



**the learning trust**  
the future for education in Hackney

# CONSULTATION ON A PROPOSAL TO FEDERATE DOWNSVIEW & HORIZON SCHOOLS

Monday 17 October -  
Friday 25 November 2011



## Consultation on a proposal to federate Downsview School and Horizon School

### What is this information about?

The temporary Governing Body of Downsview School and the Governing Body of Horizon School have decided to consult with staff, parents and carers on a proposal to federate the two schools from 1 January 2012. Kt Khan, current Headteacher at Horizon, is proposed to become Executive Principal. The following drop-in meetings will provide parents and carers with an opportunity to speak to governors and the proposed Executive Principal about this proposal:

**Tuesday, 1 November, 4-6pm**

**Parents Consultation at Horizon School**

**Wednesday 2 November, 4-6pm**

**Parents Consultation at Downsview School**

Parents and carers are welcome to attend either of these meetings; it does not matter which school your child goes to. You can come anytime you want within the hours specified.

Staff will be consulted via regular staff meetings at their respective school.

If you want to comment on this proposal but are unable to come to either of these meetings, please do one of the following:

- Hand in your completed response form to one of the schools (there is a sealed box in each school's reception area).
- Send it to Asa Melander, The Learning Trust, 1 Reading lane, London E8 1GQ or
- E-mail your comments or queries to [asa.melander@learningtrust.co.uk](mailto:asa.melander@learningtrust.co.uk)
- You can also respond online: [www.learningtrust.co.uk/consultations](http://www.learningtrust.co.uk/consultations)

If you have questions about the process, please contact Asa Melander, Divisional Business Manager on **020 8820 7229** or email her at the above address.

This consultation will close on **Friday, 25 November 2011**.

This report can be provided in other languages or in large print upon request by filling out the sheet at the back of this document.

### Location of the two schools

#### Downsview School

Tiger Way, Downs Road, London E5 8QP  
T. 020 8985 6833/F. 020 8525 2449

#### Horizon School

Wordsworth Road, London N16 8BZ  
T. 020 7254 8096/F. 020 7923 3665

## Foreword from Kt Khan

Dear parents, carers and staff

You will be aware that Downsview School will move to the current Horizon site in 2013, when the two schools will become one. I am writing to tell you that this is an opportunity to federate Downsview and Horizon schools from January 2012. This means that the schools would work together under one Governing Body sooner than originally planned.

The main idea is that there is no need to wait for the inevitable. Federating at the start of the next term would allow teachers and managers to start working together straight away in preparing for the new school. This would ensure that pupils, staff, parents and carers, were supported and that there was no loss in education. Everyone would be ready when the new all-through school opens in 2013.

Pupils from Downsview and Horizon have similar needs and many children transfer from one to the other at secondary age. The idea of federating the two schools in January 2012 is supported by both Headteachers. The key reasons, and the advantage brought by federation, are:

- Improved communication between the two schools will ensure greater continuity for pupils. Learning programmes, teaching approaches and care, which focus on individual needs rather than a predetermined curriculum, are essential to ensure our children are given the best possible start in life. **Federating in January 2012 allows us to start work on this key aspect with over a year to plan for the new school.**
- The federation will have a significantly positive impact on the attainment across the two schools. It will support all young people in achieving their full potential by developing a whole-school approach to teaching, which gives pupils the security/predictability they need in order to be 'ready to learn'. **Federating the two schools in January 2012 will enable us to build on the strengths of each.**
- The consistency provided by having one management team will support learning and the transition process so pupils know they are moving 'up' in a carefully managed way. Reducing the number of changes strengthens continuity and progress for children and families. **Federating in January 2012 will bring staff and pupils into contact with the new school environment as it evolves. This enable the two sets of staff to work together to provide a seamless learning journey for each child.**
- Parents and carers have a crucial role to play in their child's education in setting aspirations and expectations for their children, and in stimulating their learning. **Federating will allow a close working relationship between school and home, and between the new school and the community, to be established at the earliest possible time.**

My aim is to create a school where every learner achieves their full potential, where teaching, care, guidance and support recognise and respect the specific needs of every pupil. I hope as many of you will take some time to think about this proposal and the real opportunity it would give us to plan ahead and prepare for the later merger. Comments from parents, carers and staff are welcome! I will attend the meetings and you are welcome to e-mail me on [KKhan@horizon.hackney.sch.uk](mailto:KKhan@horizon.hackney.sch.uk) if you have specific questions you want to discuss.

I look forward to working with you.

