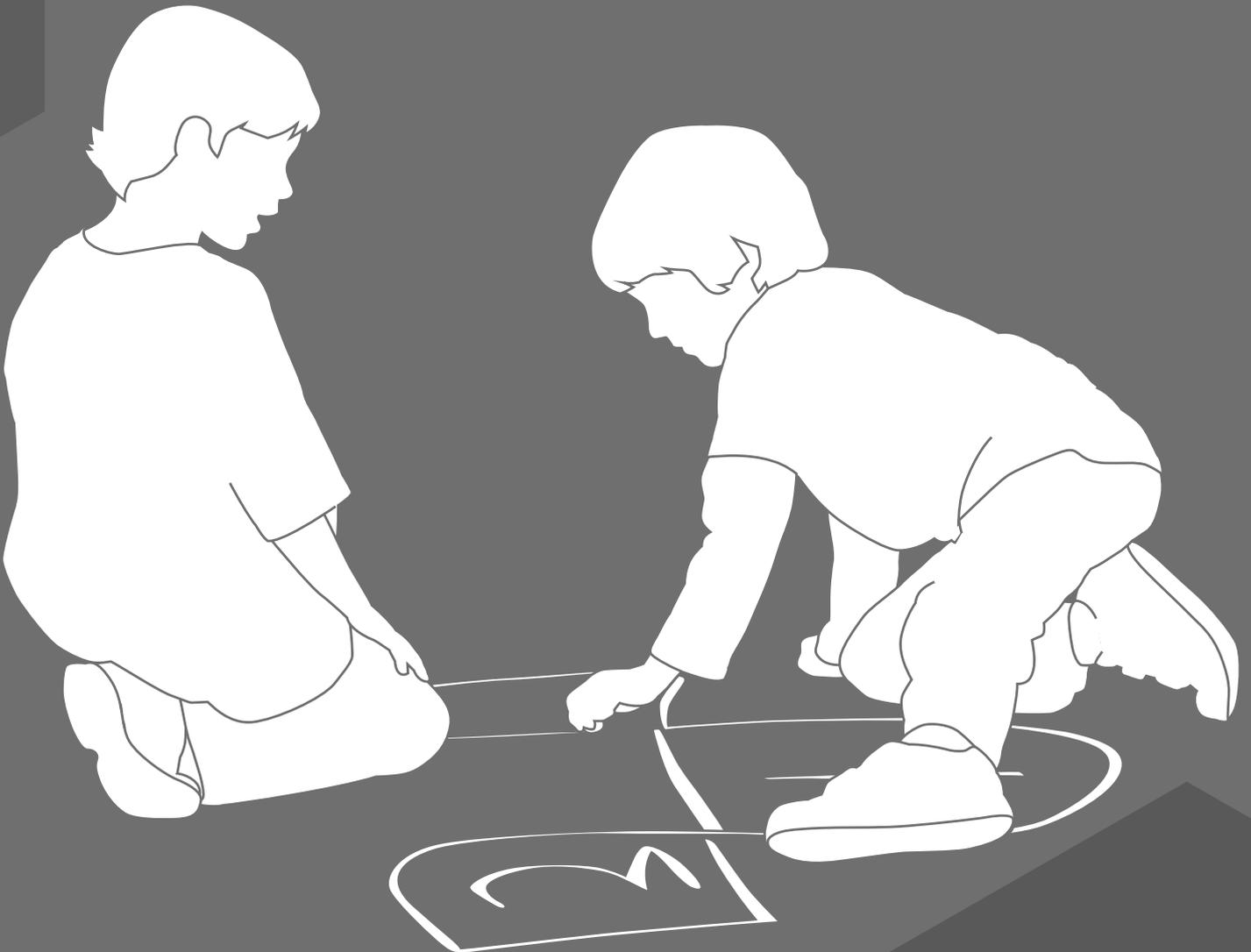




Consultation on the proposed federation of Sebright Primary School and Daubeney Primary School

CONSULTATION PERIOD: 27 JANUARY – 10 MARCH 2014



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

Bengali

এই দলিলে কি লেখা আছে সে সম্পর্কে যদি আপনি জানতে চান তাহলে অনুগ্রহ করে উপযুক্ত বাক্সে টিক দিন, এই পাতার নিচে আপনার নাম, ঠিকানা ও ফোন নম্বর লিখুন এবং এটি নিচের ঠিকানায় ফেরত পাঠান।

Somali

Haddii aad jeclaan lahayd in aad ogaato waxa dokumeentigani sheegayo fadlan calaamadi godka ku haboon, ku qor magacaaga, cinwaanka iyo telefoon lambarkaaga boggan dhankiisa hoose ka dibna ku celi cinwaanka hoose.

