

PRIMARY
ADVANTAGE

SCHOOLS ACHIEVING
MORE TOGETHER



Consultation on expanding the Primary Advantage Federation to include Morningside Primary School

FRIDAY 17 MAY – FRIDAY 28 JUNE 2013



1
**HOLY TRINITY
 CE PRIMARY
 SCHOOL**
 Beechwood Rd
 London E8 3DY
 T: 020 7254 1010

2
**ST JOHN &
 ST JAMES'
 CE PRIMARY
 SCHOOL**
 Isabella Rd
 London E9 6DX
 T: 020 8985 2045

3
**SPRINGFIELD
 COMMUNITY
 PRIMARY
 SCHOOL**
 Castlewood Rd
 London N16 6DH
 T: 020 8800 9007

4
**ST MATTHIAS
 CE PRIMARY
 SCHOOL**
 Wordsworth Rd
 London N16 8DD
 T: 020 7254 1148

5
**ST JOHN THE
 BAPTIST CE
 PRIMARY
 SCHOOL**
 Crondall Street
 London N1 6JG
 T: 020 7739 4902

6
**MORNINGSIDE
 PRIMARY
 SCHOOL**
 Chatham Place,
 London E9 6LL
 T. 202 8985 5382

Introduction and consultation meetings

WHAT IS THIS INFORMATION ABOUT?

The Governing Bodies of the Primary Advantage Federation and Morningside Primary School have decided to consult with staff, parents and carers on a proposal to expand the Federation to include Morningside Primary School from 1 September 2013.

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

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.

The following events, designed as drop-in meetings, will provide parents/carers with an opportunity to speak to governors and the Head of School about the federation.

Tuesday 4 June 2013 4pm – 6.30pm

Morningside Primary School

Tuesday 11 June 2013 4pm – 6.30pm

Holy Trinity CE Primary School
St John & St James' CE Primary School
Springfield Community Primary School
St Matthias CE Primary School and
St John the Baptist CE Primary School

Meetings will take place at each of the above schools.

The Executive Principal will be present at some of the meetings.

Further meetings will be arranged at each school if necessary and advertised via the school newsletters. Staff will be consulted at regular staff meetings at their respective school.

Please send your completed response form to either:

- the sealed box in each of the school's reception area or
- Tamara Al-Na'ama, Hackney Learning Trust, 1 Reading Lane, London E8 1GQ or
- e-mail your comments or queries to **tamara.alnaama@learningtrust.co.uk**

If you have specific questions about the proposal please contact Tamara Al-Na'ama Business Planning & Executive Support officer, on **020 8820 7103** or email her at the above address.

This document and response form are also available online at **www.learningtrust.co.uk**

This consultation will close on **Friday 28 June 2013**.

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

Proposal on expanding the Primary Advantage Federation to include Morningside Primary School

A consultation on expanding the Primary Advantage Federation is being conducted which may result in Morningside Primary School becoming part of the Federation from the Autumn term 2013. A federation is where schools share a governing body.

WE BELIEVE THIS IS GOOD FOR THE SCHOOLS

- Our schools have continued to improve over time, going from strength to strength. We have improved our schools and particularly the outcomes for children.
- Our schools benefit from shared resources and expertise. For example, this year, our schools have worked together to develop an innovative maths curriculum. Morningside brings another pool of expertise and resource.
- The great things about our schools will stay the same. Things like the uniform, the admissions criteria and the staff.

WE BELIEVE THIS IS GOOD FOR PUPILS

- 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.
- 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.

WE BELIEVE THIS IS GOOD FOR PARENTS

- Parents will know that, because we can share resources, their children will be getting even more opportunities for a superb education.

WE BELIEVE THIS IS GOOD FOR STAFF

- Staff will be able to share knowledge with people from a different school with similar challenges – this is very rare in education.
- We will be able to offer a new level for staff development.

WE ARE NOT MERGING THE SIX SCHOOLS!

You have six weeks to send us your comments, just return the page at the back to one of the schools by Friday 28 June 2013.

