



Consultation for the Federation of Meadowside Primary School and Great Doddington Primary School with The Green Shoots Federation of School



Green Shoots Partnership

29th January 2024 to 15th March 2024

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Proposal for consultation

For the attention of pupils, parents, staff, all stakeholders and interested parties.

The governing boards of Meadowside Primary School and Great Doddington Primary School propose the federation of their schools from 3rd June. This is an important matter and before making a final decision, the governors of each school wish to seek the views of the pupils and their families, members of staff as well as stakeholders within the wider community.

The name of the federation is Green Shoots Partnership

Under the Education Act 2002, schools and local authorities can propose that schools join to create a federation. A federation is formed when two or more schools agree to work together on a formal basis through a single governing board. Federation schools remain separate schools at their existing sites with their own names, identities and budgets. They have separate Ofsted inspections and continue to report separate results.

This document sets out the reasons why the governing boards of each school believe this proposal is a good idea and the benefits for pupils, parents and staff. It also provides information about the vision that the extended federation has for its family of schools.

As part of this consultation, the governing boards will invite you to attend a meeting on **Monday 5th February 2024 at 6pm (Great Doddington) and Tuesday 13th February 2024 at 6pm (Meadowside)** where you can discuss and ask further questions about the proposal. We also encourage you to share your views by completing the feedback form no later than **4pm on 15th March 2024**.

Forms to be handed into school office by **4pm 15th March 2024**
addressed to Clerk to Governors or emailed to
linda@syzygyleisure.co.uk

Message from the Executive Head Teacher at Meadowside Primary School and Great Doddington Primary School

Message from Executive Head Teacher - Josie Garnham

Working together in partnership has already brought about changes that have benefited both schools. Everyone now needs the reassurance that the solid foundations that we have put in place can be built on. Our teams are providing security and stability for both pupils and parents; we need this to continue to provide certainty about the future education and opportunities for the whole school community of both schools, including the staff.

Our staff are committed to the federation structure and the exciting possibilities that it brings, including career development, shared knowledge, moving within the structure, training and so on. The children across both schools will benefit from working together in competitions, Curriculum days, shared residentials and school trips.

The senior leadership teams share an ethos, we have a similar approach to working with parents. We have begun to share policies and procedures that are common but not identical and have worked with the school community to adapt what is put in place to suit each school's needs.

Being in partnership with another school means that we can offer positions to, and retain, our best staff. We have an approach of growing our own leaders and we have been able to move leaders across the schools, where otherwise they might have left us. We spot talent early in people's careers and offer opportunities to those that is who want to take them. Being in partnership with another will mean that we can train, learn from each other and plan together. This ensures members of staff, with high quality training and strong leadership, are educating your children. Our vision for the future is that we will continue to work collaboratively with our shared ethos, where every child achieves success but with assured future for our children and staff.

This proposal is not about doing anything differently. It is about continuing to do it and doing it even better.

Message from the Chairs of Governors at Great Doddington Primary School and at Meadowside Primary School, Mary Braham and Angela Pratt

Great Doddington Primary School and Meadowside School have been working together since October 2022.

Since then, pupils and staff have enjoyed and benefited from the opportunities presented by this partnership. We have shared expertise and leadership to the mutual benefit of both schools. The schools have already begun to benefit from this partnership. Current staff within the Green Shoots Partnership have developed their careers because there have been new opportunities available for them. The schools have shared inset training days, establishing and making use of peer networks amongst staff with similar jobs in the different schools.

We think the partnership between both schools works and want the best parts of this to continue. Changes to the current governance arrangements will ensure a greater and more effective support to Mrs Garnham and all members of both school communities. A single governing board for both schools will provide support and challenge for the leadership teams in a way that reflects the relationship between them. The move to federate the Green Shoots Partnership as described in this document will provide this and offers the stability needed for each of the schools to continue to thrive.

About the Federation

The schools share the federation vision and ambition to provide a high-quality education and promote success for all pupils, regardless of their background.

We provide a well-rounded education, developing social, emotional, creative and physical skills as well as promoting academic progress. We promote a love of learning to last beyond our pupils' time in school.

