

Greenmount Primary School and Gatten & Lake Primary School
Federation Consultation FAQs

Question	Answer
<p>1. If the federation were to happen, what changes would I see in my child's school?</p>	<p>None.</p> <p>The Primary Schools have been working together since September 2023 and the admissions authority will continue to be the Isle of Wight Council.</p> <p>If the schools were to federate, the new governing board will appoint an Executive Head Teacher (EHT) and each school would consider its leadership structure.</p>
<p>2. What are the benefits of federating the two schools?</p>	<p>Federation creates opportunities for staff development and promotion, thereby helping to retain skilled staff within the federation and creating stability for both schools. Since the partnership began, staff have benefited from increased opportunities for professional development, and we have already seen the benefits of this. In addition, when staff do, inevitably depart, it is easier to manage this within a federation, as the two schools can draw upon a broader range of expertise and skills than a single school could.</p> <p>In addition, when schools are federated, they have greater power to secure high-quality specialist staff, this is due to the fact that the federation is able to offer more work and larger projects than a single school could, making it an attractive proposition to prospective specialist staff.</p>
<p>3. What will it mean for the children and the staff?</p>	<p>To the children:</p> <p>On a day-to-day basis there will be no change in routine or provision in either school.</p> <p>There will be opportunities to share staff ideas across the two schools, which will give access to a much larger pool of knowledge as there will be the chance to share specialist knowledge across the two schools. As a result, children will have access to more opportunities for good quality learning.</p> <p>There are also opportunities to use school resources and budgets more efficiently.</p> <p>The two schools are different but a federation will enable each school to learn from the other, to the benefit of both sets of pupils.</p> <p>To the Staff:</p> <p>Most day-to-day management will continue as it is now arranged. However, there will be opportunities for staff to get involved across both schools over time and this will provide career progression for staff, enabling them to extend themselves and to cooperate with colleagues on another school site.</p>
<p>4. Will the staff change?</p>	<p>There would be no changes to the Terms and Conditions of existing staff working in either school, other than through the appointment of a Clerk to Governors. Contracts are currently held with Isle of Wight Council and this would remain the case.</p> <p>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.</p>

	Staff will not be asked to move from one school to the other, but we may ask some staff to take their specialist knowledge into the other school, so that we can share best practice.
5. What disadvantages might there be if the federation took place?	A disadvantage of a federation might be that the management structure differs to that of a school working alone. The Executive Head teacher works across both schools and is therefore not full-time at either. However, this has been the case since the collaboration began.
6. Are there examples of other federations within the Isle of Wight?	There are in excess of 600+ Federated Schools throughout the country, within the Isle of Wight there are numerous examples; see below <ul style="list-style-type: none"> • Yarmouth/Freshwater & Shalfleet Primary Schools • St. Thomas & St. Mary Primary Schools • Nettlestone and Newchurch Further details can be found on their respective websites.
7. Is there evidence to show that such federations prove successful?	Government research carried out in 2018 identified how Multi Academy Trusts (MATs) and Federations secure sustainable improvement through two sets of high-level practices: the five school improvement 'fundamentals', and the five strategic areas for sustainability. SI in MATs TSAs LAS and feds FINAL report 211118 (publishing.service.gov.uk)
8. Can a federation be dissolved?	Yes. De-federation is a simple process, which can be decided by the Governing Board responsible for a federation. It is considered good practice to review a federation every two years to ensure it is delivering the expected benefits.
9. Why our schools?	The Collaboration has delivered improvements in both schools and so formalising this arrangement is the next step.
10. Does federating schools ultimately cost them more money?	No – in fact, it provides schools with opportunities to save money through greater buying power and the sharing of resources.
11. Would the schools lose their Individual identity?	No. Both The school identities, names and ethos will remain as it is. There will be no changes to the format of school uniforms. Federations do create opportunities for children to work closely with children from their partner schools, learning from each other.
12. What changes would the federation bring to the governing boards?	Currently, both schools have their own dedicated Governing Board. If federation were agreed, these dedicated Governing Boards would be replaced with a single Governing Board responsible for both schools.
13. What is an Executive headteacher and what are the models of leadership we can use?	Executive heads provide strategic leadership across schools within the federation, supported by a Senior Leadership Team in each individual school in the partnership.
14. Is this just a Government cost saving exercise?	No, the recommendation to federate has been reached jointly by the governing boards of both schools; no external influence has been applied. The funding for schools is based solely on pupil numbers and as the total overall pupil numbers will not be impacted by federating the schools budgets will remain the same.

15. What will be the impact for onsite Preschool?	There will not be any impact on Preschool provision as a result of Federation.
16. How can I find out more about what Federation entails?	The governors have arranged drop in sessions where questions can be tabled, details of these are set out in the consultation paper. There will also be a Federation Response Form where written queries can be submitted. This is available on both websites and from both School offices.
17. Will the Governors take full account of the views of the parents?	The Governors will publish proposals and will consider all the feedback and make every effort to address any concerns. The ultimate decision to Federate the schools will be taken by the governing board of both schools; this will be influenced by what they believe to be the best solution for both pupils and staff based on the evidence to hand.
18. Can I become a Governor of the Federated Governing body?	Individuals who are interested in becoming a governor are periodically invited to apply and selection will be subject to the rules laid down in statutory regulations. Expressions of interest from members of the community are welcomed.
19. Why does it take so long to Federate the schools?	The timescales are driven by the requirement to consult all interested parties fully and address any issues raised. Target dates for completion are driven by established school term dates.
20. Are schools within the Federation inspected jointly or separately by Ofsted?	They are still inspected separately and listed separately in league tables. It would normally be appropriate to ask Ofsted to inspect the schools in the federation at the same time so that a rounded picture of the work of the federations can be formed. Ofsted is increasingly aware of and interested in the role that federations and collaborations play in improving standards. Inspection providers have been asked by Ofsted to use the same team when inspecting schools in a federation. Currently, the government publishes performance information for schools individually.
21. What are the financial benefits for federated schools?	Schools in a federation retain separate budgets, however the federation would have greater opportunities to achieve economies of scale savings.