

# **Consultation Document**

Proposal on the federation of:

## **King's Hill Primary School**



**and**

## **Salisbury Primary School**



**Federation Consultation**

**KING'S FEDERATION**

**King's Hill Primary School and Salisbury Primary School**

The Governing Bodies of King's Hill Primary School and Salisbury Primary School - currently separate, state maintained schools, are proposing to join together as a federation. This document explains what this will mean for parents, pupils, staff and interested parties and provides an opportunity for everyone to comment.

The consultation period will run from 31 October 2022 until midday on 9 December 2022. Please share with us your thoughts, ideas or concerns so we can make a fully informed decision.

The consultation document is available via the school website. Additional paper copies can be obtained via the school office.

The closing date for comments is the midday on 9 December 2022.

The Governing Bodies of King's Hill Primary School and Salisbury Primary School are proposing to join together in a federation.

King's Hill is a two-form entry primary school with a nursery and provision for 2 year olds. In total there are 480 children between 2 and 11 years old at the school. The school is located on Old Park Road WS10 9JG.

The proportion of pupils at King's Hill known to be eligible for pupil premium funding is well in excess of the national average. The proportions of pupils from minority ethnic groups and of those who speak English as an additional language are higher than the national average.

Salisbury is a one and half-form entry primary school. In total there are 330 children between 3 and 11 years old. The school is located in Salisbury Street WS10 8BQ.

The proportion of pupils at Salisbury known to be eligible for pupil premium funding is also higher than the national average. The school has twice the national average of pupils from minority ethnic backgrounds and those for whom English is not the home language.

Through this document we are jointly publishing our proposal to join together in a federation, and we would like your views before the decision is made whether or not to go ahead.

A federation is where two schools remain separate in law but are managed together by a single Governing Body and unified leadership team. They retain their individual budgets.

The two schools have already begun a successful collaboration under the leadership of the Headteacher of King's Hill since April 2022.

We have decided to take this step because we believe it is in the interests of both schools, and the communities we serve, if we work more closely together.

We believe that coming together in a federation under a shared Governing Body would improve outcomes for children by:

1. Having a direct impact on the ability to provide children with outstanding teaching by attracting, developing and retaining the best teachers. This impact of federation has been noted by Ofsted.
2. Motivating and retaining outstanding leadership that has made King's Hill an outstanding school, raising standards and progress for children at the school.
3. Enriching the social, moral, spiritual and cultural development of children across the two schools through shared cultural, sporting and educational activities.
4. Increasing efficiencies across the two schools.
5. Providing resilience in the face of political change.

Federation would build on the successful collaboration between King's Hill and Salisbury. Headteacher Mrs Nin Matharu has been the Interim Executive Headteacher since April 2022 and under her leadership, Salisbury has seen significant changes take place.

Salisbury has adopted and implemented a range of procedures and practices and work on developing the curriculum has already started.

In the summer term, Salisbury teachers received training which resulted in them successfully implementing the new maths approach from this September.

We believe that by entering into a federation, we can continue to build on the gains of the past 6 months, for the benefit of all pupils and their communities.

The shared governance structure of a federation will allow our schools to work together efficiently and sustainably to continue to raise standards, improve services and increase opportunities for pupils and staff.

The Governing Bodies of King's Hill Primary School and Salisbury Primary School are embarking on a public consultation in order to canvass the opinions of parents, staff, professional colleagues and the wider community.

We want to know whether others agree that this partnership could work for the benefit of everyone. We look forward to hearing your views and hope you will feel encouraged to respond.

Mr Mike Fox

Mrs Elaine Maher

Chair of Governors

Chair of Governors

King's Hill Primary School

Salisbury Primary School

Mrs Nin Matharu

Interim Executive Headteacher King's Hill Primary School

& Salisbury Primary School

## **FAQ**

### **What is a federation?**

A federation is formed when two schools remain separate in law but are managed together by a single Governing Body. The proposed model therefore maintains King's Hill and Salisbury as separate organisations, but with the management of the two schools brought together under the supervision of a single Governing Body. The arrangement would build on the strengths of the two schools.

### **What would be different from January 2023?**

The immediate day-to-day experience for parents and children would change very little. Schools in federations continue to be individual schools with their own character. The names of the schools, school uniform arrangements and identities of the schools would continue as before. Each school would retain its own budget.

### **What would the admission arrangements for places be?**

The admissions policies of both schools would remain unchanged by this proposal.

### **How would the leadership of the two schools change?**

Mrs Nin Matharu, the Interim Executive Headteacher of King's Hill and Salisbury would become Executive Headteacher for both schools, reporting to the single federated Governing Body.

### **How would the implementation of this proposal affect staff?**

For January 2023, the staffing of the two schools would remain largely unchanged, though federation would enable some staff to work flexibly across both schools, in accordance with their terms and conditions of employment. The same staff will deliver the same teaching and learning on a day to day basis and the school will be led by the same leadership team. Day to day management of both schools will continue as it is now. However there will be opportunities for closer working between staff. This co-operation will create greater development opportunities and career routes within the Federation. The Federation may employ new staff, with a specific Federation role under a Federation contract. That will be explicit at the point the job is advertised. It is important to state that there will be no redundancies as a result of moving to a Federation.

