



Consultation for the federation of Mandeville with Kingsmead and Gayhurst Schools



CONSULTATION PERIOD: 9 JANUARY – 17 FEBRUARY 2017

Proposal to consult on the federation of Mandeville School with the Partnership of Kingsmead and Gayhurst Schools

Consultation period: 9th January to 17th February 2017

Proposal for consultation

The Governing Boards of Mandeville School and the Partnership of Kingsmead and Gayhurst Schools propose the federation (which will be known as a partnership) of their schools from June 2017. This is an important matter and before making a final decision, the governors of each school wish to seek the views of their families and their staff as well as stakeholders within the wider community.

Under the Education Act 2002, schools and local authorities can propose that schools join together 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 with their own names and own identities. 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 proposed federation has for its family of schools.

As part of this consultation the Governing Boards invite you to attend drop in sessions where you can discuss and ask further questions about the proposal. They also encourage you to share your views by completing the feedback process no later than 4 pm on 17th February 2017.

This consultation document and the process for providing feedback are available online. Please visit <https://www.learningtrust.co.uk/consultations>

If you have any questions regarding this consultation, please get in touch.

HLT contact

Grace Walker
Hackney Learning Trust
1 Reading Lane
London E5 1GQ

Grace.walker@learningtrust.co.uk
Telephone 0208 820 7635

School contact

Emma de Sausmarez
Kingsmead Primary School
Kingsmead Way
London E9 5PP

edesausmarez@kingsmead.hackney.sch.uk
Telephone 0208 985 5779

We look forward to receiving your views on this proposal.

Introduction

Gayhurst Community School and Kingsmead Primary School have been working in partnership under the leadership of Executive Headteacher Louise Nichols since 2011 and formalised this arrangement into a federation in 2015. The Governing Boards of both schools believe that this partnership has significantly improved provision in both schools. The partnership has continued to offer stability for staff, pupils and families at Gayhurst and Kingsmead over this time.

In April 2015 Mandeville Primary school experienced the sudden loss of its senior leadership team when both the existing Headteacher and the Deputy Headteacher left mid-year. Kingsmead, as a designated national support school, was asked to support Mandeville at this time. Strategic leadership has been provided by Louise Nichols, and Matthew Shapland has been leading the school as Associate Headteacher.

In the last eighteen months Mandeville has benefitted from a great deal of support offered by the incoming leadership team which has included the development of Mandeville's teaching and learning through new curriculum, assessment procedures and systems. Mandeville, Kingsmead and Gayhurst staff now work together on many systems and share best practice with each other.

In order to secure this three school partnership for the future – providing stability for staff, pupils, parents and carers - it is considered highly desirable to formalise it, through the mechanism of federation. Becoming a federation will commit the three schools to continue to share expertise, best practice and resources on a long term basis.

Kingsmead and Gayhurst will continue to benefit from their existing federated partnership but by gaining a larger pool of staff to collaborate with, all three schools will continue to flourish. In this way, welcoming Mandeville School to our family of schools, we can be stronger together.

From the week beginning 9th January 2017 we are therefore seeking the views of parents, carers, staff and pupils on a proposal to establish a federation between the two schools.

This document contains:

1. A description of the benefits of partnership
2. The reasons why both governing bodies believe it is in the interests of all the schools to federate
3. A description of what will change and what will stay the same if we federate
4. An outline of how you can find out more, give your views and how the decision will be made

Benefits of the Partnership

Benefits for the schools

- Each school will retain its individual identity whilst learning from each other, working together and innovating joint approaches to teaching and learning
- As a National Teaching School, Kingsmead School will continue to provide specialist teaching support and leadership guidance to partner schools and increase the leadership capacity of the schools
- Federation will facilitate the longer term strategic planning for all three schools and attract teachers and leaders to a wider range of career opportunities including senior leadership positions
- Working together will help unnecessary duplication of effort, support the drive for further efficient and effective use of resources and better value for money, and enable more time and resources to be dedicated to the core business of teaching and learning
- The schools within the federation will continue to work with neighboring schools
- Schools will continue to benefit from working within the Hackney Teaching Schools Alliance and training new teachers within our family of schools through the School Direct programme