**Kt Khan,**

Headteacher of Horizon School

Proposed Executive Principal of the federation of Horizon and Downsview schools

## Current situation

Downsview and Ickburgh School have been working together in a federation since 2006 with Shirleyanne Sullivan as Executive Principal. Horizon has its own Governing Body. Kt Khan has been acting Headteacher since December 2009 and was appointed substantial Headteacher in April 2010.

## Building Schools for the Future

The Building Schools for the Future (BSF) is a national programme supporting Local Authorities to rebuild schools. The secondary schools in Hackney have been rebuilt and the special schools will also be rebuilt. Some of the special schools will move to other sites: Downsview will be rebuilt on the same site as Horizon. Because of this, a previous decision has been made that Downsview will merge with Horizon from 2013.

The decision to break up the existing federation between Ickburgh and Downsview and create a new one is therefore based on the already agreed merger of Downsview and Horizon in September 2013.

## What is a Federation?

Under the Education Act 2002, schools and local authorities can propose that between two and five schools can join together to create a federation. The schools then combine their governing bodies into just one governing body for the federation. This allows the federating schools to pool resources.

## What makes federating now the best option for pupils, parents and carers?

A hard federation means the two schools would have one Governing Body, with one senior leadership team across both sites, designed to deliver the same high-quality broad and balanced curriculum which meets the needs of individuals across both schools.

Bringing Downsview and Horizon under a one team would enable the transfer of effective and successful school systems and policies from one school to another. The existing Leadership and Management strengths within each school will enable staff to work together efficiently and sustainably to improve standards and increase success for pupils, parents and staff. For example, there would be greater scope to grow the curriculum, increase staff development opportunities which could pave the way for specialisms, such as art, dance, drama, music and sport.

The two schools already have a strong relationship and, once in the federation, they would work together to improve standards, progress and support for pupils and their families in the local community. There would be greater buying power created by pooling budgets to buy shared equipment and resources such as Information and Communication Technology and having a full time Speech and Language Therapist, for example.

Bringing forward the chance for staff to get involved across both schools will provide exciting career progression, enabling them to extend themselves and to co-operate with colleagues on another school site. The retention of quality staff would ensure a continued high standard of education for the pupils at all the schools. Waiting until 2013 leaves the risk of losing staff who are an important and well established part of our children's lives.

## What are the benefits of Federation?

### For pupils:

- They will overcome hurdles to learning because teaching expertise, resources, facilities and additional specialist help can be quickly shared across the two schools;
- Their own school will continue but with access to a much wider range of resources and opportunities;
- There will be a guaranteed curriculum offered across the federation;
- They will benefit from greater staff expertise;
- They will have increased opportunities to work with pupils from the other school.
- The support available to assist individual children through school will be increased.

### For parents:

- The knowledge that their children will have access to the programmes and support available in a much larger school community;
- In times of curriculum/school change a strong group of federated schools will be much better placed to manage the changes so that children's learning is unaffected.

### For staff:

- Increased opportunities to share professional expertise and develop mutual support across the schools;
- An enhanced Continuing Professional Development programme;
- Increased development opportunities at all levels;
- Increased leadership capacity at all levels;
- Widened career development opportunities;
- Increased opportunities for cross phase working;
- Increased security in times of change.

### Federation-wide:

- Improved opportunities for the recruitment and retention of well qualified staff, maintaining and developing high quality teaching and learning;
- Improved services and greater purchasing power created by economies of scale;
- The development of specialisms such as sport, drama etc.
- The development of a collaborative culture supported by federation-wide leadership to manage and sustain future change.

## What changes would occur to the governing bodies under federation?

After federating there would be a single governing body and a single set of committee meetings, covering both schools. We are proposing that the new governing body is constituted with 18 governors as set out in the table below:

Proposed new Governing Body		Who appoints them?
Elected parent governors	6	Elected by the parents/carers of children on roll at the schools
Staff governors	4	Elected by all the staff employed at the schools
LEA governors	4	Appointed by Hackney Council
Community governors	4	Appointed by the Governing Body
<b>TOTAL</b>	<b>18</b>	

It is possible to have smaller, or bigger, Governing Bodies, but if they are too small it can be difficult to find enough people for all duties and if they are too big it can be difficult for everyone to meet. We welcome comments on the proposed size of the new Governing Body.

## Will the staffing change?

Ms Kt Khan will be the Executive Principal for the new federation. Kt will be assisted by a senior management team in each school. Members of the Schools' Management Teams will be able to move freely across the schools, thus making best use of management capacity and expertise; to the benefit of all establishments. We may also ask some staff to take their specialist knowledge from one school to another, so that we can best share practice. Some staff may move as part of career development. In future, staff may be appointed to the federation and be able to work across the schools.

