

Proposal to consult on the federation of Brecknock and Torriano Primary Schools



Consultation Period: 16th May 2022 - 1st July 2022

For the attention of pupils, parents and staff,

The governing boards of Brecknock Primary School and Torriano Primary School propose the federation of their schools from 1st September 2022. The proposed federation would be called 'The Brecknock and Torriano Schools Federation'.

Since September 2020, the schools have been working in a shared leadership arrangement. This collaboration has evolved to become much more than sharing an Executive Headteacher. These arrangements have worked to the benefit of the children, staff and governing boards. There have been numerous developments in curriculum provision, staffing and leadership from the existing collaboration between the schools. However, the existing arrangements have to be renewed annually. The governing boards of the two schools would like to make the arrangements permanent and utilise the additional benefits of a federation to further improve the educational opportunities for all the pupils in Brecknock and Torriano Primary Schools.

Before making a final decision, the governors of each school want the views of the pupils and their families, members of staff, as well as stakeholders within the wider community.

Under the Education Act 2002, schools and local authorities can propose that schools join together to create a federation. A federation is formed when two or more schools agree to work together on a formal basis through a single governing board. Federation schools

remain separate schools at their existing sites with their own names, budgets and own identities. They have separate Ofsted inspections and continue to report separate results.

This document sets out the reasons why the governing boards of both schools believe this proposal is a good idea and the benefits for pupils, parents and staff. It also provides information about the vision that the federation has for the schools.

<https://www.brecknock.camden.sch.uk>

<https://www.torriano.camden.sch.uk>

### Timeline of Events

As part of this consultation, the governing boards invite you to attend drop in sessions where you can discuss and ask further questions about the proposal.

The dates for this are:

Key event	Dates - Brecknock	Dates - Torriano
Formal Consultation circulated to all stakeholders	16th May 2022	
Staff Meetings	6th June @ 11.30am	6th June @ 1.00pm
Parent Meetings	9th June @ 7.00pm 10th June @ 9.15am	8th June @ 7.00pm 9th June @ 9.15am
Consultation Ends	12 noon on Friday 1st July 2022	
Individual governing boards meet on the same day separately to consider the consultation responses and vote on the proposed federation. They will then join to announce the vote.	6th July	
Proposed Date for Federation	1st September 2022	

We encourage you to share your views by completing the feedback process no later than 12 noon on Friday 1st July 2022.

If you have any views about this proposal, please use the online form below:

<https://www.smartsurvey.co.uk/s/8P1CRH/>



## Consultation for The Brecknock and Torriano Schools Federation

### About the federation

Our schools share the ethos and ambition to provide a high-quality education and promote success for all pupils, regardless of their background, which would underpin the federation vision.

We provide a well-rounded education, developing social, emotional, creative and physical skills as well as promoting academic progress. We promote a love of learning to last beyond our schools.

We do this by providing schools with great teaching, strong leadership and tailor-made curriculums that prepare our pupils to go on to be confident, happy citizens of the world.

By working together, our schools are able to share expertise, resources and create greater opportunities and capacity, whilst at the same time allowing each school to flourish with its own identity and community.

### Key points about a potential federation

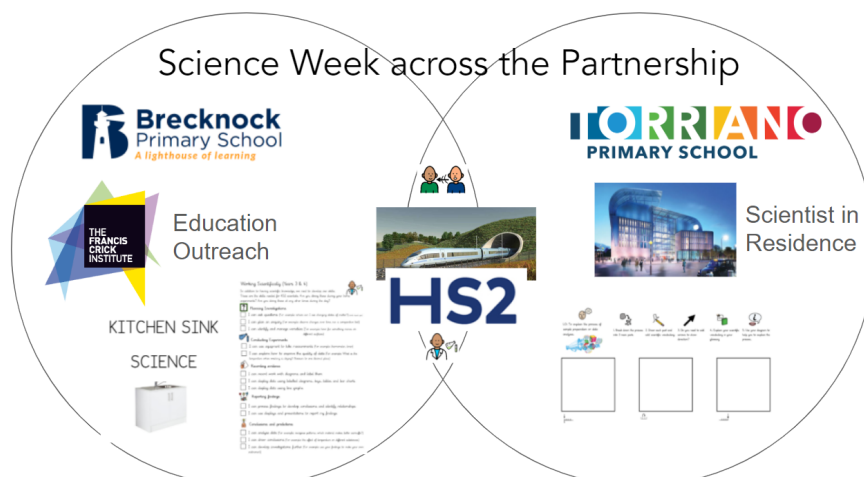
- The schools will remain as individual schools, as they are now. The schools will each retain their own identity. The teachers will remain the same and pupils will continue to learn each day at their current school site.
- The names of the schools will not change, but there will be a name for the federation, which we are proposing is *The Brecknock and Torriano Schools Federation*.
- Parents and pupils will experience no immediate impact of a decision to federate but will, in time, benefit from the links that will exist between the schools.
- There will be no changes to admission arrangements.
- There will be one governing board and one Executive Headteacher with strategic responsibility for the two schools. Please see the full structure of the federated

governing board below. It will allow for all existing governors initially to continue in post so we will benefit from the skills and experience of the two governing boards.

