



Consultation for the Federation of St Francis and St Joseph's Catholic Primary Schools

Consultation period

**Monday 18th September to
Monday 6th November 2017**



Proposal to consult on the Federation of St Francis and St Joseph's Catholic Primary Schools.

Consultation period: Monday 18th September to Monday 6th November 2017

What is this proposal about?

The Governing Bodies of St Francis and St Joseph's Primary Schools have each decided to proceed with a public consultation on a proposal to establish a Federation between the two schools, with effect from 1st January 2018.

Governors are keen that each school retains its own identity and ethos as part of their local communities. This document explains what federation means, how it is different from the current partnership and how you can make your views known.

Governors of both schools wish to consult and gain the opinion of all stakeholders. The following times have been set aside for parents and carers to meet with School and Governing Body representatives to discuss the Federation proposal. Please drop in at any time during the time slots below.

Consultation Drop-in Surgeries

The sessions set out below will be arranged as a 'drop-in' where people can arrive at any time within the hours advertised and speak individually to school staff and Governors and complete response forms. Separate meetings have already been held with staff at both schools.

Venue	Audience	Date	Time
St Francis	Parents, Carers and new employees	Tuesday 17 th October 2017	3.30 - 6.30pm
St Josephs	Parents, Carers and new employees	Thursday 19 th October 2017	3.30 - 6.30pm

Governors welcome your views on the proposal to federate the two schools. Please let us have your comments at these meetings or:



- Hand in your completed response form to one of the schools (in a sealed envelope).
- Send your completed response to either school's Office.
- E-mail your comments or queries to:
consultation@st-francisc.essex.sch.uk or
consultation@st-josephspri.essex.sch.uk
- Respond online:
www.stfrancismaldon.co.uk/aboutourschool/Federation
www.stjosephscatholicprimaryswf.org/Federation

This stage of the consultation will close on Monday 6th November 2017.

If you have specific questions about the proposal please contact Elizabeth Chapman on 01621 856698 or at consultation@st-francisc.essex.sch.uk.

This document and response form are also available online at:

www.stfrancismaldon.co.uk/aboutourschool/Federation
www.stjosephscatholicprimaryswf.org/Federation

The present partnership

St Francis and St Joseph's Primary Schools have worked together in a successful partnership since April 2014. By sharing expertise, this collaboration has brought many benefits to the children and staff in both schools.

Vision for the future of the partnership

Both Governing Bodies believe it is a child's entitlement to enjoy being at school and have experiences that will enable them to develop an enthusiasm and aptitude for learning, becoming equipped with the skills to succeed in secondary school and to become a lifelong learner. This means offering children inspiring and creative contexts in which to learn and a skilled workforce who are able to



provide for a range of different needs. It is important that both schools retain their own identity and ethos as part of their local communities.

This document explains what this federation would mean and how it is different from the current partnership.

Advantages of the partnership so far

Since forming a collaboration under the Executive Headship of Mrs Ginzler-Maher in 2014, both schools have benefitted from stable leadership and had simultaneous successful Ofsted inspections which graded the leadership and management and the effectiveness of Governance as 'Good'. Benefiting from a shared knowledge and expertise, St Francis and St Joseph's have ensured their pupils consistently achieve well above national averages in reading, writing and mathematics at both key stages. The leadership team are now seeking to embed these changes and build a long lasting legacy of achievement and success for the school.

What is the aim of a Federation?

The aim of a federation is to formalise the existing benefits of partnership by committing to continue sharing expertise, best practice, ideas and resources, and re-organising Governors into a single Governing Body so both schools work together to raise standards and improve the teaching and leadership of the schools. Ofsted has conducted research into the effectiveness of federation arrangements. It inspected a number of federated schools and found, in every case, that the provision and outcomes had shown improvement, and that the fact that the schools had federated was a contributory factor to the improvement.

If the proposal is accepted, the strategic overview of the Federation would continue to be led by an Executive Headteacher with the support of a single Governing body. Each school would also have its own Head of School responsible for its operational management and working alongside the Executive Headteacher to ensure continued strategic development. Terms and conditions for staff would remain unchanged, as would staffing policies and procedures. Staff would remain at their current school, although the specialist knowledge



and creativity of individual teachers would continue to be shared across both schools as it is now. In future, some staff could move or work across sites as part of their career development or talent sharing.

