



Consultation on a proposal to federate:
Haxey Church of England Primary School with the
Trentside Federation of St Martin's Church of England Primary School and
West Butterwick Church of England Primary School
Consultation period **11 October 2016 to 22 November 2016**

Dear Parent/Carer

Over the last year a strong and successful joint partnership has developed between The Trentside Federation (St Martin's CE and West Butterwick CE Primary Schools) and Haxey CE Primary School, which has been supported by Mrs Buckle who has overseen the running of all three schools.

Following the resignation of the previous head teacher an opportunity has arisen to enhance the partnership through a more formal arrangement. Following detailed discussions with governors, the Diocese of Lincoln and North Lincolnshire Council, we are proposing to create a single governing board (known as a 'hard federation') and Mrs Buckle would be formally appointed as the permanent Executive Head Teacher for all three schools.

We would like your views.

Whilst both governing bodies support the federation option, we will not make any decision until we have heard your views. Therefore the purpose of this document is to explain more about the proposal and identify how you can contribute to the consultation. In order to ensure there is ample opportunity to discuss this proposal, we will be holding a number of consultation events. In addition, we would be grateful if you would read this document and let us know what you think about the proposal **by completing the attached questionnaire and returning it to your child's class teacher or school office.**

The governing boards believe this is an excellent opportunity for all three schools and a federated arrangement would be positive for children, parents and staff. However, please remember this is only a proposal at this stage and the governing boards will not be making any decisions until we have heard your views – so please let us know your thoughts.

If you want to learn more about our federation proposal we are hosting the following four drop in sessions, and you will be welcome to attend any of the following dates:

- ❖ **St Martin's CE Primary School: Thursday 13 October from 9:00 to 10:00 (School Hall)**
- ❖ **West Butterwick CE Primary School: Thursday 13 October from 3:30 to 4:30 (Junior Classroom)**
- ❖ **Haxey CE Primary School: Thursday 13 October from 9:00 to 10:00 (School Hall)**
- ❖ **St Martin's CE Primary School: Monday 17 October 5:30 to 6:30 (School Hall)**

Should any of the above dates not be suitable for you, please contact your school office.

Thank you for considering our proposal and we look forward to hearing your views.

Best wishes

Mrs J Buckle
Head Teacher (Trentside Federation)
Acting Head Teacher (Haxey CE Primary)

Mrs S Coggon
Chair of Governors
Trentside Federation
(West Butterwick CE Primary School
and St Martin's CE Primary School)

Mrs C Lindley
Chair of Governors
Haxey CE Primary School

J. Buckle

S. Coggon

C. Lindley



The Proposal

The governors of Trentside Federation (St Martin's CE and West Butterwick CE Primary Schools) and Haxey CE Primary School wish to create a formal partnership in the form of a 'hard federation' with a single governing board and single Executive Head Teacher. It is proposed this will take effect from 1 February 2017.

What Does This Mean?

A federation is a formal arrangement where schools come together to share a single governing board. The schools retain their separate legal status and have their own budgets, individual admissions, performance tables and Ofsted and Church School inspections.

They will be able to work together to maximise funding, resources and expertise. The Schools will also benefit financially by sharing staff and resources. Federation would bring the opportunity to secure the strong strategic leadership of an Executive Head and an effective single governing board to help improve all children's education and support future development of all three schools.

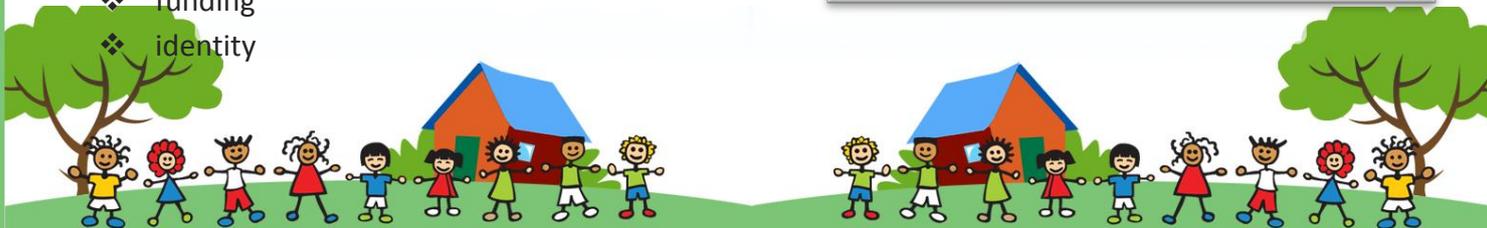
All three schools are located within the same area of North Lincolnshire. They are also all Church of England schools belonging to the Diocese of Lincoln. Under the federation proposal each school would keep its identity and would continue to be a Diocese of Lincoln Church School.

This proposal is supported by the North Lincolnshire Council, the Diocese of Lincoln and all governors.

