



**Morningside
Primary School**
and Children's Centre
Achieving and Aspiring Together



Consultation for the Federation of Primary Advantage Federation with Gainsborough and De Beauvoir Primary Schools

Consultation period

7th September 2016 to 19th October 2016

Proposal to consult on the Federation of Primary Advantage Federation with Gainsborough and De Beauvoir Primary Schools

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What is this proposal about?

The Governing Bodies of the Primary Advantage Federation, Gainsborough and De Beauvoir Primary School have decided to consult with staff, parents and carers on a proposal to expand the Federation to include Gainsborough and De Beauvoir Primary Schools.

The Primary Advantage Federation currently consists of six schools: Holy Trinity CE Primary School, St John & St James' CE Primary School, Springfield Community Primary School, St Matthias CE Primary School, St John the Baptist CE Primary School, and Morningside Primary School.

About Gainsborough Primary School

Gainsborough is a large community primary school on the edge of the Queen Elizabeth Olympic Park. We have a children's centre providing a range of different services from professional advice on health and training as well as social events and provision for 2 year olds. We have been working in partnership with St John & St James CE primary school which is part of Primary Advantage Federation since September 2014. Jenna Clark is our Headteacher as well as being the Executive Headteacher across the partnership. Laura McPhee, our Head of School, leads the team of teachers and support staff and is supported by a strong Senior Leadership Team. The current partnership means that our schools have benefited from the exchange of good practice and experience. Staff have been able to access better learning opportunities as a result of pooled expertise. Professional development opportunities have been created across the Federation with staff at all levels taking opportunities to step into new roles and benefit from wider and more varied experiences.

The Governing Body of Gainsborough would like to secure the benefits we have experienced from partnership working, and would like to enhance this in the future.

About De Beauvoir Primary School

De Beauvoir is a two-form entry community primary school with a Nursery located in the De Beauvoir ward. Since the retirement of a long-serving Headteacher in 2012, the school has undergone a number of changes of senior leadership. Since September 2015 an interim Senior Leadership Team has been working in the school, which has secured improvements in teaching, learning and assessment, pupil progress and pupil behaviour and attendance. Rebecca Mackenzie, Acting Head of St Matthias, a Primary Advantage school, has been appointed as the new Headteacher for September.

Governors and leaders wish to take the school into a successful federation where the benefits of sharing good practice will drive rapid acceleration in pupil attainment, stimulate professional development opportunities and yet allow the distinct character of De Beauvoir to develop. The Primary Advantage Federation has a track record of collaboration and outstanding primary practice and De Beauvoir will gain enormously from joining this learning community.

About Primary Advantage Federation

Primary Advantage is a federation of six primary schools working together because we believe our schools can gain many benefits from working collaboratively. The Executive Principal, Sian Davies has led the Federation since 2004. Each school is led by highly effective Headteachers who have the skills and experience required to motivate, inspire and hold their teams to account through rigorous monitoring and evaluation. It is important to us that each school retains its own distinct identity in order to serve their communities effectively.

Since 2004, Primary Advantage has worked actively with many schools in Hackney to support school improvement. We are proud of our successful track record and the significant impact this has had on the experiences of children, their parents and the community as a whole.

Three of our schools are National Support Schools and three of our Headteachers have been recognised by the National College as a National Leaders of Education. Primary Advantage leads a teaching school alliance, which provides training and support to schools in Hackney, London and across the country. Our substantial experience has supported us in developing structures to work across schools and develop excellent teaching and learning and outcomes for pupils. Leaders at all levels have significant experience of partnership working and our staff embrace the collaborative experience.

Details of our aims, approaches and our journey are proved in more detail on pages 4 & 5 of this document and further information about our work can be found on our website www.primaryadvantage.co.uk.

The Governors of our schools believe that extending the Federation to include Gainsborough and De Beauvoir Schools will allow all our schools to continue to gain benefits from working collaboratively. This is your opportunity to let them know what you think about this proposal.

