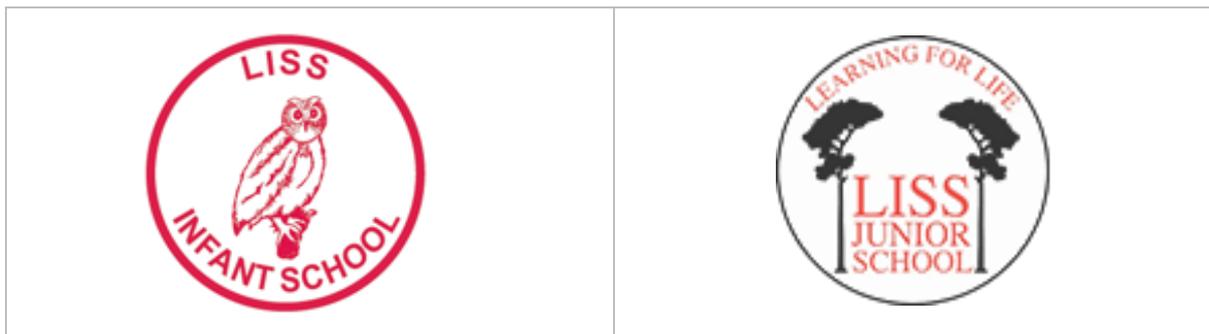


The Federation of Liss Infant and Junior Schools

Working in partnership together



Consultation on Proposal to Federate

The governing bodies of Liss Infant School and Liss Junior School welcome your view on the proposal to federate the two schools with effect from 1st September 2018

Statutory Consultation Period: 8th January 2018 – 26th February 2018

Consultation on the proposal to federate Liss Infant School and Liss Junior School

Introduction

We, the governors of Liss Infant and Liss Junior Schools are looking at ways of working more closely together to secure plans for the future of both schools and to deliver the best educational provision for the children of Liss and its surrounding area.

We are very interested in the idea of “federating” both schools and would like to hear your views on our proposal. This document explains what a federation is, what it might look like in practical terms and highlights the potential concerns raised to assist parents, members of staff and other interested parties. The consultation process is designed to help us find out what you think about the proposal and we would like to hear your views.

The **deadline for responses is midday on Monday 26th February 2018**. The outcome of the consultation will then be considered by both governing bodies. The governing bodies will then decide whether or not to proceed with the Federation.

What is a Federation?

The School Governance (Federations) (England) Regulations 2012 allows for two or more schools to join together under one governing body.

A federation is a formal arrangement where schools come together to share a single governing body. The schools retain their own legal status, have their own budgets, individual admissions, performance tables and Ofsted inspections. The schools would also retain their own unique characteristics and ethos.

The proposed Federation of Liss Infant and Junior Schools has identified two changes to the leadership structure of the schools, with the establishment of a single governing body and the appointment of an Executive Head Teacher. The governing body and Executive Head Teacher would be able to work strategically across both schools to strengthen leadership, ensure high standards of teaching and learning, manage resources and ensure the children continue to enjoy a rich curriculum and make good progress.

It is important to note that Hampshire already has over twenty successfully federated schools, and that, under a federation, each school can retain its own individual identity and character.

Shared Vision

Liss Infant and Liss Junior Schools play a pivotal role in our local community and provide education for the children of Liss and its surrounding area. The schools share their location and several services already including site management and catering.

Most children from the Infant School move to the Junior School and it is believed by both governing bodies that federation under a single governing body and Executive Head Teacher would give both schools a secure and stable foundation on which to provide the best education for children, now and into the future.

Governors believe that this proposal would improve the quality of education for the children attending both schools in many ways, including:

- Ensuring a consistent and agreed approach to teaching

- Providing a safe and consistent journey for all children including those with special educational needs
- Offering a shared vision of primary education
- Delivering a consistent approach to policies and practices, e.g. behaviour management
- Easing the transition from Infant to Junior
- Ensuring a continuous relationship with the children and their families throughout the seven years
- Sharing staff expertise and undertaking joint professional development
- Aiding in the recruitment and retention of high quality staff
- Enhancing opportunities to share resources including the grounds

It is therefore our firm belief that federation would provide significant benefits for the children, parents, staff and wider community in Liss. Governors of both schools are clear that this is not a proposal to create one school or dispose of any property.

Throughout our initial investigation, the governors ensured that the most important factor for considering federation has been in the benefits for the children by enhancing their education provision and wellbeing.

What specific changes are the governing bodies considering?

From 1st September 2018, the governing bodies of both schools would cease to exist and a new federated governing body would be formed. This would involve electing two parent governors and a staff governor, and appointing a local authority governor and co-opted governors onto the new board. The existing governors would be eligible to put themselves forward for these posts.