This is not a School Merger

It is important to note that we are **not** proposing that the schools merge; this is quite simply a 'leadership and governance partnership'. As such, a number of key arrangements will remain unchanged, which includes each school's:

- ❖ premises
- ❖ admission arrangements, including its catchment areas
- ❖ name
- ❖ uniform
- ❖ funding
- ❖ identity



What is the head teacher's view?

It is an exciting prospect for all three schools to continue to work closely together through a Federation agreement, building on the development of a successful three-school partnership that has grown over the last 18 months, whilst very importantly retaining each school's uniqueness of character and community.

Successes within this time have included Haxey School progressing from 'Requires Improvement' to 'Good' (Ofsted May 2016), West Butterwick School being graded as 'Outstanding' (Ofsted January 2016) and we now have a 'Specialist Leader in Education' based at St Martin's, for Literacy.



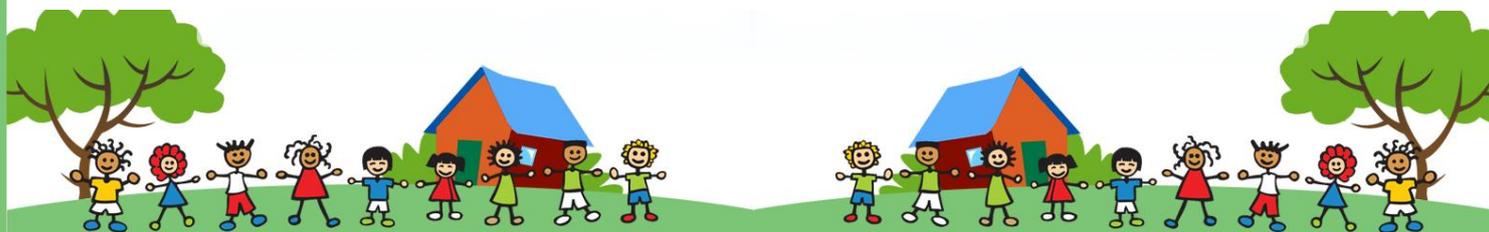
Staff from St Martin's, West Butterwick and Haxey have shared best practice to impact positively on pupil outcomes across all three schools. Collaborative planning and the identification of commonalities within our School Development Plan priorities have enabled us to benefit from shared staff & governor training and expertise.

Pupils have come together for joint educational visits, as well as sporting opportunities and we have been able to extend the range of extra-curricular opportunities through the sharing of skills and resources, such as Baking Club (Nanna Cakes!) and Coding Club. New and extended networks have been facilitated and we look forward to developing these further for pupils, staff, governors and parents alike ensuring that we are more 'outward facing' in the exciting and somewhat unpredictable world of education.

Whilst retaining each school's individuality, this collaboration has focused on raising standards and achievement through the sharing of resources, educational experiences and teaching expertise for the benefit of all our children. Financial benefits are evident, linked to 'economies of scale' so that each school, regardless of its size, is able to maximise its budget.

All in all, to date, the three school partnership has most importantly seen improved outcomes for our children and we will continue to work relentlessly on this strong shared vision of 'providing the very best education - working stronger together, rather than harder alone'.

Mrs Jo Buckle, October 2016



Why are we making this proposal?

This is a natural progression for all the schools and governing boards. The head teacher of St Martin's CE Primary School and West Butterwick CE Primary School is currently working as the acting head teacher of Haxey CE Primary School, and this arrangement has been very successful. We have already made a number of improvements, but we think that our proposal will provide the sustainability to build on these successes, long into the future. The key benefits of the federation proposal are outlined below:



Benefits for children:

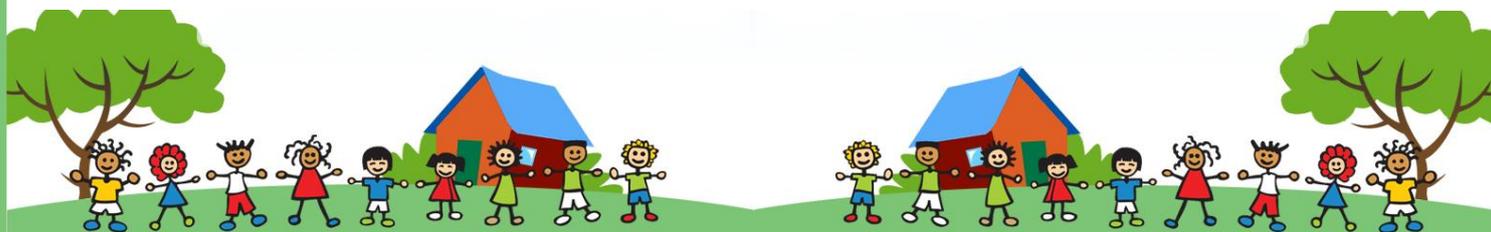
- ✓ greater stability of education at all schools
- ✓ greater flexibility for the use of all resources to best meet children's needs
- ✓ broader learning and social experiences for children to further improve educational outcomes
- ✓ enhanced learning opportunities at both schools arising from:
 - ❖ shared expertise of staff across the two schools
 - ❖ joint curriculum initiatives
 - ❖ shared resources and facilities