We do this by providing schools with great teaching, strong leadership and tailor-made curriculums that prepare our pupils to go on to be confident, happy citizens of the world.

By working together, the schools are able to share expertise, resources, and create greater opportunities and capacity, whilst at the same time allowing each school to flourish with its own identity and community.

Leadership and Governance of The Green Shoots Federation and its Family of Schools

If Great Doddington and Meadowside Primary Schools formally federate the strategic leadership of the Executive Head Teacher, Mrs. Garnham, would continue and the schools would be governed by a single board, There will be a School Business Manager across both schools.

Each school would continue to have its own leadership structure with a Head of School: Miss Lewis for Meadowside Primary School and Miss Shelton for Great Doddington Primary School. They will work in collaboration with their counterparts at the partner school, reporting to the Executive Head Teacher, who will ensure strong and continuous strategic development of each school and the federation as a whole. The federation would come into effect on 3rd June 2024. Following federation there would be a single, newly appointed governing board responsible for both schools.

The federation's governing board members will be selected for their skills, expertise and understanding they bring to benefit the strategic development of the federation of schools to secure the best possible outcomes for every pupil. In doing so, the governing board will look to secure a membership which has a balance of knowledge and regular interaction with both schools. It is proposed that the new governing board will consist of 12 governors, as set out in the table below.

The composition of the governing board of the proposed federation of both schools is shown in the table below.

Category of governor	Number of governors in each category	Method of selection
Executive head teacher	1	Appointed due to the nature of their role.
Parent governors	2	Elected by the parents and carers of children registered at the schools.
Local Authority	1	Elected by the Local

		Authority
Staff Governors	1	Elected by staff
Co opted	7 inc. Safeguarding Health & Safety Finance Human Resources Education Background Early Years SEND IT	Appointed by the governing board and selected for the skills, expertise and understanding they bring to the strategic development of the Federation of schools.

This proposed composition reflects statutory requirements.

The shared governance structure of a federation will allow the schools to:

- work together efficiently and sustainably to raise standards, improve services and increase opportunities for pupils and staff;
- monitor performance across the schools, alongside honest conversations with school leads about any differences;
- compare curriculum interventions across the schools and promote good practice quickly; and
- share resources, staff, expertise and facilities.

The priority for the federation in its first year will be to secure and embed the new governance structures, while maintaining the strong academic performance currently demonstrated by each of the schools.

The schools will each retain their own identity. The teachers will remain the same and pupils will continue to learn each day at their current school site. Parents and pupils will experience no immediate impact of a decision to federate but will, in time, benefit from the links that will exist become further embedded between the two schools.

The pupils, staff and wider communities have already benefited from our partnership.

Benefits for pupils

- Formalising the current relationship would avoid disruption to the education of the pupils. Entering into a formal federation will provide stability to the pupils in both schools, allowing them to continue to feel safe and secure in their schools and with their education.
- Continued cross-school relationships will provide pupils with opportunities to take part in interschool competitions, to gain broader experiences through inter-school working and to feel part of a wider school community.
- The pupils will continue to experience the strong, kind and consistent leadership that the current senior leadership team provides.
- Pupils will have access to shared teaching expertise employed across the schools.

Benefits for staff

- Opportunities for staff to move between both schools to further their career development, making the schools better employers.
- Staff networks between both schools where they can share ideas and develop practice.

Benefits for parents

- Stability for parents' children.
- Their children will continue to experience the strong, kind and consistent leadership that the current leadership team provide across the schools.
- Assurance that their children are part of a broad cross-school community, with access to greater opportunities and wider experiences.
- Better oversight of the most vulnerable pupils and their safeguarding that working as a federation enables, ensuring that parents' children are safe throughout their time in school.

Benefits for the schools

- Stability and security for everyone in the schools' communities, pupils, parents and staff.
- Governance arrangements will reflect the reality of a leadership team that works across both schools. This will provide better support and challenge for the leadership team and will make accountability stronger.
- A particular advantage of federation is the ability of the executive headteacher to track the progress of the schools in the federation, inspiring higher aspirations and better outcomes.
- Avoidance of unnecessary duplication of effort and the continued drive for more efficient and effective use of resources and better value for money, allowing the schools' teams to focus on achieving the best for the pupils.

