



SOUTHWARK DIOCESAN BOARD OF EDUCATION
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St Paul's Church of England Primary School and St Mary's Church of England Primary School Partnership

Memorandum of understanding

March 2026

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Partnership Agreement

A partnership agreement will be made between the Governing Body of St Paul's with the Interim Executive Board (IEB) of St Mary's. St Paul's will lead the partnership. Both schools will retain their existing Governing arrangements, and staff will continue to be employed by each school. Both schools will retain separate budgets and separate monitoring arrangements including external inspection by OFSTED and SIAMS. Both schools will retain their own unique identity and Christian character as well as their important links with each parish and incumbent. Each school will continue to be supported by their own Diocesan Board of Education. The day to day running of both schools will be overseen by the Headteacher of St Paul's.

1 Background

St Paul's and St Mary's are both one form entry Primary Schools in the Royal Borough of Kingston upon Thames. Both schools are situated in Chessington in different parishes. St Paul's is situated in the Diocese of Southwark and St Mary's in the Diocese of Guildford. Both schools have worked together in the past in a variety of ways and form part of the Chessington Cluster. The Headteacher of St Paul's has provided interim leadership at St Mary's for part of the academic year 2025/26. The Deputy Headteacher of St Paul's is providing interim SENDCO support to St Mary's during the academic year 2025/26.

- 1.1 St Mary's has a vacancy for a substantive Headteacher from the start of the Summer Term 2026. The Governing Body and now the IEB of St Mary's have considered a range of options, as required, for the future leadership of the school. These options have been supported by the Local Authority and Guildford Diocesan Board of Education.
- 1.2 The Governing Body of St Paul's have also been considering long term options for their school.
- 1.3 Both the Governing Body of St Paul's and the Interim Executive Board of St Mary's wish to enter into a partnership working arrangement from the start of the summer term 2026. This arrangement is supported by Kingston LA, the Diocese of Guildford and the Diocese of Southwark

2 Partnership aims and objectives

2.1 The overarching aim of this partnership is to secure high-quality Church of England education for the community of Chessington and ensure both schools are financially stable for the future. The partnership will build on the historic joint working of both schools, maximise joint leadership and development opportunities for all staff and ensure highly effective governance across both schools. It will maximise school effectiveness and improvement. The guiding principles and specific objectives of the partnership outline:

2.2 The guiding principles are:

- a. Creating a partnership anchored by the school's individual values and its joint Christian Distinctiveness.
- b. Sharing best practice to provide consistently high-quality teaching and learning experiences for all pupils.
- c. Fostering strong positive relationships between pupils to provide learning and enrichment experiences within a wider peer group.
- d. Providing opportunities for growth and development within our staff teams to support retention.
- e. Ensuring clear communication structures with visible leadership on both school sites to build strong transparent relationships between the leadership team and communities.
- f. Developing a sustainable model for both schools in the current financial climate to reduce the risk of significant restructuring.

2.3 The specific objectives are:

- a. Strengthening schools offer to attract pupils and increase pupil numbers at St Mary's
- b. Build curriculum leadership to develop and maintain a broad and balanced curriculum offer.
- c. Developing staff and sharing best practice to provide consistently high-quality teaching and learning experiences for all pupils.
- d. Visible leadership on both school sites to build strong transparent relationships between the leadership team and communities.
- e. Working with governors and IEB on a sustainable model for both schools in the current financial climate.
- f. To support St Mary's IEB to build a sustainable governance model for the school.

3 Partnership activities

3.1 Activities to be delivered by the partnership 2025 - 2027 are:

Phase	Objective	Activity
Summer 2026	'Getting to know you phase'	<ul style="list-style-type: none">• Opportunities for staff teams to get to know one another• Shared emotional health project – 'Have you filled a bucket today?'• Transition project for Year 6 pupils• Evaluating both curriculums and identifying shared priorities

Autumn 2026	'Developing Collaboration'	<ul style="list-style-type: none"> • Collaborative training opportunities: INSET days, staff meetings • Making links across the curriculum, such as joint enrichment experiences and opportunities to plan together • Developing year groups links
Spring 2027	'Learning from one another'	<ul style="list-style-type: none"> • Providing opportunities for staff to visit each school to observe and share best practice Collaboration between subject leaders across both schools • Looking for opportunities for pupil leaders to complete projects together
Summer 2027	'Review and planning for the future'	<ul style="list-style-type: none"> • Evaluating the previous three terms • Planning next steps • Identification of shared priorities for the future

3.2 The initial timeframe for partnership activities will be one term and one year, commencing in the academic year 2025-2026 (13th April 2026 – 31st August 2027).

