

Consultation on the proposal to federate Guillemont Junior and Pinewood Infant Schools

To be known as:

'The Federation of Guillemont Junior School and Pinewood Infant School'

Two Schools, One Family, One Vision...

The governors of Guillemont Junior and Pinewood Infant Schools, have been looking at ways of working even more closely together to make the best educational provision for children in our community.

In December 2019 the schools entered a formal Partnership Agreement which saw the Headteacher of Guillemont becoming Executive Headteacher (EHT) of both. The schools remained separate with their own Governing bodies, individual budgets, etc. The agreement was renewed in June 2021 and runs to the end of this calendar year.

We have been exploring the idea of 'federating' both schools and have developed this proposal to explain what federation is and what it might look like in practical terms. We have highlighted some of the possible issues to assist parents, members of staff and other interested parties to respond to the consultation process.

The consultation process has been designed to help us find out what you think about the proposal; we would like to hear your views. The outcome will be reported to both governing bodies on 24th October 2022. We will then make the decision whether or not to federate the schools.

What is a federation?

The School Governance (Federations)(England) Regulations 2012 allows for two or more schools to join together under a single governing body - this is a federation. The single governing body can share resources and expertise across the schools to find new ways of improving leadership, teaching and standards.

If federation proceeds, then the new governing body would appoint an Executive Headteacher with responsibility for coordinating the partnership work of the two schools. Each school will keep its own unique identity and character under a single leader, maintain its own budget and be subject to separate Ofsted Inspections.

Governors of both schools are clear that this is not a proposal to create one school or close either site.

Why do we believe that the proposal will benefit children?

As governors we believe that the proposal will improve the quality of education for the children attending both schools in the following ways:

Children and families:

- Raise standards - Ofsted Report 2011 - *In all the federations visited, provision and outcomes had shown improvement. In each case, the fact that schools had federated was a contributory factor to the improvement*
- Access to a wider ranges of facilities
- Wider range of expertise to meet the needs of all
- Opportunity to coordinate school timetables/calendars

Staff:

- The provision of a greater range of leadership possibilities and continuing professional development that would not otherwise exist
- School to school support network

Governance and School Leadership

- Simplified lines for accountability and reporting
- Federation policies rather than individual school policies
- Opportunities to exploit the talents in both schools for the benefit of all children.

Under the existing partnership, many of the above benefits are already being realised. INSET days and governor training events are held jointly, members of staff are supporting each other across both schools and policies are being aligned. Many safeguarding and well-being issues are common so there is a single committee of governors from both schools to oversee this and to whom the EHT is accountable

As governors of both schools, we believe that federation is the next step that offers the best future for the children in our community.

What would happen to existing staff?

There would be no changes to the contracts of existing staff working in either school. Contracts are currently held with Hampshire County Council and this would remain the case.

The proposed leadership model is for an Executive Headteacher with strategic responsibilities and overall responsibility for oversight and coordinating the links between the 2 schools supported by a Head of School in each.

The roles for the existing Deputy Head (of Guillemont) and Head of School (of Pinewood) positions at each school would therefore need to be reviewed and revised to reflect the increased day to day leadership and management responsibilities, including administrative tasks and communications with staff, parents and children.

We believe that the proposed federation will generate enhanced professional development and greater opportunity to share professional expertise and consolidate what has already been achieved by the partnership. This should enable us to retain high quality staff which is a crucial element in the Local Authority's (and our) drive for improving standards and raising pupils' achievement. These aims are already being realised.

What specific changes are the governing bodies considering?

From November, both school governing bodies would cease to exist, and a new governing body would be formed for the federation. This will involve elections and appointments and many of the existing governors will stand for re-election or re-appointment.

The new governing body would comprise of 18 governors; 2 elected parents, 1 governor appointed by the local authority, 1 elected member of staff, the Executive Headteacher and 13 co-opted governors appointed by the governing body.

Is there anything else we are trying to achieve through this proposal?

Both schools need to continue to explore ways of serving the community and we believe that a federation would be better placed to ensure the provision of appropriate facilities and share them wherever possible - the partnership has shown this to be so.

We believe that federation will bring advantages for each school through helping each to be managed more efficiently as well as allowing for increased flexibility and stability.

An Executive Headteacher would have a long-term view of each child's education and be tasked with ensuring that their progression through Early Years Foundation stage, KS1 & KS2 and onwards to

secondary education and employment is managed smoothly, effectively and in the best interests of each child. We can also build and sustain good relationships with parents and families over this period.

Will parents, staff and members of the community have the opportunity to discuss the proposals and ask questions?

Governors have arranged for 4 'consultation sessions' where governors will be on hand to provide more information and answer any questions you may have.

Comments made on the day will be reported back to the governing body of each school.

These sessions will be held at:

Pinewood Infant School Monday 19th September 2022 at 2.45pm

Guillemont Junior School Wednesday 21st September 2022 at 2.45pm

Pinewood Infant School Friday 23rd September 2022 at 8.45am (after drop-off)

Guillemont Junior School Wednesday 28th September 2022 at 8.45am (after drop-off)

Parents, linked organisations and staff will be welcome to come to a session at either school.

There will be a separate session for staff in each school held at:

Guillemont Junior School Thursday 22nd September 2022 at 2.30pm

Pinewood Infant School Wednesday 28th September 2022 at 3.20pm

How can my views be heard?

As well as attending either of the 'consultation sessions' you may wish to complete the attached Response Form and return it to either school office by 12 noon on 21 October 2022.

You can also send your comments to admin@pinewood.hants.sch.uk or adminoffice@guillemont-jun.hants.sch.uk for queries regarding either school. Please put Federation in Subject line.

What happens next?

The responses to this consultation will be carefully considered by the governing bodies of both schools and taken into account before a decision is made on 1st November 2022. Having made a decision, this will be communicated to parents, staff and other interested individuals by no later than 4th November 2022

For further information please refer to frequently asked questions

Schools Federation:

Two schools – Guillemont Junior and Pinewood Infant

One Family – the shared community of children, families and local residents

One Vision – a shared ethos of care and a common set of core values

We aim to provide a seamless education whilst retaining the distinct features of both Schools



Clive Norris

Chair of Governors: Guillemont Junior School and Pinewood Infant School



Stuart Divers

Vice Chair of Governors: Guillemont Junior School



Heather Ryder

Vice Chair of Governors: Pinewood Infant School

September 2022



Consultation on proposal to federate

Response form

Please indicate your views on the proposal for Guillemont Junior School and Pinewood Infant School to form a federation under one governing body with effect from November 2022

Comment: (please continue overleaf if necessary)

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Which of the following best describes your connection with the school? (Please tick one only, which should be your main interest)

Parent

Member of teaching staff

Member of support staff

Member of the community

Other (please state)

Please return this slip to either school office by 12 midday 21st October 2022 at the latest. Envelopes should be marked for the attention of the Chair of Governors and be clearly marked 'Federation'.