

## **Management Partnership News 27<sup>th</sup> September 2019**

This week we have started our consultation process with the first event next week at Littleham School. We have tried to book 4 events across both federations, taking into account people's commitments to work and family. You are welcome to attend any one of the events; however, I am mindful that this still might exclude some parents and carers.

To make sure everyone has the same information I am sharing with you the content from the presentation we will use to start the event before opening it up for conversation and questions. If you are not able to attend and want to ask me a question please use the consultation email [consultation@littleham.devon.sch.uk](mailto:consultation@littleham.devon.sch.uk) and I will get back to you as soon as I am able; though it may not be in the same week.

### **Federations – what are they?**

- Schools increasingly work in partnerships e.g. Multi Academy Trusts (MATs), Federations and informal partnerships within learning communities.
- Federations are school organisations that share Executive Head Teachers and often other administrative or staff roles e.g. SENCO.
- They share one governing board made up of representatives from across the school communities with the skills required to govern.

### **Why do schools federate?**

- Because of the increasing demands on schools to meet the legal responsibilities e.g. for finance, personnel, health and safety.
- Share executive heads with experience to do the above.
- Make savings through joint purchasing and procurement.
- Share the expertise of staff of all types to benefit pupils.

### **What has prompted the decision?**

- Pebblebed Heath's Executive Head Teacher resigned in autumn 2018.
- We have had prior experience of the benefits of collaboration through federation.
- Need to secure and retain an experienced executive head teacher who shares our values.
- MATs and federations are increasing in size; bigger and wider collaborations becoming the norm.

### **Where we are now**

- Currently there is a management partnership between Pebblebed Heath Federation and Jubilee Federation.
- We share an Executive Head Teacher, Katie Gray.
- The management partnership is a legal contract that was negotiated and is temporary- usually for a minimum of 2 terms.
- Both federation's governing bodies took time to choose the right partner based on our mutual needs and aims for the future.

### **Mrs Gray's Experience**

- In 1996 qualified and worked as a teacher for 9 years; initially in a large C of E primary school in Hertfordshire and then in Torquay.
- In 2005 was appointed Head Teacher of Branscombe Primary School.
- In 2011 successfully joined Branscombe Primary School with Broadhembury Primary School into a Management Partnership.
- In 2012 this then became The Jubilee Federation.
- In 2014 the federation enlarged to include Farway Primary School
- During her time as Head Teacher all three Jubilee schools have only ever had 'good' Ofsted grades.
- Their church inspections (SIAMS) are "good" at Farway and "outstanding" grades at Branscombe and Broadhembury for two cycles of inspection.

- Mrs Gray has prior experience of School Improvement raising Broadhembury Primary School from 'Satisfactory' to 'Good'.
- Mrs Gray was previously a Chair of Governors building a new local primary school and leading this school into a federation.

### ***Governor vision for your schools***

*"Sustainable church schools providing high quality education to their local communities."*

- We are all small
- We are all Church schools
- We all have small teams requiring our staff to be multi skilled
- We all want to grow in size and attract pupils

### ***What benefits do we anticipate?***

- Experienced Executive Head Teacher (EHT) able to support our Heads of Learning to deliver high quality teaching and learning.
- EHT ensuring our schools are up to date, compliant and have the most efficient systems and processes in place.
- Stronger Senior Leadership Team (SLT) with peers to learn with and from.
- Staff supported by leaders and a wider peer group to be effective in planning, delivering and evaluating teaching and learning of all pupils.
- Sharing expertise and support for SEND staff.
- Sharing expertise and support for admin staff.
- Ofsted requirements are broadly similar for most schools in the group - supporting each other for the next inspections.
- Retain Christian character of the school.

### ***Benefits from the current management partnership.***

- Formation of Senior Leadership Team across both federations to collaborate and support school improvement across all 5 schools
- Maths leads in both federations have collaborated to implement learning following the Maths Mastery research project.
- SENCOs from both federations have collaborated and shared documents.
- Pupil Premium Champions collaborating and sharing ideas.
- Admin support during a period of recruitment.

### ***The consultation process***

- This is a legal process where all stakeholders (staff, parents and members of the community) are invited to ask questions and express their views regarding the proposed new federation.
- Governors make the final decision and vote based on the feedback from the consultation process in the best interests of the schools they represent.
- The decision has not yet been made; however, the aspiration remains growth if the decision is in the best interest of the schools.

### ***What then?***

- If governors vote to federate they inform the Secretary of State, Local Authority, Diocese, parents and staff of the decision.
- Governors reorganise as a single governing body.
- The executive head teacher's (EHT) post becomes permanent.
- The EHT starts to build the team across the larger federation.
- There may well be a change of federation name but the school's name remains the same.

I hope that this information helps to explain governor's thinking; there will be time to ask questions at each event and you are welcome to email me for any further clarification.

**Clare Rooke**

**Chair of Governors Pebblebed Heath Federation**