3.3 Activities will be reviewed termly to ensure that they are being delivered as agreed, and that they are having the intended impact.

4 Monitoring

4.1 All partners commit to ongoing monitoring, with the aim of ensuring accountability and performance against milestones.

4.2 The St Paul's Church of England Primary School and St Mary's Church of England Primary School Partnership working party will co-ordinate the monitoring and evaluation of the partnership and report back to governing boards as appropriate.

5 Impact evaluation

The impact will be evaluated through internal and external data, inspection outcomes (SIAMS and OFSTED), SIP reports, internal monitoring such as HT reports and governor visits. Key objectives which will be evaluated are:

- 5.1 Strengthening schools offer to attract pupils and increase pupil numbers at St Mary's
 Build curriculum leadership to develop and maintain a broad and balanced curriculum offer.
 Developing staff and sharing best practice to provide consistently high-quality teaching and learning experiences for all pupils.
 Visible leadership on both school sites to build strong transparent relationships between the leadership team and communities.

Working with governors and IEB on a sustainable model for both schools in the current financial climate.

To support St Mary's IEB to build a sustainable governance model for the school.

5.2 The impact will be monitored and evaluated through the Partnership Committee.

6 Designated partnership lead

6.1 The Headteacher will lead on the work of the partnership. The headteacher will be supported by the Deputy Headteachers in both schools.

6.2 The Headteacher will report back through the Partnership Committee, as well as SLT meetings and Headteacher reports to the Governing Board and IEB.

The headteacher will provide a termly report to the partnership committee. This document will serve each partner school's own reporting requirements to school leaders, governors and other stakeholders in their school communities.

7 Partnership governance and oversight

7.1 The St Paul's Church of England Primary School and St Mary's Church of England Primary School Partnership agrees to a partnership committee (initially the working party) which will oversee the partnership and monitor its effectiveness. In the first year of the partnership the committee will meet at least half-termly. This group will report into the governing boards of both schools.

7.1.1 The partnership committee members and responsibilities are detailed in the Terms of Reference.

7.2 Each partner school will consider how the partnership can be integrated into their School Development Plans, with a view to introducing the partnership mission statement into each plan.

7.3 The Partnership Committee will review progress, using the impact measures outlined in section 5.

8 Financial contributions

8.1 St Mary's will be invoiced monthly by St Paul's for 50% of the Headteacher's salary.

St Mary's will be invoiced monthly by St Paul's for 20% (equivalent of 1 day (0.2) a week) of the SENDCO's salary.


9 Disclaimer

9.1 It should be noted that by signing this document or by participating in the St Paul's Church of England Primary School and St Mary's Church of England Primary School Partnership, the partners are not committing to legally binding obligations. It is intended that the partners remain independent of each other and that their collaboration and use of the term 'partner' does not constitute the creation of a legal entity, nor authorise the entry into a commitment for or on behalf of each other.


Signed on behalf of St Paul's Church of England Primary School

 Date 27 April 2026
[THOMAS ATHAYDE, CHAIR OF GOVERNORS]


Signed on behalf of St Mary's Church of England Primary School

 Date 20 April 2026
[ROSEMARY HAFEEZ, CHAIR OF IEB]

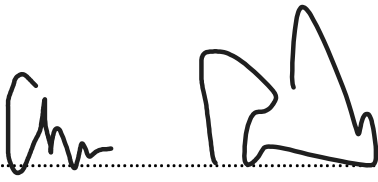
Signed on behalf of Southwark Diocesan Board of Education


Date 30 April 2026
[ROZ CORDNER, DIOCESAN DIRECTOR FOR EDUCATION]

Signed on behalf of Guildford Diocesan Board of Education


Date 30 April 2026
[ALEX TEAR, DIOCESAN DIRECTOR FOR EDUCATION]

Signed on behalf of *Achieving for Children*



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[CHARIS PENFOLD, DIRECTOR FOR EDUCATION SERVICES]

Date20/4/26.....