This paper contains:

- an outline of the proposal;
- a response form for you to complete and return.

Consultation Drop-in Sessions

The following events, designed as drop-in meetings, will provide parents/carers with an opportunity to speak to governors and each Headteacher about the Federation.

| Venue | Audience | Date | Time |
|---|----------|--|---------------|
| Gainsborough Primary School | Parents | Monday 19 th September 2016 | 3pm to 5pm |
| | | Tuesday 20 th September 2016 | 5pm to 7pm |
| De Beauvoir Primary School | Parents | Thursday 22 nd September 2016 | 5pm to 7pm |
| | | Friday 23 rd September 2016 | 3pm to 5pm |
| Primary Advantage Federation Schools: Holy Trinity CE Primary School St John & St James' CE Primary School Springfield Community Primary School St Matthias CE Primary School St John the Baptist Primary School Morningside Primary School | Parents | Thursday 22 nd September 2016 | 4pm to 6:30pm |

The Executive Principal of Primary Advantage Federation will be present at some of the meetings. Information will also be available on school websites and newsletters. Staff will be consulted at staff meetings at their respective school.

This consultation will close on Wednesday 19th October 2016. On page 10 of this document you will find a form and instructions on how you can let us know your thoughts.

A summary of this document is available in Turkish and Polish. It can be provided in other languages or in large print upon request by filling out the sheet at the back of this document.

What is a Federation?

A Federation is a shared governance structure that provides a basis for extensive school-to-school partnership. By entering into a Federation, schools agree to work together for the benefit of all pupils whilst retaining each schools identity and ethos as part of their local communities.

The shared governance structure of a federation allows schools to:

- work together efficiently and sustainably to raise standards, improve services and increase opportunities for pupils and staff; and
- share resources, staff, expertise and facilities.

We believe this is good for the schools

- The schools will retain their own individuality and ethos but work together in creating joint approaches and activities.
- The schools serve similar communities and are of a similar size, so they can learn from each other.
- Teachers benefit from the considerable professional opportunities created through working across more than one school.
- Staff in all areas of the school benefit from the professional learning opportunities created by networking activities, specific training and shared practice. For example, our finance and admin teams regularly collaborate on aspects of their work. In addition, our teaching schools offer specific training for teaching assistants.
- Pupils will stay in their own schools, they will not need to move from school to school for lessons.
- The names of the schools will stay the same and so will the uniforms.
- Ms Davies will continue as the Executive Principal, the Headteachers will stay the same, so will the staff.
- Each school's admission arrangements will stay the same.

We believe this is good for pupils

- Primary Advantage schools and Gainsborough Primary School have already seen the benefits of the partnership in the improved outcomes for pupils.
- Pupils have benefitted from the enriched curriculum experiences which have resulted from schools sharing good practice. These include activities such as combined sports, school council events and the introduction of initiatives such as Rights Respecting Schools awards, Philosophy for children and school debating.
- At one of our joint school council events, pupils told us our schools should work together because:
 - You connect with other people and get to know them.
 - You can share ideas and learn from other schools and school councils.
 - It is good preparation for life, when you need to meet lots of different people for your job.

What is Primary Advantage Federation?

Our Vision

We have made a commitment to a shared responsibility to the wider education community, the provision of a high quality education and the improvement of life chances for pupils in the community beyond that of our own schools. Our schools gain significant benefits from working collaboratively and can achieve more by working together.

We are committed to achieving the following outcomes:

- Every teacher is a great teacher; every school is a great school. We aim to move incrementally towards excellence in all aspects of our work.
- All pupils will make good or better progress and will be properly equipped for the next stage of their schooling.
- High quality learning environments where pupils feel safe and secure, known and valued and motivated to learn. A bespoke curriculum, which broadens horizons and inspires our pupils to become successful learners, confident individuals and responsible citizens.
- A learning community with opportunities for growth for pupils, staff and families.