Summary information

PRIMARY ADVANTAGE FEDERATION

We are a group of schools working together because we believe our schools can gain many benefits from working collaboratively. We have made a commitment to a shared responsibility to the wider school community, the provision of good quality education and the improvement of life chances for pupils in the community beyond that of our own schools.

Teachers, support staff, school leaders and Governors have added expertise in working alongside colleagues to improve provision and outcomes for pupils.

WHAT IS OUR APPROACH?

- We work in partnership, pooling our expertise and resources in order to achieve collectively what we may not be able to achieve individually.
- We believe passionately in improving the life chances for our pupils.
- We do not tolerate low expectations.
- We match tried and tested strategies to the needs of the schools and use our experience of supporting schools in successfully implementing them.
- We promote a collaborative approach whilst developing the capacity of each school to serve its own community and retain its distinct identity.
- We recognise the importance of individuality, spontaneity and creativity in developing innovation.

WHAT OUTCOMES DO WE WANT?

- Every teacher is a good teacher; every school is a good school.
- Teachers who use the most effective teaching methods to motivate learners and raise aspirations. As a result all pupils will make good or better progress.
- Quality learning environments where pupils feel safe and secure, known and valued and motivated to learn. Robust teaching and the application of ICT skills ensure our pupils are properly equipped for the next stage of learning.
- Curriculum provision which inspires and motivates pupils and broadens their horizons.
- We work with precision and move incrementally towards achieving outstanding grades in the majority of aspects of each school's work.
- Through pupil partnership work we continue to break down locally perceived boundaries and help pupils to work harmoniously with pupils from other areas of Hackney.
- We maximise the efficiency and effectiveness of each school by capitalising on centralised services and sharing systems and procedures.

HOW WILL WE ACHIEVE OUR GOALS?

Effective Leadership

Our leadership structure aims to make the most of our shared resources, maintain high expectations and secure high standards. The Executive Principal has significant, successful experience in school improvement and working across more than one school.

Each school is led by a highly effective Head of School who has the skills and experience required to motivate, inspire and to hold their teams to account through rigorous monitoring and evaluation. The Heads of School retain a teaching commitment and maintain a relentless focus on improving the quality of teaching and raising standards.

Shared systems and approaches

We have developed key 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.

Well trained and experienced staff

Our schools are special places to work. We attract and retain staff at all levels who are willing to think flexibly, work with rigour and precision and go the extra mile. We have been successful in retaining experienced staff because of the opportunities we are able to offer across the partnership.

We have identified that working in partnership offers us improved opportunities for centralised training and development. Each school in the partnership is able to offer a range of skills and support to other schools. The schools have identified lead practitioners to provide support in key areas.

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 and St John the Baptist Schools, to include Morningside Primary School.

THE CURRENT SITUATION

Holy Trinity and St John & St James' CE Primary Schools have worked together in a Federation since September 2006. Since September 2008, the federation has worked in partnership with Springfield Community School. St Matthias joined our partnership in January 2010 and St John the Baptist joined in September 2010. The five schools formed the Primary Advantage Federation in September 2011. Sian Davies has been the Executive Principal throughout. Morningside Primary School has worked in partnership with us since September 2012.

Sian Davies was the Headteacher at St John & St James' from September 2000. She is a National Leader of Education and St John & St James' is a National Support School. In January 2011, the Federation of Holy Trinity and St John and St James' was inspected by Ofsted. The inspection focused on the leadership of these two schools but also considered our wider partnership and involved staff from all five schools. The inspection judged the Federation as outstanding. An extract is copied below but the full report is available via the Ofsted website.

The effectiveness of the federation leadership and management in embedding ambition and driving improvement is outstanding.

Different groups of pupils, including those with special educational needs and/or disabilities and a wide range of vulnerable groups, make exceptional progress because of the precise, relentless and well-managed early intervention and support they receive throughout their time in school. Pupils' skills and knowledge for their future lives are very well developed.