### **What would be the timescale for implementation?**

The consultation will run from 31<sup>st</sup> October 2022 to midday 9<sup>th</sup> December 2022. The process with the new joint Governing Body assuming control of both schools would begin from January 2023.

### **Can a federation be reversed? Can other schools join?**

Federations should be seen as medium to long-term commitments. However, unlike academies, which require a seven-year commitment, it is possible to end a federation at any time. This means that in the unlikely event that federation no longer offers benefits for children's learning and progress, the arrangements can be ended by the governing body. The process for schools to withdraw from a federation are set out in The School Governance (Federations) (England) Regulations 2012. Additional schools can join a federation and the prescribed process is also set out in The School Governance (Federations) (England) Regulations 2012.

**What impact would proposals have on OFSTED inspections?**

Schools in a federation are inspected separately and will be given an individual OFSTED report.

**How would the Governing Body change?**

If the federation proposal is agreed by the separate existing Governing Bodies, of King's Hill and Salisbury, they would both be dissolved in January 2023 and a new joint Governing Body would be created on the same day to govern both schools.

The proposed structure for the federated Governing Body is outlined below. It is in line with the 2012 Regulations, and will be responsible for governance and management of the two schools. If a decision to federate is taken, the existing governing bodies will jointly appoint a Chair of the new governing body.

The governors elected, together with the Chair and the Executive Headteacher, will then appoint the nominated local authority governor and co-opt the remaining members of the Governing Body.

Governors will be co-opted by majority decision, on the basis of the knowledge, skills and commitment they are able to bring.

**The term of office will be for four years -**

<b>Category of Governor</b>	<b>Proposed number of Governors</b>	<b>Notes of Federation legal requirements</b>
<b>Parent</b>	2	The GB must include at least 2 parents of children who attend either school and who will be elected.
<b>Headteacher</b>	1 (Executive Headteacher of King's Hill and Salisbury)	The HT of the federated schools must be a member of the GB
<b>Staff</b>	1	Nominations from each school (election)
<b>Local Authority</b>	1	Nominated by the LA and appointed by the GB
<b>Co-opted</b>	4	Co-opted governors are appointed by the GB
<b>TOTAL</b>	9	

### **Summary of proposals and consultation questions**

The Governing Bodies of King's Hill and Salisbury have independently considered both the potential benefits and drawbacks of federating alongside the alternative of remaining as we are. To ensure that we consider the views of parents, carers, staff and the wider communities our schools serve, the Governing Bodies have resolved to launch this federation proposal and to consult on the proposal from 31<sup>st</sup> October 2022.

The Governing Bodies of both schools unanimously feel that formally joining forces under one Governing Body with one leadership team and one Executive Headteacher will strengthen the ability of both schools to deliver outstanding services to the communities we serve. If, after consideration of the consultation responses, the federation proposal is agreed by the Governing Bodies of both schools, the existing Governing Bodies would be dissolved and a new joint Governing Body created for both schools, with the new arrangements in place for January 2023.

The future Governing Body would include two parents (must be parents of children attending either school), one staff governor, the Executive Headteacher of the federated schools and a local authority representative, as well as four co-opted governors. The structure is broadly similar in make-up to the existing separate Governing Bodies.

### **What happens now?**

This document is the start of the consultation period on the proposal to federate. All written comments will be considered by the governors/ management Board when the consultation period closes on 9th December 2022 and they will then decide whether to proceed or not. If the decision taken is to proceed, the schools will inform the Local Authority that they wish to federate and Kings Hill Primary School will join Salisbury Primary School Governing Board. Should the agreement be to federate then it is expected that this will commence from 23<sup>rd</sup> January 2023. Staff and parents/ carers will be kept informed at each stage.

#### **Consultation questions:**

Question 1. Do you agree with the proposed federation of King's Hill and Salisbury schools?

Question 2. Do you agree with the proposed structure of the new single Governing Body?

There will be opportunities to raise questions at both schools for staff, parents, carers and interested parties. The sessions will take place in early December 2022 at which the Chairs of both Governing Boards will be available. Details will be communicated to parents and carers by the schools. Staff at each of the schools will also have the opportunity to raise questions.

The decision to federate will be made by both Governing Bodies. You can share your views by completing the response form and returning it to either of the schools or by posting it to the addresses below:

King's Hill Primary School

Old Park Road

Wednesbury

WS10 9JG

Salisbury Primary School

Salisbury Street

Darlaston

WS10 8BQ

The consultation document and response form, is also available on the school websites

**Response Form – Proposal to federate King’s Hill Primary School and Salisbury Primary School**

Please complete this response form and place in the sealed box in either King’s Hill School or Salisbury School.

If you wish to post it then please post to either of the school addresses. The consultation period ends on 9<sup>th</sup> December 2022.

**Question 1: Do you agree with the plan to federate King’s Hill Primary School and Salisbury Primary School?**

- Yes
- No
- Undecided

**Comments:**

**Question 2: Do you agree with the proposed structure of the new single Governing Body?**

- Yes
- No
- Undecided

	King’s Hill	Salisbury
Parent/Carer		
Member of Staff		
Governor		
Interested party/community member		

Name.....

Address.....