

## **Governing Body Consultation on the proposal to Federate Hague Primary School and Stewart Headlam Primary School by moving to one shared Governing Body**

5<sup>th</sup> September 2019

### **The Proposal**

As part of the ongoing work between our two schools, the Governing Bodies from both schools have been talking together about building a strong, sustainable future for our children's education. The governors of Hague and Stewart Headlam Primary Schools are, therefore, proposing to merge the two school governing bodies to form a single governing body, responsible for both schools. The two schools will continue to exist as separate schools.

### **Why are we proposing the change?**

Pupil numbers in Tower Hamlets schools are currently falling, particularly in the West of the borough where our schools are situated, and funding for schools is reducing. We have found, over the last year, that working more closely together has given us opportunities to get the best value for money from sharing our resources and planning, and helped us to really use staff expertise effectively to support children's learning.

The Governors from the two schools met and agreed that now is the right time to consider formalising our partnership so that we can plan strategically together to continue to provide the best possible education for our children.

### **What would happen to our Headteachers?**

Both Headteachers will continue to run their own schools, and already work closely together.

If one of the Headteachers were to leave, the Governing Bodies from Hague/Stewart Headlam Schools have discussed this, and agree that the headteacher post for that school would not, in effect, be vacant and therefore would not be subject to advertising or selection requirements and they would consider the remaining Headteacher should become Executive Headteacher for both schools.

If one Headteacher left, this would mean that a single headteacher and a single governing body would collectively oversee the running of the two schools. This would bring both schools together to become one community, which we believe will be the best for the children.

### **What are the benefits of working together in a Federation?**

Children will benefit from the potential of a wider range of resources and enhanced staff development.

Continued access for pupils and the families to extended services and facilities. The opportunity for both schools to keep improving and moving forward.

More development opportunities for the staff, such as shared training, and the chance to work more closely across the curriculum and gain experience and understanding of all key stages.

The strengthening and continued developing of community links which already exist.

Greater financial stability to make certain we continue to improve and offer world class education.

Each school will maintain their own budget but we will be able to support each other by sharing resources.

### **What will it mean for the children?**

The whole purpose of seeking federation is to create an environment that will have a positive impact on the quality of education that children receive. The children will not notice any changes but we believe this development will enhance their learning opportunities.

In the future we would work towards sharing policies and procedures, and the same dates for staff training days and school holidays.

We would consider using staff and other resources across the two schools, but each school will retain their own budget.

### **What will it mean for the staff?**

Again, very little will change on a day-to-day basis. Staff conditions of service will not be affected. All staff employed at Hague and Stewart Headlam Schools will continue to work at their schools. The two schools will be able to offer secondments to staff for particular roles, and may also consider some posts existing across the two schools.

### **Would there be any changes to the school?**

There would be no immediate changes to the schools as a result of joining our governing bodies, but there will be developments over time, just as there would be in any school.

Stewart Headlam School have seen a fall in numbers and governors there have requested the Local Authority consider reducing their intake to 30 children each year. Hague School already has an intake of 30 children, and a Deaf Resource Provision . The new governing body would ensure all the existing children in the schools continue to receive excellent primary education.

In the future, the single governing body would consider any possible changes across both schools, considering the needs of all the children in the two schools, not just those at one or other school.

### **How will governors decide whether to implement the change?**

Governors will consider all the responses to this consultation.

The consultation will close on October 18<sup>th</sup>. The responses will be analysed and a summary report will be available.

Governors will consider the responses at a special meeting in the week of 4<sup>th</sup> November.

Their decision on whether or not to implement their proposal will be notified to parents at the end of that week.

Minutes of the meeting and the consultation response report will be available to parents before the end of Autumn Term.

## **How would the new Governing Body be set up?**

It is proposed that the New Governing Body would start from

1 January 2020 (To allow time for planning to manage the next financial year)

The current governing bodies would cease to exist from 31<sup>st</sup> December 2019.

A new governing body would be set up, in line with national guidance, using representatives from both schools.