The federation ensures that the consistency of the high quality of teaching and learning is supported by equally high-quality professional development and training which focuses on the important details and refinement of effective assessment strategies.

The care and welfare of pupils are a real strength of the federation. Excellent links with a wide variety of agencies are in place. Thoughtful, caring and responsive approaches to individual pupils and families make this aspect of the school's work outstanding.

WHAT IS A FEDERATION?

Under the Education Act 2002, schools and local authorities can propose that schools join together to create a federation. The schools then combine their governing bodies, so that there is just one governing body for the federation so the federating schools can pool resources. In this case, six schools will be federating.

WHAT ARE THE BENEFITS FOR CHILDREN?

The six schools have a broadly similar number of pupils, and similar sized staff; there will be opportunities to share staff expertise across the schools. The top priority for the federation is to ensure excellent teaching for all children. We will make this happen by working collaboratively, sharing expertise and resources. Children will therefore have access to more opportunities for good quality learning. There are also opportunities to use school resources and budgets more efficiently.

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.

Most significantly, staff benefit from shared training opportunities developed across a group of schools. The opportunities for staff to work together on projects, resources and curriculum materials have already enhanced the professional development opportunities for staff from the federation and Morningside School. We see these opportunities continuing to grow with the expanding pool of expertise.

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 would ensure a continued high standard of education for the pupils at all the schools. By creating school based committees there will be greater opportunities for parents to become involved in their own schools.

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 and Morningside 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.

WHAT CHANGES WOULD OCCUR TO THE GOVERNING BODIES ONCE MORNINGSIDE JOINS THE FEDERATION?

Following federation there would be a single governing body covering six schools with an individual school committee for each of the six schools. The federation governing body would have members drawn from the current Primary Advantage governing body and Morningside's governing body. We propose that the Primary Advantage Federation governing body will be constituted with 20 governors, as set out below.

Parent governor	6
Executive Principal	1
Staff Governor	1
LA Governor	1
Foundation governors	11
TOTAL	20

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 current Governing Body ensures decisions can be made at school committee level and the school committees can closely monitor the work of each school.

Frequently asked questions

PRIMARY ADVANTAGE FEDERATION

WILL THE STAFFING CHANGE?

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

- Ms Barnett will continue as the Head of School at Holy Trinity.
- Ms Clark will continue as the Head of School at St John & St James.
- Ms Judge will continue as the Head of School at Springfield.
- Ms Badu will continue as the Head of School at St Matthias.
- Ms Birkett will continue as the Head of School at St John the Baptist.
- Ms Taylor will continue as the Head of School at Morningside.

The terms and conditions for staff will not change, neither will staffing policies nor procedures. The staff in the Church of England schools will continue to be employed by the Governing Body. The staff employed at Springfield and Morningside School 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.

COULD CHILDREN BE FORCED TO CHANGE SCHOOLS?

No. The admission authority for each school within the federation will be as set out below.

School	Admission authority
Holy Trinity CE Primary School	Governing Body
St John & St James' CE Primary School	Governing Body
Springfield Community Primary School	Hackney Learning Trust
St Matthias CE Primary School	Governing Body
St John the Baptist CE Primary School	Governing Body
Morningside Primary School	Hackney Learning Trust

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.

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.

WHAT IF WE WANT TO GO BACK TO SEPARATE GOVERNING BODIES?

If at any time the schools wished to break up the federation, there is a standard process that would be set in place, with a final decision by the governing body.

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. Please go to page 3 for details of the meetings.

Consultation response form

Please **return** this form by **Friday 28 June 2013** to any of:

- the sealed box in the schools' reception areas or
- send it to Tamara Al-Na'ama, Hackney Learning Trust, 1 Reading Lane, London E8 1GQ or
- e-mail it to Tamara.alnaama@learningtrust.co.uk

Your name

Interest in Holy Trinity, St John & St James', Springfield, St Matthias, St John the Baptist, and Morningside Schools (*please tick the appropriate box below*)

- 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

Other (*please specify*)

Please comment on the proposal – we welcome your views.