Our schools are different, but to achieve our aims, we are committed to the following approaches:

Leadership

- Our leadership structure aims to make the most of our shared resources, maintain high expectations and secure high standards.
- We build leadership sustainability by spotting talent and creating opportunities for staff at all levels to receive high quality training and leadership experiences.
- We recognise the importance of individuality, spontaneity and creativity in developing innovation.

Growth

- Through the work of our Teaching Schools we are able to offer excellent professional development for current practitioners, leaders and future recruits to the profession.
- Teachers have many opportunities for professional growth through our development and masters programmes.
- Staff, pupils and families have opportunities for growth through links with our partners, schools and a wide range of enrichment activities.

Partnership

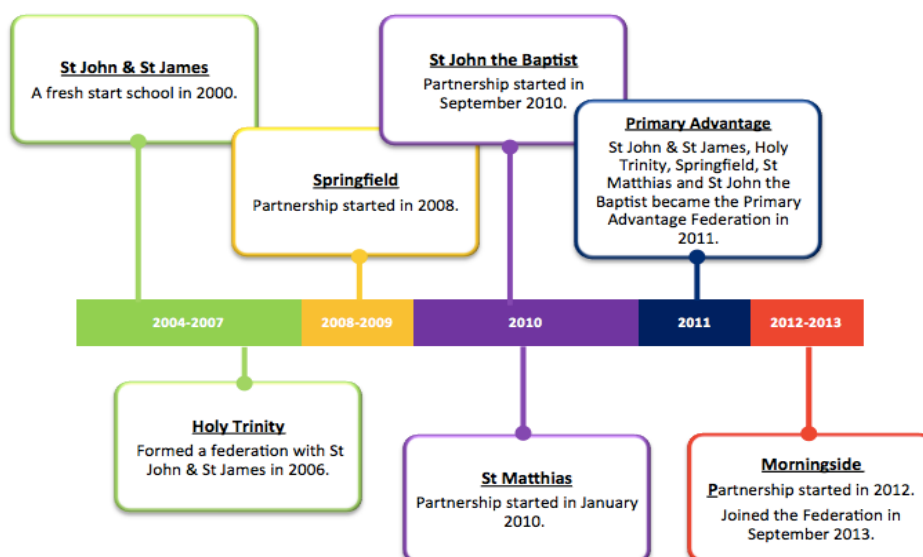
- We work in partnership, pooling our expertise and resources in order to achieve collectively what we may not be able to achieve individually.
- We promote a collaborative approach whilst developing the capacity of each school to serve its own community and retain its distinct identity.
- We have developed approaches, which we know make the most significant impact on pupil outcomes. These are well considered systems, approaches or policies, which can be implemented in a range of settings with the appropriate levels of support.

Expectations

- We believe passionately in improving the life chances for all our pupils.
- We have the highest possible standards and will use our resources and expertise to unlock learning in all its facets for all our children.
- No barrier is too great; no learning is left behind.
- Skilled teachers use the most effective teaching methods to motivate learners and raise aspirations.
- Our schools are special places to work. We want to attract and retain staff at all levels that are willing to think flexibly, work with rigor and precision and go the extra mile.

What we have achieved

We have 6 schools in our federation. Since 2004, we have supported an additional number of schools in Hackney and beyond. When schools join the Federation they improve rapidly and sustain these improvements over many years. The schools quickly achieve standards that are equal to or above the England average. All schools are judged to be good by OfSTED and half are judged outstanding.



We believe the next step is to secure our partnership by expanding the existing Federation of Holy Trinity and St John & St James’, Springfield, St Matthias, St John the Baptist Schools and Morningside Primary Schools, to include Gainsborough Primary School and De Beauvoir Primary School.

Frequently asked questions

What are the benefits for parents?

The schools will become stronger, because when they co-operate, good practice can be shared easily. Better opportunities for learning means that children can be helped to overcome barriers to learning because resources can be shared across the schools. The retention of quality staff will ensure a continued high standard of education for the pupils at all the schools. By creating school based committees there will be continued opportunities for parents to become involved in their own schools.