The pupils, staff and wider communities have already benefited from our partnership. We want to strengthen this relationship by establishing a permanent federation.

### Benefits for pupils

- A consistent approach to high quality teaching and learning for all children as best practice, expert teaching and research will be shared between the schools.
- Sharing staff expertise will lead to better teaching and learning for children in all subjects and the federation will attract the best quality staff.
- Wider pastoral and SEND teams will improve support for children and families in a diverse and inclusive partnership.
- The children will be part of a wider community, broadening their experience.
- There will be more enrichment opportunities for children as the schools share visits, projects, residential trips, resident experts, including performing arts, sports, languages and scientists.
- Sharing ideas across the federation on activities, fundraising and extra-curricular activities will lead to more exciting and varied experiences for the children.
- Efficiencies between the schools will mean there is more money to spend for the children's benefit.





### Benefits for staff

- Opportunities to share good practice and expertise, joint planning and assessment amongst the two schools will improve the education and outcomes for our children.
- A partnership wide career development programme will provide excellent shared professional development amongst the two schools, including improved training opportunities and security for support staff.
- Improved leadership development opportunities and support will be available for all staff through coaching and mentoring.
- There will be potential opportunities for promotion due to changes to leadership structures.
- There will be opportunities, for current staff who wish to, and for all staff appointed post-federation, to work across the schools, increasing their knowledge and expertise of different phases, or aspects of the schools' work.
- For existing staff, contractual arrangements will remain the same.

### Benefits for parents

- There will be wider access to extended services for all children.
- Centrally located services, workshops and training will be available for parents and families.
- Provision from age 2 to 11 will be available across the partnership.
- Joint community initiatives will support cohesion and access to opportunities.
- There will be increased opportunities for PTA collaboration and community event management.
- Increased access to professionals and expertise to support families will develop.

### Benefits for the schools

- A stronger governing board will combine skills and experience.
- The federation will provide a structured way for the two schools to collaborate further, to the benefit of their school communities.

- There will be an opportunity to co-ordinate curriculum, teaching and learning strategies relevant to specific communities and localities, facilitating inclusion and diversity.
- The federation will be cost effective and will enable coherent budget management in terms of procurement across two schools to ensure best value.
- The federation will be an employer of choice in Kentish Town / Camden with strong recruitment and retention of talented teachers, who reflect the diversity of our community.
- Our two schools working closely together as a federation will offer their children opportunities beyond that which one single school can provide.



### Leadership and Governance of the Federation

If Brecknock Primary School and Torriano Primary School were to join in federation, the strategic leadership of the Executive Headteacher will be made permanent and the schools will be governed by a single board.

Each school will continue to have its own leadership structure with a Head of School, who will work in collaboration with their counterparts at the partner schools, reporting to the Executive Headteacher, who will ensure strong and continuous strategic development of each school and the federation as a whole.

The federation would come into effect on 1st September 2022. Following federation there would be a single, newly appointed governing board responsible for both schools.

The federation's governing board members will be selected for their skills, expertise and understanding they bring to benefit the strategic development of the federation of schools to secure the best possible outcomes for every pupil. In doing so, the governing board will look to secure a membership which has a balance of knowledge and regular interaction with both schools.

It is proposed that the new governing board will consist of 27 governors, as set out in the table below.

The composition of the governing board of the proposed federation of the schools is shown in the table below. This proposed composition reflects statutory requirements. The new board will be limited to two elected parent governors by law but when appointing co-opted governors we will be keen to seek expertise of the parent community. It will be the responsibility of the new governing board to decide on its future composition.

Governor Type	Number
Executive Headteacher	1
Staff Governor	1
Parent Governor	2
Local Authority Governor	1
Co Opted Governor	22

#### What will happen after this consultation?

The consultation period starts on 16th May 2022 and closes on 1st July 2022 at 12 noon.

The governing boards of Brecknock Primary School and Torriano Primary School will meet to consider the views gathered from the consultation. They will then decide, as separate governing boards, whether to proceed with the proposal.

