. An announcement will be made about the decision after this date. If the decision to proceed is made, the federation could commence on 1st April 2018 to coincide with the start of the summer term.

## **6. How you can find out more**

There will be a 6-week consultation period from 1<sup>st</sup> February 2018 to 21<sup>st</sup> March 2018, during which time we will be holding an Open Forum for everyone to attend, so we can discuss this with you and answer questions. You are invited to attend whichever Open Forum is most convenient.

They will be held on

### **Tuesday 20<sup>th</sup> February 2018**

**4.30pm           Bilsdale Midcable Chop Gate School**

**6.30pm           Carlton & Faceby School**

## **7. How to make your views known**

You can attend the meetings; notes will be taken of the questions and comments raised at the meetings and will be considered as part of the consultation response by the Governing Boards. Alternatively, you can email the Headteacher or Chair of Governing Board as below.

The closing date for comments is 21<sup>st</sup> March 2018

The primary focus of the two Governing Boards is, and will continue to be, the provision of a high quality of education for all the pupils that we teach and together we believe that the Federation will provide a stronger base from which to achieve this.

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