Benefits for staff

- Enhanced learning opportunities through partnership working for the full range of staff
- Improved professional development, within the federation and as part of the Hackney Teaching Schools Alliance (HTSA)
- Excellent induction and support for newly qualified teachers through the HTSA NQT programme
- Support from specialist teachers in education to develop teaching resources
- Greater opportunity to develop leadership at all levels through bespoke leadership programmes
- Career pathways within the federation, leading to the retention of high quality staff
- A well planned assessment and moderation system that supports teaching and learning
- Cross school professional development for all support staff

Benefits for pupils

- All pupils are well supported by high quality teaching and learning, which develops in line with best practice more quickly and effectively
- A curriculum developed across three schools, bringing more engaging and relevant learning experiences
- The opportunity to meet, interact and learn with children from other schools at special events
- A wider range of enrichment activities developed by the federation. Current examples of activities across the schools include: cycling, cooking, gardening, drumming and dance and steel pans
- Continued high ambition for all pupils and support where necessary to achieve these aspirations; in a federation support can be drawn from a school where there is the relevant expertise

Benefits for parents

- Schools will continue to be inspected as single establishments and will publish individual test results so that parents have a clear understanding of the strengths of each individual school
- The schools will retain their own characteristics while maintaining a strong shared vision
- The robust systems to ensure the best opportunities and outcomes for pupils will be sustained across the federation
- The communities can learn from each other through shared training events for parents and carers
- Security: a federation of schools is more able to meet the challenges and thrive in a changing educational landscape

Message from the chair of Governors for the partnership of Kingsmead and Gayhurst Schools

Jo Revett

Over the last year Kingsmead and Gayhurst governors and staff have seen the benefits of their federation in action, with both schools continuing to provide a high quality learning environment for the children and achieving great results. The opportunity to formalise the partnership with Mandeville will help the three schools remain strong in these times of change in education and to continue to benefit from working together.

Message from the chair of Governors at Mandeville School

Gillian Brady

I see the proposed federation as an exciting opportunity for not just Mandeville School but also for Gayhurst and Kingsmead Schools. The current partnership has brought many benefits to Mandeville School. There is now a strong & effective partnership in place with staff supporting and learning from each other to the benefit of our children.

What will stay the same?

- Louise Nichols will continue to perform the role of Executive Head across the three schools, with Karen Pedro, Evelyn Deeney and Matthew Shapland as Associate Headteachers for each of their respective schools.
- Teachers will continue to benefit from professional development across the schools. Teachers will still be based in their main school.
- Children will continue to have the usual school day in their own school.
- Kingsmead will retain its National Teaching School status. The advantages of that in teacher recruitment and development will continue for the three schools.
- Each school will retain their existing character and identity. Social events, sports days, and parent/teacher associations will also clearly remain independent at each school.
- The admissions policy for the three schools will not change: Hackney Learning Trust (the local authority) will still be responsible for admissions and will continue to administer these for the three schools separately.
- Each school will keep its own uniform.
- Each school will retain its own delegated budget. The monies allocated to each school will be used for the benefit of that school, with an appropriate audit trail.

What will change?

- The federated partnership will grow from two to three schools.
- Teachers will have increased opportunities for professional development through the three school partnership.
- We will secure longer term strategic leadership of the schools and the partnership.
- We will still be able to recruit specialist teachers to work across all schools - for example in music, gymnastics, drama, dance as well as for reading and maths specialist interventions. These teachers will be able to have shared contracts across the partnership which will provide them with greater stability.
- A single, newly appointed Governing Board will be responsible for all three schools. The Governing Board will be comprised of 12 Governors and will include parent representation from each school. The membership of the Governing Board will reflect current statutory guidance on the constitution of Governing Boards. The Governing Board may decide to set up additional school-specific sub-committees where appropriate.

