

Consultation document outlining the
proposal to form a federation of
Bamford Primary School
and
Grindleford Primary School.

Proposal

Following the successful collaboration since September 2022 of Bamford Primary School and Grindleford Primary School (**'our schools'**) the governors of both schools have agreed to consider a formal Federation to ensure the long-term success and sustainability of both schools.

The Governors believe that a federation will provide better opportunities for children and staff with the sharing of good practice and expertise and further secure strong leadership through opportunities to work across the federation. The Federation would also secure cost savings and efficiencies which are in the best interests of the children.

Consultation

The consultation regarding the Federation of our schools commences on 19th April 2023 and finishes on 9th June 2023.

We would like to encourage all those with an interest in the future of the two schools to take part in this consultation and to return a consultation response form. Full details of the proposal can be found in the federation proposal document.

A Consultation Response Form is available for all consultees for completion via this link <https://forms.office.com/e/w0DqAFJ7R2>. Alternatively, if you would like a paper copy please contact one of the school offices. Once completed these can be handed in to each school's reception, or emailed to info@grindlefordprimaryschool.co.uk or info@bamford.derbyshire.sch.uk.

Grindleford Primary School, Sir William Hill, Hope Valley, Derbyshire, S32 2HS.
Bamford Primary School, Fidler's Well, Bamford, Hope Valley, Derbyshire, S33 0AR.

The federation proposal document is attached and can be found via the school websites. A paper copy is available in the school offices.

No decision has been made as yet. At the end of the consultation period, the Governing Bodies of the two schools will make a final decision on whether to federate, taking into account all responses.

Frequently asked questions:

What is a federation?

Our vision for the Federation is to create a federation of two small distinct village schools, each with their own unique character, that improves and safeguards the education of every child within the federation. This will be achieved through collective local leadership whilst retaining the individual identity, character and ethos of each of the two schools.

This would mean:

- the two schools would remain as separate schools but under the leadership of one headteacher (known as the Executive Headteacher);
- a single, shared vision and ethos;
- a single governing body responsible for governance and staffing in both schools;
- shared leadership of the two schools;
- shared policies and procedures;

This is not a proposal to create one school; the two schools would remain separate under one headteacher.

Each school would:

- keep its own name, identity and uniform;
- have its own separate budget;
- keep the current arrangements for admissions (these are determined by the admissions authority for each school, which is Derbyshire LA);
- be accountable for children's achievement at Early Years Foundation Stage (EYFS), Key Stage 1 and Key Stage 2
- have separate Ofsted inspections.

What would federation mean for children?

- A wider and richer curriculum through cross federation events including arts, sports and music
- Greater opportunities for creativity and innovation
- Access to a wider range of skills and talents of staff
- This should lead to stronger overall school improvement resulting in better standards of achievement.

What would federation mean for parents?

Parents should notice no difference to now, the schools would continue to be led by an experienced headteacher and retain their individuality.

What would federation mean for staff?

It is proposed that there will be a senior teacher at each school who will be responsible for the day-to-day management of the school when the Executive Headteacher is not on site.

- Staff would continue to be employed on the same conditions of service;
- Each school will retain their own individual Business Officer and key staff;
- Stronger collaboration and the size of the combined schools would allow for increased opportunities for continuing professional development and career development;
- Development of continuity and quality by identifying best practice from both schools and applying it across the federation;
- Staff will continue and extend partnership working with staff from both schools, and take advantage of the additional Continuous Professional Development opportunities that the federation would provide, in terms of shared expertise and resources, and shared training etc.

What would change for the Governing Bodies of each school?

From the federation date, both Governing Bodies would cease to exist and a new federated Governing Board of 13 members would be formed.

How would the Federated Governing Board be formed?

The School Governance (Federations) {England} Regulations 2012 (and updated legislation in 2016) require that the governing board of a federation cannot have fewer than seven members and must be constituted as follows:

- the headteacher of each federated school (unless the headteacher resigns as a governor) or the executive headteacher of the federated schools;
- two parent governors across the federation;
- one staff governor across the federation;
- one LA governor across the federation;
- such number of co-opted governors as necessary.

NB the total number of co-opted governors who are also eligible to be elected as staff governors must not exceed one third of the total membership of the governing body.

The Joint Committee of Governors want to retain and if possible, strengthen the link of both local communities whilst maintaining a manageable size of governing board this is why we are proposing a larger board with 8 co-opted governors. Their recommendation for the composition of the proposed new governing body is;

	Executive Headteacher	Staff	Local Authority	Parent or Carer	Co-Opted	Total
New Board	1	1	1	2	8	13

What is the vision for the Federation Governing Board?

The vision for the Federated Governing Board would be to build on the strong foundations of our highly successful schools. It would harness the passion, commitment and expertise of staff, children and the school communities to take the best from both and build a stronger shared future, which

places the needs and potential of the children at the heart of the new Federation and strives to be outstanding in all that it does. Both schools have a strong ethos and work hard to develop creative environments in which children feel happy, safe and secure and where they can develop their self-esteem, their role in the community and achieve their full potential. Governors recognise that this lies at the heart of the success of both schools and the Federated Governing Board would be guided by these principles in its decision making.

Opportunities to discuss the proposal and ask questions

This consultation starts on 19th April 2023 and ends on 9th June 2023.

Open sessions for parents, staff and others with an interest in the school will be held on:

24 April 2023 Meeting for staff and parents at Grindleford Primary School to outline and discuss the proposals.

Starting at 8.30am, 2.30pm and 7pm (maximum of one hour)

25 April 2023 Meeting for staff and parents at Bamford Primary School to outline and discuss the proposals.

Starting at 8.30am, 2.30pm and 7pm (maximum of one hour)

These will be meetings where people can speak to school governors and staff, look at the information about the proposed federation and make comments. Anyone is welcome to attend any session.

What happens next?

After the consultation period ends, both Governing Bodies will meet to review all the responses before making an informed decision.

The decision will be communicated to children, parents, staff and others with an interest in the school by early July 2023.

If a decision to proceed with the proposal is made, the intention is for the federation to take effect on 1 January 2024.