The core governing body membership would include:

Headteachers from both schools

1 parent governor from each school (to be elected in December, if the proposal goes ahead)

1 staff governor from each school (to be elected in December, if the proposal goes ahead)

1 Local Authority Representative (to be nominated by the Local Authority, if the proposal goes ahead)

The core governing body would consider the nomination of up to 8 co-opted governors

There would be fewer governors overall in the new governing body than there are across the two existing governing bodies.

Existing governors would be able to apply to be co-opted governors. Their applications would be considered by the core governing body membership, alongside a skills audit, to make sure there is the right balance of expertise and community understanding on the Governing Body. Detailed information on this process will be provided for existing governors.

## **How will Admissions be affected?**

Our two schools working together in this way will not affect the admissions process. Parents will continue to apply to which ever school they wish and the point of admission used to measure distance to applicants' homes will not change for either school.

Because of falling numbers the governors at Stewart Headlam School feel that the school finances would be more easily managed if they only have 30 children in each year group, so they do not have to run two small classes that are not full. They think this will provide better education for the children because larger classes are more stimulating and allow a wider range of friendships and learning partners to develop.

### **Why are we consulting you?**

We want to consult you to gather your views because you are part of the school community. The governing body of the schools cannot simply decide to make changes to schools without first seeking the views of parents and others. There is a legal process which must be followed before changes can be made, and it is important that the governing body hear your views before deciding whether to proceed.

We asked the Local Authority if they could send a senior officer to join us as part of the consultation, to show their support for our proposal. We are very pleased that Christine MacInnes (Service Head: Children and Families) will be joining us.

**We will hold a coffee morning session in each school on October 3<sup>rd</sup>**

**The coffee morning session will be at 9.15 at Hague School, and at 10.30 at Stewart Headlam School.**

There is a box in the reception area of each of our schools for you to use if you have any specific queries.

All parents, and other stakeholders, are invited to respond to this consultation by completing the attached form and returning it to either school office.

### **What happens next?**

The consultation period starts on Friday 6<sup>th</sup> September and ends on 18<sup>th</sup> October at 3.30pm – the last page of this document can be used to register your response, it should be returned to your school office when you have completed it. Following the consultation process, the full governing bodies from each school will review your feedback and use it to decide whether to carry the proposal to federate forward in a special meeting at the beginning of November.

Parents, and other stakeholders, will be notified in writing of the decision made before December 2019.

### **How can I get more information on the proposal?**

You can look on either school website:

<http://hagueschool1.wixsite.com/hagueschool>

<https://www.stewartheadlam.towerhamlets.sch.uk/>

If you have specific queries about the federation these can be raised at the coffee morning, or be posted in the "Federation Queries" boxes at each school office.

The governor bodies from both schools will publish the feedback from the consultation on the schools' websites before the end of the Autumn Term.

## Proposal to Federate Stewart Headlam and Hague Schools Governing Bodies – Response Form

Our proposal is to bring Stewart Headlam and Hague Schools governing bodies together as one governing body from January 2020.

We welcome your views on this proposal. Please fill in this response form and return it to the address below no later than Friday 18<sup>th</sup> October 2019. (3.30 pm)

- 1) Do you like or dislike the idea to join our governing bodies to become one governing body?  
Please tick one box

Like

Dislike

- 2) If you like the proposal, please say why you think it is a good idea.

- 3) If you dislike the proposal, please tell us why you are concerned.

Thank you for taking the time to consider our proposal

Mike Coleman

Elaine Garland

On behalf of Hague School Governing Body

On behalf of Stewart Headlam School Governing Body

|                            | Hague School             | Stewart Headlam School   |
|----------------------------|--------------------------|--------------------------|
| I am a child attending     | <input type="checkbox"/> | <input type="checkbox"/> |
| I have child/ren attending | <input type="checkbox"/> | <input type="checkbox"/> |
| I am a staff member at     | <input type="checkbox"/> | <input type="checkbox"/> |
| I am a governor            | <input type="checkbox"/> |                          |
| Other (please describe)    |                          |                          |

Your Name (Optional)

Please return this form to the relevant school by 18<sup>th</sup> October. Feedback from question one will be summarised numerically. Comments will be typed-up and anonymised. This information will be made available to the public, but all respondents' comments or information will be anonymised.