Frequently Asked Questions

How would this proposal affect my child's education?

Mandeville, Kingsmead and Gayhurst are happy, stimulating, creative and caring schools and this will not change. The teachers will remain the same and the pupils will continue to learn each day on the school site as they do now. We anticipate there to be greater opportunities for pupils at one school to collaborate with pupils and staff at other schools within the partnership, as well as continuing to connect across the family of Hackney schools.

How will the schools and children benefit from this process?

We believe that the partnership of schools will provide staff at each school with access to high quality collaborative professional development, it offers the opportunity to share expertise and resources and to reduce costs through centralised services. This will contribute to investing in and generating better outcomes for every child at the school.

Will the arrangements be fair to all schools?

Yes. Any arrangements made as part of the formalised partnership will be equitable to all schools.

Will the staffing change?

The terms and conditions for staff will not change. Staff will continue to be employed by the local authority and are not going to be required to move from one school to another.

What about cooperating with other schools?

The schools within the proposed federated partnership would remain committed members of the Hackney family of schools and it is our intention to continue to work together with the other schools beyond the federated partnership.

Are the schools merging to avoid becoming an academy?

No. We believe that this is within the best interests of the schools to work together to provide the best outcomes for all pupils and build on the positive improvements seen since working closely together as a group of schools.

What happens if we decide not to go ahead with the Federation?

Kingsmead and Gayhurst schools would remain in their current partnership and the Governing Board of Mandeville would need to consider other options going forward.

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

If the Federation is agreed, the Governing Board will review the arrangement in five years' time to see if the partnership has been successful. If at any time a school wished to leave the partnership, there is a standard process they could follow.

Who will have a say on this proposal?

We are consulting with the parents and staff at all three schools. We will also be consulting with all local nurseries and schools, with Hackney Councilors and MPs, with chairs of governors of all Hackney Schools the wider Hackney community, as well as trade unions associated with each school. We will publish the consultation on Hackney Learning Trust website and also circulate the document to all Hackney libraries to ensure we reach members of the wider community.

What will happen next?

The following events, designed as drop-in meetings, will provide parents/carers/the wider community with an opportunity to speak to governors, the Executive Headteacher and each school's Associate Headteacher about the proposal to expand the federated partnership. If you are unable to attend one of these scheduled dates, please get in touch with the school office and we will do our best to arrange for someone to speak to you at an alternative time.

| Venue | Audience | Date | Time |
|--|---|---------------------------------------|------------------------------|
| Kingsmead Primary School Kingsmead Way, E9 5PP | All of these meetings are open to stakeholders from all three schools | Monday 16 th January 2017 | 5pm (crèche available) |
| Mandeville Primary School Oswald Street, E5 0BT | | Monday 23 rd January 2017 | 6pm (crèche available) |
| Gayhurst Primary School Gayhurst Road, E8 3EN | | Tuesday 31 st January 2017 | 6.30pm (crèche available) |

This consultation document is also available online at www.learningtrust.co.uk/consultations along with an online response form, which will send automatically on submission to the relevant person.

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

What will happen after this consultation?

The consultation period commences on 9th January and closes at 4pm on Friday 17th February 2017.

The Governing Boards of Mandeville School and The Partnership of Kingsmead and Gayhurst Schools will separately consider the views gathered from the consultation to inform their decision making process. If the Governing Boards decide to go ahead with the proposal, the intention will be for Mandeville School and Kingsmead and Gayhurst Schools to form a federated partnership on 27th June 2017.

After considering everyone's views, if the Governing Board of one or all of the schools decides not to pursue the federation the schools will continue to operate as they do now and Mandeville School will consider other options.

We thank you for participating in this consultation and for sharing your views