

HARD FEDERATION PROPOSAL

FROM THE GOVERNING BOARDS OF:

St Bede's Catholic Infant and Nursery School and St Bernadette Catholic Junior School

CONSULTATION - A PROPOSAL TO FEDERATE

Proposed Name : THE FEDERATION OF ST BEDE's and ST BERNADETTE

CONSULTATION PERIOD:

Start date: 24/04/2017

End date: 13/06/2017

Introduction:

St Bede's and St Bernadette have been in a soft federation since 2013 and their Governing Boards have voted in favour of proceeding to public consultation on a resolution to establish a 'hard federation' between the two schools with effect from September 2017. This means the two schools have agreed to work together more closely for mutual benefit.

Why are the Governing Boards consulting?

This document is part of a statutory process designed to seek the views of everybody with an interest in schools. The results of this consultation will inform the two governing boards' final decision on whether to proceed with a 'hard federation'.

How can I find out more?

This is your opportunity to let us know what you think about this proposal.

A meeting will be arranged at each of the schools on 4th May 3.45pm at St Bede's and 6.00pm at St Bernadette. This will be advertised via the school newsletters and website. Staff will be consulted at their respective schools. This will be a good opportunity to speak to governors and senior leaders about the proposal.

Further information on both federation and voluntary aided status is available in the Frequently Asked Questions (FAQ) on the Schools' website or in hard copy in the School offices.

How can I make my views known?

Response forms for the proposal to establish a 'hard federation' are attached to this document and are also available to download online at the school website address www.stbernadette.co.uk

Please send your completed response form to:

The sealed box in each schools' reception area or by post to The Chair of Governors c/o St Bede's or St Bernadette.

Or by email (subject heading FAO Federation Consultation) to

office@st-bernadette-rc.lambeth.sch.uk

office@st-bedes.lambeth.sch.uk

The consultation will last 6 weeks and close on : 13/06/2017 at 12.00 noon.

The Proposal

After much discussion it is being proposed that the St Bede's and St Bernadette now enter into a hard federation and becomes the Federation of St Bede's and St Bernadette, as this offers one of the most sustainable partnership models in the current climate.

The present collaboration will end by 31st August 2017.

A vision has emerged of allowing both schools to work together more efficiently and sustainably as one unit, to further raise standards, improve services and increase opportunities for pupils to experience a wider range of learning and allow the sharing of human resources and expertise at all levels.

The hard federation will also be able to offer a greater range of leadership opportunities at all levels, both in the provision of CPD and in opening up leadership opportunities that would not otherwise exist.

The Admissions Authority will continue to be Lambeth.

1. What are we proposing?

We propose to establish a hard federation. For our schools this would:

Build on foundations that have already been laid over the last 6 years that have benefitted both staff and children with very successful collaboration between both schools, strong relationships having been developed this will give both schools opportunities that they wouldn't have if they returned to separate Infant and Junior schools:

- Strong Leadership structure and succession planning for the Federation and other Catholic schools
- Coming together for Faith and other cultural and social events
- Sharing of good practice and expertise
- Sharing of staff skills with greater flexibility for supporting learning
- Greater learning opportunities for the whole community (pupils, staff, parents)
- Stronger purchasing powers and potential economies of scale savings, for example, commercial contracts, special external expertise

For our children this would mean:

- A consistent approach to teaching and learning as the children move from one school to another
- Greater opportunities for the moderation of pupils' assessment work
- Improved transition between the Infant and Junior schools
- Seamless monitoring of pupil progress from the ages of 3 to 11
- Increased capacity to meet the needs of children through the sharing of knowledge and resources
- Greater opportunity for an enriched curriculum including clubs and other community activities

It will not mean a merger of the two schools. Both schools will keep their own names, their own Admissions criteria, have separate pupil attainment data and separate OFSTED inspections.

Date	Event
24 th April 2017	Consultation begins
13 th June 2017	Consultation ends
19 th June 2017	FGB meets to decide whether to proceed
1 st September 2017	If proceeding - the federation becomes permanent

2. Will the uniform be the same?

There will be some small changes to bring the uniform in line but a period of transition will take place to allow for items of uniform to be replaced over time.

3. Staffing

Staff will remain in their current school. Staff will not have to reapply for, or risk losing, their substantive positions. Staff will continue with the same level of risk to their employment as they do now.

Existing staff will keep the same employment terms and conditions, and staffing policies and procedures (with new contracts issued for new staff only)

The existing Leadership structure in both schools will remain the same in September 2017. The newly formed joint Governing Board will then make decisions as to which model of school organisation will best achieve the shared vision across both schools and provide for continued strong leadership and educational excellence for both schools in the future.

4. Governing Board

There will be a new joint Governing Board which will include parent, staff and local authority and Foundation governor representation. These will be drawn from across the schools and will follow advice from the Diocese and the Local Authority. A single Governing board will be able to take a strategic view of the needs of both schools, allocate finance and resources where they will bring the greatest benefits and ensure that governors' professional expertise can be shared between both schools.

The Governing Board will consist of 12 members including a total of 2 parent governors and 1 staff governor.

5. Will the arrangements be fair to both schools?

Any arrangements made as part of the federation will be completely fair to both schools.

6. What if we want to go back to separate Governing Boards?

The 'hard federation' agreement is intended to be permanent in the interest of all parties. If at any time the schools wished to break up the federation, there is a standard process that would be set in place, with a final decision by the governing board.

7. Is this a step towards becoming an Academy?

The Federation is not intended to be a step towards becoming an Academy. However, any collaborative working will be conducive to any future decisions made regarding any partnerships, including academy status.

8. When will the changes happen?

After the consultation closes on 13.06.2017. The Governing boards will consider all responses received and summarise and collate them as a basis for a report to be considered by the two Governing boards. We hope that those decisions can be taken in time for the two schools to enter into a hard federation on 1st September 2017.

These proposals are made with the full support of both Governing boards, the Headteachers of both schools, the Diocesan Education Commission and Lambeth Borough Council. We hope you will agree that these proposals represent a great opportunity to strengthen further educational provision between both schools.

On behalf of the two Governing Boards:

Meabh Quoirin
Chair, St Bede's

Marcia Marshall
Chair, St Bernadette