Benefits for parents/carers:

- ✓ greater stability and high quality provision of education at all schools
- ✓ all schools can share resources
- ✓ greater educational opportunities for their children
- ✓ the partnership will be strengthened by the sharing of good practice
- ✓ the retention of high quality staff
- ✓ the federated schools will continue to work closely with the communities they serve

Benefits for staff:

- ✓ enhanced professional opportunities
- ✓ sharing teaching expertise and good practice across both schools
- ✓ increased training and development opportunities
- ✓ extend the reach and impact of the strongest school leaders and teachers
- ✓ potential to develop leadership by creating opportunities for aspiring leaders



For the governing board it will mean:

The governing board will be committed towards:

- ✓ raising standards
- ✓ promoting a shared caring and inclusive Christian ethos
- ✓ commitment to provide excellent educational opportunities across all schools
- ✓ shared responsibility to oversee three schools and three budgets
- ✓ setting clearly defined objectives and roles, that ensure the structure and focus of the federated governing board is sound
- ✓ drawing on the expertise and commitment of existing governors

The financial implications:

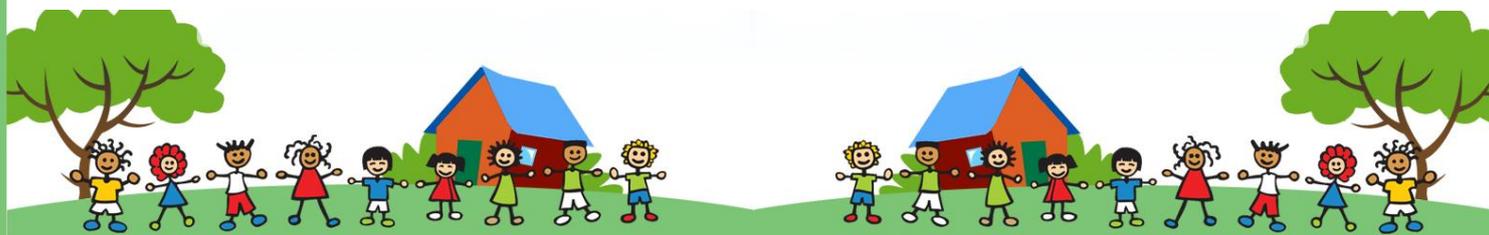
- ✓ all schools retaining their individual budgets
- ✓ the way in which the formula for each school's delegated budget share is calculated will be unaffected
- ✓ all schools will benefit from increased purchasing power, economies of scale and best value for procurement of contracts and services

Proposed New Governing Board Arrangements and Leadership Structure

Both governing boards are committed to retaining the expertise and skills that exist within the current governing board arrangements. Therefore the overarching principle is to ensure that the new governing board has sufficient vacancies to accommodate serving governors. Currently this equates to 18, but should any governor indicate that he/she no longer wishes to continue, the final membership could be lower.

The Executive Head Teacher will oversee all three schools. Additionally, there will be a Deputy Head Teacher in each school. The number and type of governor is detailed below:

Type	Number	Detail
Parent	2	To be elected by parents of all three schools
Staff	1	To be elected by staff of all three schools
Head Teacher	1	Appointed automatically
Foundation	4	To be appointed by the Diocese
Local Authority	1	To be appointed by North Lincolnshire Council
Co-opted	9	Based on skills needed by the governing board
TOTAL	18	



Consultation Questionnaire – Please complete and return by 22 November 2016

Your views are important to us. Please take a few minutes to complete the following questionnaire. If you would like to discuss this proposal before completing the questionnaire, please attend one of the consultation sessions.

1) Do you like or dislike our proposal (please tick one box)?

I like the proposal to federate the schools.	I dislike the proposal to federate the schools.
 <input style="width: 40px; height: 25px; margin-left: 10px;" type="checkbox"/>	 <input style="width: 40px; height: 25px; margin-left: 10px;" type="checkbox"/>

Please explain what you like or dislike about the proposal.

2) How many children do you have attending these schools?

	St Martin's CE Primary School	West Butterwick CE Primary School	Haxey CE Primary School
Please indicate how many of your children attend these schools.			

3) Which box(es) best describes you?

	St Martin's CE Primary School	West Butterwick CE Primary School	Haxey CE Primary School
I have children attending			
I am member of staff at			
I am governor at			
Other (please describe)			

Your name: (optional) Signature:

Your information will be summarised and a report will be published online. No individual's comments or information will be disclosed. Please return this form to your child's school or use our on-line questionnaire available via:

<http://www.northlincs.gov.uk/current-consultations/>

Consultation closing date: 22 November 2016