## Could children be forced to change schools?

No. The admission arrangements will remain exactly as they are at present. Statements of Special Educational Need will be issued by The Learning Trust (or the pupil's home Local Authority) in the same way as they are now.

## Will children have to travel between the schools for lessons?

No. The schools may share staff, but Downsview children will be on the Downsview site and Horizon children at Horizon. In addition, they will be on the same site in a few years' time.

## Do you have any questions?

Parents and carers will have the opportunity to discuss this proposal with members of the governing body of their school at the meetings listed on page 2. If you are not able to go to the meeting at the school your child attends, you can go to the meeting at the other school, or contact Kt directly. Kt will be present at both meetings to respond to any questions about this proposal.

## Consultation response form

### Proposal to federate Downsview and Horizon schools.

Please return this form by **Friday, 25 November 2011** to any of the following:

- Hand it to one of the schools (there is a sealed box in each school's reception area)
- Send it to Asa Melander, The Learning Trust, 1 Reading Lane, London, E8 1GQ; or
- e-mail your comments or queries to [asa.melander@learningtrust.co.uk](mailto:asa.melander@learningtrust.co.uk)
- or you can respond online instead: [www.learningtrust.co.uk/consultations](http://www.learningtrust.co.uk/consultations)

Your name \_\_\_\_\_

### Interest in Downsview / Horizon School

(please tick the appropriate box below):

- Parent/carer of a child at Downsview School
- Member of staff at Downsview School
- Parent/carer of a child at Horizon School
- Member of staff at Horizon School

Other (please specify) \_\_\_\_\_

Please comment on the proposal below using additional paper if required – we welcome your views:

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You may respond electronically if you have access to the internet. Visit [www.learningtrust.co.uk](http://www.learningtrust.co.uk) and look under Publications/ Consultations.

Thank you



# Consultation on a proposal to federate Downsview & Horizon Schools

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Haddii aad jeceshahay in aad ogaato waxa warqadan laguugu sheegaayo, Fadlan waxa aad calaamadisaa Sanduuqan  oo waxa aad Magacaaga, Adirayskaaga iyo Telifoon Lambarkaaga aad ku qortaa xagga hoose ee boggan, oo ku soo celi markaa Adirayskan xagga hoose ku qoran. (Somali)

如果你想知道這份文件的詳細內容，請在格子里  剔一下。在本頁下面寫下你的名字，地址和電話號碼并寄到下面的地址。 (Chinese)

Nếu quý vị muốn tìm hiểu tài liệu này nói điều gì xin đánh dấu vào ô  và ghi tên, địa chỉ và số điện thoại của quý vị vào cuối trang này và gửi về địa chỉ dưới đây. (Vietnamese)

এই দলিলে কি লেখা আছে সে সম্পর্কে যদি আপনি জানতে চান অনুগ্রহ করে সাথে বাক্সে  টিক দিন। তারপর পাতাটির নিচে আপনার নাম, ঠিকানা এবং টেলিফোন নাম্বার লিখে নিম্নলিখিত ঠিকানায় ফেরৎ পাঠান। (Bengali)

જો તમને આ દસ્તાવેજ શું જણાવે છે તે વિષે માહિતી જોઈતી હોય તો મહેરબાની કરીને બોક્સમાં  નિશાની કરી અને આ પાનાના અંતમાં તમારું નામ, સરનામું અને ટેલિફોન નંબર આપી અને તેને નીચે સરનામે રવાના કરશો. (Gujerati)

ਜੇ ਤੁਸੀਂ ਜਾਣਨਾ ਚਾਹੁੰਦੇ ਹੋ ਕਿ ਇਹ ਦਸਤਾਵੇਜ਼ ਕੀ ਕਹਿੰਦਾ ਹੈ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਖਾਨੇ  ਵਿਚ ਠੀਕਾ ਮਾਰੋ ਅਤੇ ਆਪਣਾ ਨਾਂ, ਪਤਾ ਅਤੇ ਫੋਨ ਨੰਬਰ ਇਸ ਪੰਨੇ ਦੇ ਬੱਲੇ ਲਿਖੋ ਅਤੇ ਇਸ ਨੂੰ ਹੇਠ ਦਿੱਤੇ ਪਤੇ 'ਤੇ ਵਾਪਸ ਭੇਜ ਦਿਓ। (Punjabi)

Si vous désirez connaître le contenu de ce document, veuillez cocher la case  et indiquer votre nom, adresse et numéro de téléphone au bas de cette page et la renvoyer à l'adresse indiquée ci-dessous: (Français)

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