What are the benefits for staff?

Most day-to-day management will continue as it is now arranged, but there will be opportunities for staff to get involved across all schools; this will provide exciting career progression for staff, enabling them to extend themselves and to co-operate with colleagues on another school site.

As outlined earlier in this consultation document, staff in all areas of the school benefit from collaboration. As well as benefiting from shared training opportunities developed across a group of schools, all staff have benefited from sharing good working practices. Leadership teams, class teachers, subject specialists, admin staff, catering and pastoral and attendance staff have all had opportunities to work together and where good practice is evident in a school. Headteachers are able to use this as a model for improving their own school’s practice. This has improved teaching and learning and outcomes for children as well as seeing improved systems, effectiveness and quality in all areas of school life.

Some features of the schools are different. Will the schools be forced to become like each other?

No – it is our aim to ensure each school is able to retain its distinct identity and ethos in order to provide for the different communities, which they serve. The faith schools will continue to pursue their individual mission statements drawn from their Christian foundations. Springfield, Morningside, Gainsborough and De Beauvoir Schools will continue to follow their individual mission statement based on their community approach but we can learn from each other. We believe this approach provides a good model for our children who live in a diverse community and we believe we have the flexibility to help schools to achieve this.

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 children will take place on their own school sites. On occasion, children will visit other schools to share specialist resources or take part in joint events.

Would children have to wear the same uniform?

No. Children will be required to wear the uniform for their school.

Will the church schools maintain their religious character?

Yes – Four of the schools in the federation are Church of England Schools and will continue to maintain their own religious character and ethos.

Will Gainsborough and De Beauvoir be forced to become church schools?

No – Springfield and Morningside are also community schools and all retain their community approach. The Church schools also retain their distinct identities and work closely with their communities.

Will the arrangements be fair to all schools?

Yes. Any arrangements made as part of the federation will be completely fair to all schools. There may be some funding for innovation, which the schools can share: obviously the more pupils who will benefit from a project, the bigger the projects that we can consider.

Will the staffing change?

Ms Davies will continue to be the Executive Principal for the Primary Advantage Federation. She will be assisted by a Headteacher and a senior management team in each school;

- Ms Barnett will continue as the Headteacher at Holy Trinity,
- Ms Smith will continue as the Head of School and Ms. Clark as the Executive Head at St John & St James,
- Ms Judge will continue as the Headteacher at Springfield,
- Ms Badu will continue as the Headteacher at St Matthias,
- Ms Tyler will continue as the Headteacher at St John the Baptist,
- Ms Taylor will continue as the Headteacher at Morningside and;
- Ms McPhee will continue as the Head of School and Ms. Clark as the Executive Head at Gainsborough;
- Ms Mackenzie will begin and continue as the Headteacher at De Beauvoir.

The terms and conditions for staff will not change, neither will staffing, policies or procedures. The staff in the Church of England schools will continue to be employed by the Governing Body. The staff employed at Springfield, Morningside, Gainsborough and De Beauvoir Schools will continue to be employed by the local authority.

Staff are not going to be required to move from one school to another, but we may ask some staff to take their specialist knowledge into another school, so that we can share best practice. Some staff may move as part of career development.

What changes would occur to the Governing Bodies once Gainsborough and De Beauvoir join the Federation?

Following federation there would be a single governing body covering eight schools with an individual

school advisory board for each of the eight schools. We propose that the Primary Advantage Federated Governing Body could be composed as follows:

| Category of Governor | Number of Governors in that Category |
|----------------------|--------------------------------------|
| Executive Principal | 1 |
| Parent Governors | 2 |
| Staff | 1 |
| Local Authority | 1 |
| Community | 1 |
| Foundation | 9 |
| Total | 14 |

One of the underpinning principles of the Primary Advantage Federation is to ‘promote a collaborative approach whilst developing the capacity of each school to serve its own community and retain its distinct identity.’ The structure of the proposed Governing Body ensures decisions can be made at school committee level and the school committees can closely monitor the work of each school.