French

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

Spanish

Si desea saber de lo que trata este documento, marque la casilla correspondiente, escriba su nombre, dirección y número de teléfono al final de esta página y envíela a la siguiente dirección.

Kurdish

Ger hun dixwazin bizanibin ku ev dokument çî dibêje, ji kerema xwe qutîka minasib îşaret bikin, nav, navnîşan û hejmara telefona xwe li jêrê rûpel binivîsin û wê ji navnîşana jêrîn re bişînin.

Turkish

Bu dökümanda ne anlatıldığını öğrenmek istiyorsanız, lütfen uygun kutuyu işaretleyerek, adınızı, adresinizi ve telefon numaranızı bu sayfanın alt kısmına yazıp, aşağıdaki adrese gönderin.

Polish

Jeśli chcesz dowiedzieć się, jaka jest treść tego dokumentu, zaznacz odpowiednie pole, wpisz swoje nazwisko, adres i nr telefonu w dolnej części niniejszej strony i przeslij na poniższy adres.

Vietnamese

Nếu bạn muốn biết tài liệu này nói gì hãy đánh dấu vào hộp thích hợp, điền tên, địa chỉ và số điện thoại của bạn vào cuối trang này và gửi lại theo địa chỉ dưới đây.

Urdu

اگر آپ یہ جاننا چاہتے ہیں کہ دستاویز میں کیا لکھا ہے تو ازراہ کرم مناسب باکس میں صحیح کا نشان لگائے اور اپنا نام، پتہ اور فون نمبر اس صفحہ کے نیچے لکھئے اور اسے نیچے دیئے گئے پتہ پر واپس بھیج دیجئے۔

Chinese

如果你想知道這分文件的詳細內容，請在方框內打鉤，在本頁下面寫下你的名字、地址和電話號碼並寄到下面的地址。

Return to:

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

Your Name (please write clearly):

Address:

Telephone:



WHAT IS THIS PROPOSAL ABOUT?

The governors of Sebright Primary School and Daubeney Primary School want to hear your views about a proposal to federate the two schools. The governors of both schools confirm that they agree with the proposal.

This document explains what the proposed federation means and how you can make your views about the proposal known to the governors.

This is your opportunity to let us know what you think about the proposal. This paper contains:

1. An explanation of the proposal.
2. A response form for you to complete and return to us, letting us know your views.
3. Details of meetings for parents/carers and the wider community that will be arranged to help the consultation.

VISION FOR THE FEDERATION

As a federation, Sebright Primary School and Daubeney Primary School will continue to strive to provide an excellent education for all pupils. Our schools will be safe and happy environments for children, parents and staff. We expect staff to believe in the ability of all pupils and have high expectations of what they can achieve. Children at our schools will experience consistently high quality teaching and succeed regardless of their background.

The federation will foster an environment of innovation and continuous improvement. The two schools will exist in a mutually beneficial relationship, sharing resources and building on their respective strengths to improve the education they provide for pupils.

THE CURRENT PARTNERSHIP

Sebright School and Daubeney Primary School have been working together in successful partnership since May 2012. This collaboration has had a positive impact on the pupils and staff of the two schools.

Since establishing the partnership, both 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 resources. Joint inset days and other training events have been held across the two schools and learning sets have been developed across the two schools, facilitating the flow of learning between staff.

Members of staff have been deployed by the executive head across the partnership to meet school needs. Staff from Sebright have taken on more senior roles at Daubeney and been able to develop their leadership skills as a result.

In October 2013, Daubeney Primary School was inspected by Ofsted and awarded its first "good" rating for overall effectiveness for over ten years. Leadership and management within the school was rated "outstanding". The inspectors commented that behaviour in the school had "improved greatly" since the formation of the partnership and now considered it "exemplary". The inspection report says that: "Staff are united in their commitment to the executive headteacher's ambition for the school and now have the outstanding learning of pupils as their overriding priority. Parents and carers are highly supportive of the school".