If both governing boards decide to proceed, the intention will be for Brecknock Primary School and Torriano Primary School to form a federation on 1st September 2022.

#### Alternative courses of action

After considering everyone's views, if the governing board of one or both of the schools decides not to federate, the existing partnership between Brecknock and Torriano schools will end on 31st December 2022. As such, the governing boards of both schools would need to consider other options going forward.

## Frequently Asked Questions

### 1. Will the names of the schools change?

No. There is no requirement or intention to change the name of the schools. It is proposed that the federation be called *'The Brecknock and Torriano Schools Federation'*.

### 2. Do the pupils belong to the federation or to a single school?

The children belong to a single school within the federation. The schools are part of the federation.

### 3. Will there be any change to admissions arrangements?

No. Camden Council, which is our Local Authority, will continue to be the admissions authority for both schools. Parents would apply for a named school within the federation. Both schools will continue to manage admissions for nursery independently of each other.

### 4. Will pupils from the schools have opportunities to work together?

Yes. There may have already been times when pupils met together for activities, trips and residential. These opportunities will increase where there are benefits for the children.

### 5. Does the school day, term or lesson times of schools in a federation have to be the same?

No, this is not essential.

### 6. Do schools in a federation have to have the same training days?

No. Such decisions will be within the federation/schools discretion. It may be helpful for some training days to coincide so that staff training could be shared, but there is no compulsion.

### 7. Will there be any changes to the curriculum as a result of federation?

All schools in England follow the National Curriculum 2014. Each of the schools will continue to teach its curriculum in a creative and engaging way designed to meet the needs of the children in each school.

### 8. What changes will the children see?

The children will not see any significant changes in their day-to-day school life. However, they will all benefit from additional opportunities and expertise. They will also enjoy being part of a wider community.



9. Who employs the staff of a federation?

Members of staff continue to be employed by the Local Authority via the governing board of the federation. Therefore, there is no need for TUPE transfer (Transfer of Undertakings – Protection of Employment). This means that there will be no changes to the employment of existing staff.

10. Will there be any changes in conditions of service for staff?

No changes. All employment rights, pension arrangements etc. remain exactly as they are.

11. Can staff teach or work across the schools in a federation?

Existing members of staff cannot be directed to teach or work in a school they were not originally contracted to be employed in, although there may be opportunities to if staff wish to do this. Future vacancies can be advertised as working across more than one school, so any new employees will know their contractual position and job roles when they accept the post.

12. Can schools in a federation share continuing professional development arrangements?

Yes, when they wish to, this is one of the distinct advantages of belonging to a federation.

13. Who will be “in charge” when the Executive Headteacher is not in school

The Heads of School, under the guidance of the Executive Headteacher.

14. Do schools in a federation have a single governing board?

Yes, in a federation the previous governing board for each school would be dissolved upon federation and a new single governing board would be established for the federated schools. We will initially have considerably more governors, representing the two schools. It is for the governing board of the federation to determine how they will operate within the requirement to have at least one meeting each term.

15. Do federated schools have a combined budget allocation?

The federation governing board is responsible for the budget of both schools, but each school continues to receive its budget share from the Local Authority, in accordance with the formula funding rules.

16. Can governors combine funding from each school?

Governing boards of federations often have a relatively small proportion of shared funds, which may be the outcome of shared grants or donations for the benefit of all schools in the federation. The salary costs of the Executive Headteacher and any other shared staff would be paid by the two schools, as they are now.

17. Will a federation be inspected by Ofsted?

Ofsted sometimes inspect federated schools at the same time, but each school is inspected separately, and each has their own judgements and their own report. Each school will, as now, have to respond to its own Ofsted findings.

18. Can a school leave a federation?

The governing boards are supporting the federation to help secure the long-term future of the two schools and further develop and sustain the improvements / benefits for the children's education and staff development. However, Government regulations allow for the dissolution of a federation.

19. How will everyone be informed of progress?

We have organised meetings with parents, staff, unions and the community during the consultation period to explain and discuss the proposals. Once the governing boards have considered the responses to the consultation we will let you know our decision by Monday 11th July 2022 by letter, e-mail and on school websites.

Where will I find the schools?

Brecknock Primary, North Villas, London NW1 9AL

Torriano Primary, Torriano Avenue, London, NW5 2SJ

This consultation document is also available online on the schools' websites along with the link to an online survey form. Feedback from the survey will be collated so governors of the schools can consider every response submitted.

If you need support with accessing this consultation please contact your school office who will provide you with assistance.