You may respond electronically, if you have access to the internet. Visit www.learningtrust.co.uk and look under Publications/Consultations. **Thank you!**



If you would like to find out what this document says, please put a tick in the appropriate box and fill in your name, address and phone number at the bottom of this page and return it to address below.

3u belgenin içeriğinin açıklamasını istiyorsanız lütfen bu kutuyu işaretleyin, adınızı, adresinizi ve telefon numaranızı bu sayfanın altındaki boş yerlere yazın, e sayfayı aşağıdaki adrese gönderin. (Turkish)

Iaddii aad jeceshahay in aad ogaato waxa warqadan laguugu sheegaayo, adlan 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 বাক্স টিক দিন। তারপর পাতাটির নিচে আপনার নাম, ঠিকানা এবং টেলিফোন নাম্বার লিখে নমুনিখিত ঠিকানায় ফেরৎ পাঠান। (Bengali)

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

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)

Si desea saber de lo que trata este documento, ponga una señal en el recuadro y escriba su nombre, dirección y número de teléfono al final de esta página y envíela a la dirección que se indica abajo. (Spanish)

اگر آپ یہ جاننا چاہتے ہیں کہ دستاویز میں کیا لکھا ہے تو ازراہ کرم باکس میں ایک صحیح نشان لگائیے اور اپنا نام، پتہ اور فون نمبر اس صفحہ کے نیچے لکھیے اور اسے نیچے دیئے گئے پتے پر واپس بھیج دیجئے۔ (Urdu)

Return to:

Tamara Al-Na'ama, Hackney Learning Trust, 1 Reading Lane, London E8 1GQ

Your Name (please print)

Address

Telephone



Monitoring information

WHY DO WE COLLECT THIS INFORMATION?

We have a legal duty to promote equality. To help us we need to collect information on those who are using or would like to use our services. With up to date and accurate information we will be able to identify any possible discrimination or barriers to using our services (or obtaining information about our services) for different groups of people.

We will use the information you provide to identify ways we might achieve fewer barriers, greater equality, fairness and respect for all our service users, staff and members of the community.

DATA PROTECTION

We comply with the principles of the Data Protection Act 1998. The information you provide is confidential and will not be used in ways that could identify any particular person by a third party.

Please circle/tick your answers.

1. Are you

Male Female

2. What is your ethnic group?

Our ethnic background describes how we think of ourselves. This may be based on many things such as language, ancestry, a shared history or religion. Ethnic background is not necessarily the same as nationality or country of birth. It is not possible to list all the ethnic groups but those listed below reflect the largest ethnic groups in Hackney.

WHITE

- British
- Irish
- Traveller of Irish heritage
- Gypsy Roma
- Turkish/Turkish Cypriot
- Greek/Greek Cypriot
- White Eastern European
- White Western European
- Albanian
- Any other White background, please specify:

BLACK OR BLACK BRITISH

- Caribbean
- African – Angolan
- African – Somali
- African – Congolese
- African – Nigerian
- African – Ghanaian
- African – Sierra Leonean
- African – Sudanese
- Any other African or Black background, please specify:

ASIAN OR ASIAN BRITISH

- Indian
- Pakistani Vietnamese
- Bangladeshi
- Any other Asian background, please specify:



Monitoring information (cont.)

OTHER

- Chinese
- Vietnamese
- Afghan
- Kurdish
- Latin/South/Central American

MIXED

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed background,
please specify:

OTHER ETHNIC GROUP

- Any other background,
please specify:

- Do not wish to disclose

3. Do you consider yourself to have a disability under the Disability Discrimination Act 2005?

The definition of a disability according to the Disability Discrimination Act 2005 is:

‘A physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day to day activities.’ This can include cancer and other long term illnesses.

- Yes
- No
- Do not wish to disclose

4. Religion or belief

- Buddhist
- Catholic
- Church of England
- Hindu
- Jain
- Jewish
- Muslim
- Orthodox Jewish/Charedi
- Sikh
- No religion
- Other
- Do not wish to disclose