WHAT DOES FEDERATION MEAN?

The partnership agreement is due to end in July 2014 and the governors of both schools want to secure the benefits of the current relationship by forming a federation. Federation will commit the two schools to continue to share expertise, best practice and resources on a permanent basis.

Federation does not mean the schools will merge or become academies. Each school will continue to serve its own community and retain its unique identity.

The proposed federation of the two schools would be formed on 1 September 2014. It will have a single governing body and be led by an executive headteacher who will operate across the two schools.

STAFFING WITHIN THE FEDERATION

Like the current partnership, the federation will be led by an executive headteacher. They will fulfil the role of headteacher for both schools. Janice Thomas is executive head for the current partnership and will continue in this role for the federation.

Each school will then have its own head of school responsible for operational management, reporting to the executive head. This structure, together with a single governing body, will ensure that both schools are run in a coherent way that is consistent with the federation's aims. At Daubenev Primary School, the head of school will continue to be Mandy Preville-Findley. At Sebright School, the head of school will be Stephen Smith. Both schools will continue to operate with their own senior leadership teams.

Terms and conditions for staff will remain unchanged, as will staffing policies and procedures. Staff will remain at their current school, although the specialist knowledge and creativity of individual teachers will continue to be shared by both schools as it is now. In future, some members of staff could move or work across sites as part of their career development or talent sharing.

THE NEW GOVERNING BODY

Under the proposal, the two separate school governing bodies will be disbanded and replaced by a single, newly-appointed governing body with responsibility for both schools within the federation.

The new governing body will be made up of 15 governors, as set out in the table below.

Category of governor	Number of governors in each category	Method of selection
Parent	3 from Daubenev Primary School 3 from Sebright Primary School	Elected by the parents and carers of children registered at the respective schools.
Executive Headteacher	1	Appointed by the nature of their role.
Staff	2	Elected by staff employed at the schools.
Local authority	1	Nominated by Hackney Learning Trust and appointed by the governing body
Co-opted	5	Appointed by the governing body.
TOTAL	15	

Three of the six parent governor positions will be reserved for parents and carers with children at Sebright School, and the other three reserved for parents and carers of children at Daubenev.

The executive headteacher will be appointed to the governing body due to the nature of their role. The heads of school will not be appointed as governors as part of their job but will be invited to attend all governing body meetings.

WHAT WILL STAY THE SAME AFTER FEDERATION?

Under the proposals Sebright Primary School and Daubeney Primary School will continue to operate as individual schools. This means that:

- each school will retain their existing character and identity;
- pupils will remain at their existing school sites for classes and lessons;
- the admissions policy for the two schools will not change: Hackney Learning Trust (the local authority) will be responsible for admissions and will continue to administer these for the two schools separately;
- once enrolled, pupils will not be transferred between the two schools; and
- each school will keep their own uniform.

BENEFITS OF FEDERATION

The governors believe that federation offers benefits for:

- pupils: by offering access to curriculum expertise and specialist staff that is unaffordable to each school on their own;
- parents: by providing confidence in a stable leadership for both schools into the future; and
- staff: by offering better professional and career development opportunities across the two schools.

The federation will allow a continuation of the improvements made in the past eighteen months and, in addition, give leadership the confidence to plan for the long-term. Importantly, the new governance arrangements will remove the risk that the governing bodies of the two schools disagree over a critical decision, as could happen under the current partnership.

WHO DECIDES WHETHER OR NOT THE FEDERATION GOES AHEAD?

Once the consultation process is complete, a report setting out the findings will be presented to a joint meeting of the governing bodies for the two schools. Each governing body will then meet on its own to decide whether or not it supports the proposal. Both governing bodies must agree to the proposal before it can be accepted.

WHAT HAPPENS IF WE DECIDE NOT TO FEDERATE?

In this case, the governing bodies of both schools would then need to decide whether to extend the current partnership beyond July 2014 or seek to continue it informally.

The two governing bodies do not believe that the full benefits of federation can be realised by extending the current partnership agreement. To do so would be detrimental to the schools' capability to carry out long-term planning and retain important members of staff.

WHAT IF EITHER SCHOOL WANTS TO END THE FEDERATION?