What will happen after this consultation?

The consultation period starts on 29th January 2024 to 15th March 2024. The governing boards of Meadowside Primary School and Great Doddington Primary School will meet to consider the views gathered from the consultation. They will then decide as separate governing boards whether to proceed with the proposal.

If both governing bodies decide to proceed, the intention will be Meadowside Primary School and Great Doddington Primary School will form a new federation on 3rd June 2024.

Alternative courses of action

After considering everyone's views, if the governing body of one or both of the schools decide not to federate, the existing partnership between Meadowside Primary School and Great Doddington Primary School will continue until the end of the current partnership arrangement terms.

Frequently Asked Questions

How would this proposal affect my child's education?

Both schools are happy, stimulating caring schools and this will not change. The teachers will remain the same and the pupils will continue to learn each day at the school site as they do now. Most will not notice this change at all.

This said, pupils already benefit indirectly from the links that our leaders and staff have established and we want these links to be maintained, including opportunities for pupils at one school to collaborate with pupils and staff at the other schools within the federation may arise.

How will the school and children benefit from this process?

We believe that the federation of the schools will give staff at each school access to high quality collaborative professional development, offering the opportunity to share expertise and to reduce costs as a result of our pooled resources. This will contribute to investing in and generating better outcomes for every pupil at the schools.

Will there be separate committees to consider the affairs of each of the schools?

There will be sub-committee arrangements for the federation, focusing upon both schools equally. There are real advantages to being able to compare issues and performance across different schools and we would want to be able to make best use of these.

Will the admissions process change and could children be forced to change schools?

No. The admission arrangements will remain exactly as they are at present. Parents will apply on behalf of their children to the school of their choice.

Will children have to travel between the schools for lessons?

No. The schools may share staff, but lessons for pupils will take place on their own school sites. On occasion, pupils will visit other schools to share specialist resources or take part in joint events.

Will the arrangements be fair to both schools?

Yes. Any arrangements made as part of the federation will be completely fair to both schools.

Will the staffing change?

The terms and conditions for staff will not change, nor will staff policies or procedures.

In some cases, staff may move between the schools to pursue their own career development and also to implement specialist knowledge in other schools. This will be made easier as we apply the same policies across the federation.

What changes would occur to the governing boards once the schools join the Federation?

Following federation there would be a single governing board covering both schools. The leadership and governance arrangements for the proposed federation are explained in the earlier sections of this document.

Are the schools merging to become academies?

No. We believe that a federation of maintained schools is the best way for the schools to work together to provide the best outcomes for our pupils and maintaining their individuality.

What happens if we want to de-federate later on?

If the proposal to federate is accepted, the governing board will review the arrangement in five years' time. Both of the schools may leave the federation at any time if the governing board agree this and there is a standard process for this.

Who will have a say on this proposal?

We have published the consultation on both schools' websites and are seeking views from all pupils, parents and staff.

How can I find out more and let you know what I think?

The events detailed below, will provide parents, carers and the wider community with an opportunity to speak to the governors and the Executive Head Teacher about the proposal to form a federation between the schools. If you are unable to attend the scheduled dates, please get in touch with the office of one of the schools and we will do our best to

arrange for someone to speak to you.

Feedback will be collated so governors can consider every response submitted.

If you need support with accessing this consultation in another language, please contact your school office who will be able to provide you with assistance.

If you have any queries regarding this consultation, please get in touch. This stage of the consultation will close at 4pm on 15th March 2024.

Please send queries to: linda@syzygyleisure.co.uk

Thank you for taking part in this consultation and sharing your views.

Great Doddington Primary School meeting 5th February 2024 @ 6pm in the school hall.

Meadowside Primary School meeting 13th February 2024 @6pm in the KS1 school hall.

Feedback form regarding proposed Federation of Meadowside Primary School and Great Doddington Primary School

Name**School****Comments on consultation :**

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