

Proposal for Federation by the Governing Bodies of CPD Schools Federation and Calverton Primary School

Background

During the past 12 months, there have been structured opportunities to broker working arrangements between Calverton Primary School and CPD Schools Federation around school improvement. It has become clear to the Governing Boards that this arrangement has enabled both schools to work more closely together for the benefit of the pupils, and that future improvements could be delivered more efficiently if a single Governing Board was responsible for the governance of the schools. The Federation is currently two Newham schools, with an appointed Executive Headteacher and a Headteacher appointed to each school. A presentation by CPD Schools Federation to the Governing Board at Calverton around how the Federation works and the option to develop a formal partnership took place.

Proposal

The Governing Boards of each school have met individually to consider this position. They have both decided to propose that the two Governing Boards join together in a hard federation. This would mean that:

- a) there would be one Governing Board made up of:
 - 2 parent governors
 - 1 Authority governor
 - 1 staff governor
 - The Executive Headteacher
 - 7 co-opted governors

A new Governing Board will be formed with newly elected and appointed members, but there will be an opportunity for some current governors to serve on the new Governing Board. A co-option process will ensure there is a voice for all schools on the initial Governing Board and a role to champion inclusion and SEND practice. Stakeholder views will be gathered through a Local Governance Committee made up of interested stakeholders.

- b) there would be one group of staff, led by one Executive Headteacher and one Headteacher.
- c) there will be individual school budget allocations which can be pooled across the schools.

The schools will continue to each be subject to their own OFSTED inspection and have certain other separate legal responsibilities. The Governing Boards believe the benefits of hard federation are that:

- Children will benefit from the opportunity to share staff expertise and resources across all schools.
- There will be increased opportunities to enhance the continuing professional development (CPD) opportunities for all staff.
- Career progression and opportunities will be enhanced, as will leadership opportunities. These features will continue to support recruitment and retention of high quality staff.
- The extended services provision will continue with an opportunity to share resources
- Greater continuity of support for vulnerable groups of children.
- Alignment of effective policies, procedures and practice.

The status of the federation schools will remain as maintained, community schools, with Newham Council as the admissions authority.

What happens when?

This proposal is being circulated to parents, carers, staff, Newham Local Authority, Union Representatives, Regional Schools Commissioner and Secretary of State for Education. Any of these interested parties can send comments to Alix Williams at calvertonconsultation21@gmail.com by 11th June 2021.

The Governing Boards will announce opportunities for parents and staff during the consultation process to discuss and comment on the proposal. The Governing Boards will respond to comments received on the proposal during the consultation as appropriate as well as consider all comments at the end of the consultation. The Governing Boards will meet individually shortly after the 8th June 2021 to take a final decision on federation. If finally agreed, it is proposed that the hard governance federation arrangement will start no earlier than 1 September 2021

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