A priority for the Federation would be to ensure that all children enjoy a consistently excellent primary education, by working collaboratively and sharing expertise and resources, including continued joint training opportunities for staff. Federation represents a long-term commitment to partnership working in order to provide each school with the benefits of shared expertise and resources and strong, stable leadership.

Each school would continue to serve its own community and retain its unique identity, while working hard together to realise the shared ambitions for the two schools: excellent teaching, happy children and educational success.

What are the benefits of a Federation?

As well as continuing the successes the schools have achieved in partnership, a Federation would bring continuing long-term certainty about the senior leadership and strategic direction of both schools.

Through partnership working St Francis and St Joseph's have been able to jointly plan, develop and improve wider curriculum opportunities such as artists in residence, the use of specialists to deliver themed enrichment weeks, school journeys and school trips. Pupils have also benefitted from occasionally learning alongside pupils from each site, developing their understanding of the wider community. Both schools share the same aspiration that it is a child's entitlement to enjoy success and that with hard work and a committed school community the children can achieve well beyond that expected nationally.

Being in partnership has meant that the schools have been able to share expertise through a variety of regular joint training opportunities for staff and learn by working alongside a wider pool of experience. Subject leaders have been able to pool resources and ideas to the common benefit of the pupils. A Federation will also be more attractive to new staff as it can offer greater opportunities for experience across two schools and better promotion prospects.



The schools have also used the experience of both sites in parent communication to develop better practices, for example, the use of termly reports, academic diary and use of school planners.

Federation will allow Governors to be able to contrast and compare the performance, successes and challenges of each school and also allow for decisions affecting each school to be ratified more quickly.

Changes to the Governing Body that would occur

Currently St Francis and St Joseph's each have a single Governing Body. Under a Federation, a single, newly-appointed Governing Body would be responsible for both schools.

Changes that do not occur under a Federation

Under a Federation, St Francis and St Joseph's would continue to operate as individual schools.

- Each school would retain its existing character and identity.
- Admission and catchment boundaries would not be affected.
- Admissions to each school would continue to be determined by the local authority.
- Uniforms would continue to be unique to each school, with individual logos and colour schemes.
- Pupils would remain at their existing school sites for classes and lessons.

Who will decide whether or not the Federation should go ahead?

Once the consultation process is complete, a report setting out the consultation findings will be presented to a joint meeting of St Francis and St Joseph's Schools' Governing Bodies. Each Governing Body will then meet on its own to decide whether or not it supports the federation going ahead. Both Governing Bodies have to agree to the federation for it to be created.

What happens if we decide not to federate?



In this case, the *Governing Bodies* of both schools would need to decide whether to end the current partnership, seek to continue under the current informal arrangement or run as separate organisations, as before the partnership. St Francis would not be in a position to do the latter until it can successfully recruit a Headteacher.

What if we want to de-federate later on?

If at any time the schools wished to break up the Federation, there is a standard process they could follow, with a final decision to be made by the Federation's *Governing Body*.

This consultation will close on Monday 6th November 2017.



Consultation Response Form

Consultation on a proposal to Federate St Francis and St Joseph's Catholic Primary Schools.

Please return to Elizabeth Chapman by Monday 6th November 2017 at:

St Francis Catholic Primary School
London Road
Maldon
Essex
CM9 6HN or

St Joseph's Catholic Primary School
Trinity Square
South Woodham Ferrers
Chelmsford
Essex
CM3 5JX

Email: consultation@st-francisrc.essex.sch.uk

Name of person responding:

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Please tick boxes as appropriate:

- Interest in St Francis Catholic Primary School
- Interest in St Joseph's Catholic Primary School
- Pupil at the school
- Member of staff at the school
- Parent of a child at the school
- Governor at the 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.stfrancismaldon.co.uk/aboutourschool/Federation

www.stjosephscatholicprimaryswf.org/Federation

- 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