



25th April 2024

Consultation on the proposal to federate

Greenmount Primary School and Gatten & Lake Primary School

The governors of Greenmount and Gatten & Lake Primary Schools have been looking at ways of working more closely together to provide the best education for children in both schools

Since September 2023 both schools have been working in close partnership under the leadership of Mrs Rebecca Day. Senior Staff have worked closely formulating both policy and procedures for their schools, have shared professional development opportunities for staff across both schools and have helped to support raising standards and progress within each other's school. There is a wide range of evidence to verify that both schools have benefited from this informal partnership.

The governors of both schools have been exploring the idea of federating both schools to formalise this partnership. We would like to enter into consultation to seek the views of the interested parties in relation to both Greenmount and Gatten & Lake Primary Schools. We have developed this proposal to explain what federation is and what it might look like in practical terms. In this document we have highlighted some of the more significant issues to assist parents, members of staff and other interested parties to respond to the consultation process.

This consultation process has been designed to help us find out what you think about the proposal; we would like to hear your views. The outcome will be reported to both governing bodies during the week commencing 24th June 2024. Taking this information into account both governing boards will then make the decision whether or not to federate. Rest assured the decision to federate will only be taken if we are sure it is in the best interests of the children.

Yours sincerely

Mr Dave Smithers
Chair of Governors
Greenmount Primary School

Mrs Sue Burton
Chair of Governors
Gatten & Lake Primary School

What is a federation?

The School Governance (Federations) (England) Regulations 2012 allows for two or more schools to join together under a single governing body - this is a federation. The single governing body can share resources and expertise across the schools to find new ways of improving leadership, teaching and standards. If federation proceeds then the new governing body would appoint an Executive Headteacher (EHT) with responsibility for co-ordinating the partnership activities of the two schools, from 1st October 2024.

Governors of both schools are clear that this is NOT a proposal to combine and create one school.

Each school will keep its own unique identity and character whilst sharing an Executive Head Teacher.

Why do we believe that the proposal will benefit children?

As governors we believe that the proposal will improve the quality of education for the children attending both schools. Federations of primary schools can offer more opportunities to benefit all children in the following ways:

Greater staff expertise and interests increases the potential to build on the existing exciting and rich curriculum provision. It strengthens the schools' capacity to meet the identified needs of children.

Federation makes staff recruitment and retention more attractive by creating increased opportunities for staff to develop others and to take on leadership roles. So both schools benefit from high quality staff improving the outcomes for our children.

Opportunities to undertake and support joint professional development enhances professional learning so strengthening staff expertise and improving the quality of teaching and learning.

Working together schools can add rigour to their self-evaluation and develop policies and practices that lead to raised standards and improved Ofsted judgements.

By devising and sharing effective operational management, both schools can be managed more efficiently as well as allowing for increased flexibility and stability and increasing the ability to take advantage of economies of scale. This will enable both schools to reallocate funds to direct provision of educational opportunities to our children.

As governors of both schools we believe that federation offers the best future for the children in our communities.

By working together, sharing knowledge and expertise, we can take both schools to Outstanding Ofsted ratings and make them examples of excellent practice that other schools will follow.

What would happen to existing staff?

There would be no changes to the contracts of existing staff working in either school. Contracts are currently held with Isle of Wight Council and this would remain the case.

The proposed leadership model is for an Executive Head Teacher with overall responsibility for co-ordinating the links between and the strategic direction of the two schools.

The roles and responsibilities in the new structure beneath the Executive Head Teacher (EHT) will be decided by the Executive Head Teacher in consultation with the Governing Board.

We believe that the proposed federation will generate enhanced professional development and greater opportunity to share professional expertise. This should enable us to retain high quality staff and recruit high calibre Early Career Teachers (ECT) which is a crucial element in the Local Authority's drive for improving standards and raising children's achievement.

What specific changes are the governing bodies considering if federation is agreed?

On 1st October 2024 the governing boards of both schools would be dissolved. A new board will be formed through the normal recruitment processes where existing governors will have the opportunity to apply. Expressions of interest from members of both school communities will also be welcomed.

The new governing board would comprise of 11 governors; 2 parents, 1 governor appointed by the local authority, 6 governors Co-opted and 2 staff (including the EHT). The numbers of parent governors would be balanced between the two Schools.

Is there anything else we are trying to achieve through this proposal?

Both schools need to continue to explore ways of serving their communities and we believe that a federation would be better placed to ensure the provision of appropriate facilities and share them wherever possible.

We believe that federation will bring advantages for each school through helping each to achieve more efficiencies allowing for increased flexibility and stability.

An EHT would have a long term view of each child's education and be tasked with ensuring that their progression from home or pre-school through Reception and onwards to secondary education is managed smoothly, effectively and in the best interests of each child. We can also build and sustain good relationships with parents and families over this period.

Will parents, staff and members of the community have the opportunity to discuss the proposals and ask questions?

Governors have arranged for 2 'drop-in' sessions' at each school where governors will be on hand to provide more information and answer any questions you may have. Comments made on the day will be reported back to the governing body of each school and will form part of the decision making process.

Details of these drop in sessions are shown below:

Date and Time	Venue	Audience
Wednesday, 8 th May 2024 (14.00 – 15.00)	Greenmount Primary School	Parents, carers and members of the community
Wednesday, 8 th May 2024 (15.00 – 16.00)	Greenmount Primary School	Staff
Thursday, 9 th May 2024 (14.00 – 15.00)	Gatten & Lake Primary School	Parents, carers and members of the community
Thursday, 9 th May 2024 (15.00 – 16.00)	Gatten & Lake Primary School	Staff
Thursday, 9 th May 2024 (18.00 – 19.00)	Virtual (link to be provided)	For staff, parents, carers and members of both school communities who are unable to

		attend the 'drop-in' sessions at either venue.
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Parents, carers, members of the community and staff will be welcome to come to a session at either school.

How can my views be heard?

As well as attending either of the drop-in days or staff meetings, you may wish to complete the attached questionnaire and return it to either school office by **midday on 13th June 2024**. You can also do this online via the Google form in the link below:

<https://forms.gle/ZFKdsFnr92o5fpEf7>

You can also submit your comments by email to federation@greenmount.iow.sch.uk or federation@gattenlakepri.iow.sch.uk.

What happens next?

The responses to this consultation will be carefully considered by the governing bodies of both schools and taken into account before a decision is made in week commencing 24th June 2024. Having made a decision, this will be communicated to parents, staff and other interested individuals by no later than 25th June 2024.

Both governing boards would like to thank you all for your continued support.

**Consultation on Greenmount Primary School
and Gatten & Lake Primary School proposal to federate.**

Response form

Please indicate your views on the proposal for Greenmount Primary School and Gatten & Lake Primary School to form a federation under one governing body with effect from 1st October 2024.

Comment: (please continue on another sheet of paper if necessary)

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Which of the following best describes your connection with the school? (Please tick one only, which should be your main interest)

- Parent

- Member of teaching staff

- Member of support staff

- Member of the community

- Other (please state)

Please return this slip to the school office by midday on 13th June 2024 at the latest. Envelopes should be marked for the attention of the Chair of Governors and be clearly marked 'Federation'. This form is also available on the website for you download or you can submit your comments by email to federation@greenmount.iow.sch.uk or federation@gattenlakepri.iow.sch.uk