If the proposal is accepted and a federation established, the new governing body will review the arrangement in three years' time to assess whether or not it continues to meet the needs of both schools.

If at any time the governors, executive headteacher, heads of school, staff or parents wish to end the federation, there is a standard process they can follow, with a final decision to be made by the federation's governing body.

THE CONSULTATION PROCESS

We would welcome your views on the proposal to federate the two schools.

Meetings have been organised at both schools to discuss the proposal:

THURSDAY 30 JANUARY 2014
6PM-7PM

Sebright School Primary School
Audrey Street, London E2 8QH

THURSDAY 6 MARCH 2014
6PM-7PM

Daubeney Primary School
Daubeney Road, London E5 0EG

These meetings are open to parents, carers, staff and any other person interested in the proposal. There is no need to register your attendance in advance and you are welcome to attend meetings at either school.

In addition, the following times have been set aside for parents and carers to meet with school and governing body representatives to discuss the proposal to federate. Please drop in at any time during the time slots below.

SEBRIGHT PRIMARY SCHOOL
AUDREY STREET, LONDON E2 8QH

Monday 3 February 2014
9am-10am

Tuesday 4 March 2014
5pm-6pm

DAUBENEY PRIMARY SCHOOL
DAUBENEY ROAD, LONDON E5 0EG

Monday 3 February 2014
9am-10am

Tuesday 11 February 2014
6pm-7pm

Friday 14 February 2014
2pm-3pm

You can let us know your views on the proposal in person at these meetings or by:

- handing in a completed response form at one of the schools (there will be sealed boxes in both receptions throughout the consultation period);
- sending a completed response form to:

Tamara Al-Na'ama

Hackney Learning Trust
1 Reading Lane, London E8 1GQ

- emailing Tamara Al-Na'ama at tamara.alnaama@learningtrust.co.uk; or
- filling in an online response form, available at www.learningtrust.co.uk/consultations

The governors will consult with staff via regular staff meetings at their respective schools. Consultation meetings with recognised trade unions will be arranged on request.

This consultation will close on **Monday 10 March 2014**.

If you have questions about the consultation process, please contact **Tamara Al-Na'ama**, on **020 8820 7103** or email her at the above address.

Information about the proposal and consultation process can be provided in other languages (see page 2) or in large print on request.

CONSULTATION RESPONSE FORM

Proposed federation of Sebright Primary School and Daubeney Primary School.

Please return to **Tamara Al-Na'ama** by **Monday 10 March 2014**.

Hackney Learning Trust,

1 Reading Lane, London, E8 1GQ

Email: tamara.alnaama@learningtrust.co.uk

Name of person responding:

Interest in the school(s):

Please tick boxes as appropriate.

- Parent/carer of a child at Sebright Primary School
- Member of staff at Sebright Primary School
- Parent/carer of a child at Daubeney Primary School
- Member of staff at Daubeney Primary School
- Other (please specify):

1. Which of the below options would you prefer:

Please tick one option only.

- Sebright Primary School and Daubeney Primary School enter into a formalised federation
- Sebright Primary School and Daubeney Primary School establish a new informal partnership
- Sebright Primary School and Daubeney Primary School end any kind of federation / partnership and operate as individual schools
- Other (please specify):

2. If your preference is for federation, is this because you think that it will:

Please tick as many options as you like

- Bring stability to both schools
- Allow for ideas, staff and best practice to be shared
- Save money and lead to efficiencies
- Provide development opportunities for school staff
- Other (please specify):

3. If your preference is not to federate, is this because you think that the proposed federation might:

Please tick as many options as you like.

- Put too much pressure on the senior staffs
- Be challenging to manage operationally
- Not make sense because of the difference in locations
- Lead to sharing of school finances, which is a risk
- Other (please specify):



4. Do you have any concerns about the federation?

Please tick one option only

- Yes No Unsure / Don't know

5. If yes, is this because:

Please tick as many options as you like.

- You have not received enough information about the federation
- You do not like the idea of federation
- You feel like your opinion has not been listened to
- Other (please specify):

6. If you have any further comments to make about the proposed federation, please write them below:

You may respond electronically, if you have access to the internet at
www.learningtrust.co.uk/consultations

Thank you for completing this consultation response form.