The breakdown of the federation governing body is outlined in the following table:

Parent Governors	2
Staff Governors	1
Local Authority Governor	1
Executive Head Teacher	1
Co-opted Governors	10
Total Governors	15

The leadership and management of both schools would be restructured so that one Executive Head Teacher would have the responsibility of managing both schools. No other changes to staffing or staffing structures are planned although we would expect the staffing structure to develop to meet the needs of the federation over time. Both schools would remain open on separate sites.

The Executive Head Teacher would be the senior professional leader across the two schools. A suitable candidate would be appointed through a rigorous selection process.

What would happen to the 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 retention of high quality staff is of the highest priority to the governing bodies of both schools and is a crucial element in the Local Authority's drive for improving standards and raising pupils' achievement.

We believe that the proposal would allow for enhanced professional development and more opportunities to share professional expertise.

Admissions

There will be no change to the admissions authority for the schools, which will remain as Hampshire County Council.

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

We believe federation would effectively serve the community by ensuring the sustainability of high quality primary education in the area. There would be advantages in helping each school to operate efficiently as well as allowing for greater financial flexibility and stability.

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

Governors have arranged for two 'drop-in sessions' where governors and officers from Hampshire County Council will be on-hand to provide more information and answer any questions you may have. Any comments you make on the day will be reported back to the governing body of each school and will be fully considered before a decision is made.

These sessions will be held on:

Thursday 18 th January 2018	Liss Infant School – Main School Hall 9:00 – 10:30
Thursday 8 th February 2018	Liss Junior School – Main School Hall 18:00 – 19:30

Any parents, staff and members of the local community will be welcome to come to a session at either school. There will be a separate session for members of staff.

The chairs of governors for each school can be contacted via email or through the schools' receptions should you have any questions or comments and are unable to attend either of the drop-in sessions.

Governor Email Addresses:

- Liss Infant School: governors@lissinfant.hants.sch.uk
- Liss Junior School: chair@lissjunior.hants.sch.uk

How can my views be heard?

As well as attending either of the drop-in days or staff meetings, you may wish to complete the attached questionnaire and return it to either of the school offices by midday 26th February 2018. Envelopes should be marked for the attention of the chair of governors and be clearly marked "Federation".

What happens next?

The responses to this consultation will be carefully considered by the governing bodies of both schools and fully taken into account before a decision is made. The decision will be communicated to parents, staff and other interested parties as quickly as possible.

Frequently Asked Questions

What financial implications will there be?	Both schools would retain their existing budgets and the formulas for budget share would remain unchanged for each school Finances for each school would remain separate, although sharing of expertise is possible Both schools may benefit from shared purchasing power (economies of scale) when buying equipment and services ensuring greater value for money
Will there be any changes to admission policies at either school?	There would be no changes to admission policy or process at either school
Will there be any changes to my contract (teaching, support and administration staff)?	There would be no changes to the contracts of existing staff working in either school. Contracts are held with HCC and this would remain the case
Will staff move between schools?	Contracts would not change so staff would continue in their current roles New staff recruited after September 2018 will be contracted to the federation and may be required to work across both schools We would expect collaboration between staff in both schools to increase as they are working together to meet common objectives
Will my child's class teacher change?	Children will move classes at the start of the new school year as planned. The federation has no impact on this process
What about the PTA?	No plans have been made regarding the PTA
Will uniforms change?	No plans to change currently

What will the federation be called?	The Federation of Liss Infant and Junior Schools. Although each school would retain its own identity
Will each school keep its head teacher?	It is unlikely that each school would have separate head teachers
What evidence is there that federation will work?	<p>The two governing bodies initially discussed the opportunity separately and then agreed to form a working party of three governors from each school to investigate federation.</p> <p>The process has been rigorous and wide ranging including multiple meetings of the joint working party, governor visits to two recently formed primary age federations in Hampshire and consultation with Hampshire County Council.</p> <p>Throughout the process, the governors on the joint working party have utilised evidence and experience from multiple sources to establish whether or not federation would be right for both schools.</p> <p>The proposal to federate is based entirely on this process.</p> <p>The following documents are examples of the research used to evaluate the potential for federation:</p> <ul style="list-style-type: none"> • Leadership of more than one school (Ofsted) • The governance of federations (NCTL)
Will there be any movement of pupils between the schools during the day?	Currently pupils do move between the schools for particular purposes and this would continue. However, the two schools would remain as separate schools while working together

Consultation on Liss Infant School and Liss Junior School proposal to federate

Response Form

The proposal is that Liss Infant School and Liss Junior School should enter a federation with one governing body with effect from 1st September 2018.

Yes, I agree with the above proposal	<input type="checkbox"/>
No, I disagree with the above proposal	<input type="checkbox"/>

Comment: (please continue overleaf if necessary)

--

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

Parent	<input type="checkbox"/>
Member of teaching staff	<input type="checkbox"/>
Member of support staff	<input type="checkbox"/>
Member of the community	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>

Please return this slip to the school office **by midday on Monday 26th February 2018** at the latest. Envelopes should be marked for the attention of the chair of governors and be clearly marked "Federation".