Will schools keep their own budgets?

Yes. There are no plans to merge the school budgets however; schools will look for mutual efficiencies.

Is Primary Advantage an Academy, and will Gainsborough and De Beauvoir change to Academies too?

No. Primary Advantage is not an academy, but instead schools working together.

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 children. The Government have outlined that all schools should be working towards becoming an academies by 2022.

What happens if we decide not to expand the Federation?

The schools in the current federation will remain in the Federation.

The Governing Body of Gainsborough would need to decide whether to end the current partnership with the Primary Advantage Federation and the Governing body of De Beauvoir would need to decide which alternative arrangements are appropriate for their school.

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

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

We are not merging the schools!

This stage of the consultation will close on Wednesday 19th October 2016

If you have specific questions about the proposal please contact Grace Walker on **020 8820 7635** or by email at **grace.walker@learningtrust.co.uk**

This document and response form are also available online by visiting our website:
www.learningtrust.co.uk/consultations

Following the consultation the respective governing bodies will consider any responses and make a decision.

Consultation Response Form

Consultation on a proposal to Federate Praimry Advantage Federation with Gainsborough Primary Schools and De Beauvoir Primary School.

Please return by 19 October 2016

Online: www.learningtrust.co.uk/consultations

In person: The sealed box in the school's reception area

By post: Grace Walker
Hackney Learning Trust
1 Reading Lane
London, E8 1GQ

By email: grace.walker@learningtrust.co.uk

Name of person responding:

Please tick boxes as appropriate:

Interest in Holy Trinity, St John & St James', Springfield, St Matthias, St John the Baptist, Morningside, Gainsborough and De Beauvoir Primary School:

- Parent/carer of a child at Holy Trinity CE Primary School
- Member of staff at Holy Trinity CE Primary School
- Parent/carer of a child at St John & St James' CE Primary School
- Member of staff at St John & St James' CE Primary School
- Parent/carer of a child at Springfield Community Primary School
- Member of staff at Springfield Community Primary School
- Parent/carer of a child at St Matthias CE Primary School
- Member of staff at St Matthias CE Primary School
- Parent/carer of a child at St John the Baptist Primary School
- Member of staff at St John the Baptist Primary School
- Parent/carer of a child at Morningside Primary School
- Member of staff at Morningside Primary School
- Parent/carer of a child at Gainsborough Primary School
- Member of staff at Gainsborough Primary School
- Parent/carer of a child at De Beauvoir Primary School
- Member of staff at De Beauvoir Primary School
- Other (please specify)

Please comment on the proposal below using additional paper if required. You may respond electronically, if you have access to the internet at www.learningtrust.co.uk/consultations

- Agree with proposal Disagree with proposal neither agree nor disagree

Please comment on the proposal outlined in the paper (continue overleaf if necessary)

Thank you for completing this response form

Hackney Learning Trust Monitoring Form

Monitoring equality information in our consultation process is important in our work to promote equality. The information you provide will help us to build on successful actions, identify the needs of those experiencing inequality and help us to decide where to target our resources.

This information will not be used in a way which allows individuals to be identified.

The categories we use are similar to those used in schools. We comply with the Data Protection Act 1998. We are aware of the sensitive nature of this information and assure you that it will not be used for any other purpose.

We would therefore ask you to help us by completing the attached monitoring form.

Gender

- Male Female

Ethnicity

- White or White British
- Black or Black British
- Asian or Asian British
- Chinese, South East Asian, South East Asian British
- Mixed Parentage, please specify
- Other

Do you have a disability? Do you consider yourself to have a disability?

The definition of disability according to the legislation is: "A physical or mental impairment which has a substantial and long term effect on your ability to carry out normal day to day activities." Long term is taken as more than 12 months.

- Yes No

Faith or belief - Please specify

- Faith belief
- Atheist / no belief
- I do not wish to say