

Proposal for the Federation of Shalfleet CE (Controlled) Primary and Yarmouth CE (Aided) Primary

TITLE

The title of the federation shall be "The Federation of the Church schools of Shalfleet and Yarmouth".

VISION FOR THE FEDERATION

The federation intends to secure the long-term future of both Shalfleet and Yarmouth Primary Schools by working together in a cohesive and progressive way under a single governing body and united leadership. Our aim is to ensure that both schools provide safe havens for all children within them, grow stronger by working together and are enriched by sharing, so that the children of both flourish in educational Christian communities of the highest standards.

MISSION STATEMENTS

Shalfleet CE Primary School: As a Christian school, we value each child as special and unique in the sight of God and, through the love, challenge and opportunities we offer, enable them to develop as confident, caring and successful young people within our 'safe haven'.

At Yarmouth CE Primary School:

- There are no invisible children
- All engage
- Many will shine
- Some may excel
- We are all special members of God's big family

MEMBERSHIP OF THE FEDERATION

Initially, the Federation shall consist of the two schools: Shalfleet CE (Controlled) Primary and Yarmouth CE (Aided) Primary which incorporates Little Stars Pre-school.

DATE OF FEDERATION

The federation of the two schools shall take effect from 1 September 2010.

IDENTITY

Each school shall retain its own DCSF number and its own identity. Each will retain its own name and its own uniform and will continue in its present location. Each school will cater for the full primary school age range of 4 - 11 year olds.

GOVERNING BODY

There will be a single governing body. The governing body shall consist of 25 governors and all existing governors from the individual school governing bodies will be given the opportunity to become part of the Federation Governing Body either as a full governor or as an associate member.

The governing body is a corporate body working for the benefit of all the children of both schools and their communities. The role of all governors, particularly in the early stages of the federation, is to represent both schools positively and fairly, and to encourage their communities to embrace the benefits of Federation.

The governing body shall comprise of the following:

- 9 Foundation Governors
- 7 Parent Governors
- 5 Staff Governors
- 2 Local Authority Governors
- 2 Community Governors

The approved Instrument of Government will set out details of the Federation's Governing Body.

The approved Instrument of Government for the Federation is a legal document about the governing body. It is drawn up in accordance with government regulations and guidelines. The Instrument of Government for the Federation specifies all of the agreed regulations about the numbers of governors in each category and how they are to be appointed.

Although not stated in the Instrument the Governing Body will be able to appoint Associate members as appropriate.

The governing bodies of the two schools, prior to federation, will agree on a scheme of delegation for the Federation which will be reviewed by the federated governing body within its annual cycle.

SCHOOL LEADERSHIP

The governing body views the leadership of the Federation as crucial to its success. It should unite the communities, support and encourage the staff, nurture and inspire the children and deliver the highest educational standards.

As such, the structure of leadership within the Federation should be an effective system which can evolve and adapt with experience, and not be restrictive or over prescribing in nature.

In the initial phase, to make the transition as seamless as possible for the schools, their staff and communities, both schools will retain their individual headteachers. Each headteacher will take responsibility for leadership of their respective school, and will be required to work in close partnership with each other to promote cohesion and advance within the Federation. Dual headship has many advantages in the early stages of federation. These advantages include:-

- Providing continuity and stability.
- Sharing the additional workload and combining the expertise of two heads, as the schools enlarge under the Island reorganisation, to provide for years 5 and 6.
- Sharing the task of delivering the benefits of a successful federation.

Both head teachers will be expected to liaise closely with, provide support for, and work in unity with, the governing body and its sub-committees. They will also be expected to ensure that the agreed aims and advantages of federation are achieved, by securing improvement through actively sharing curriculum and other opportunities and raising teaching and learning standards.

The governing body will monitor from the start, and fully review within eighteen months, and regularly thereafter or on enlargement, the structure of the schools' leadership. Should the governing body conclude that the Federated schools would benefit from the nomination of a 'senior' or the appointment of an executive head, or the creation of any other structure of leadership, then it will follow the correct and appropriate procedures to instigate such changes in the best interests of

both schools within the Federation. Any future model of leadership so adopted must be contained within the budget of the Federation.

At any time when a headteacher leaves, the governing body will review the structure of the leadership and management of the Federation, and may instigate changes deemed appropriate.

STAFFING

- I. Staff employed at the schools on the 1 September 2010 will have their contract of employment transferred to the Federation. Their pay and conditions will remain the same with Yarmouth staff remaining in the employ of the Governing Body as is current due to the aided status, and Shalfleet staff remaining in the employ of the Local Authority in line with the controlled status.

- II. Staff employed after the date of federation shall be contracted to the Federation but must have one of the schools designated as their main place of employment; this will then determine whether their employer is the Governing Body or the Local Authority.

Staff referred to in both I and II above may be deployed at either of the schools in the Federation as part of agreed staff organisation.

The schools shall operate a common pay and conditions, other personnel related and performance management policies.

LAND, BUILDINGS AND FACILITIES

No changes shall be made to the current ownership and maintenance of land and buildings and both schools will continue to work in line with their individual trust deeds.

If at any time the Federation or individual schools of the Federation were to seek Foundation or Trust status, or if Shalfleet were to seek Aided status, then this position would be reviewed.

Both schools aim to offer the best possible education to their children. As the age range of pupils is extended to 11 year olds so both schools will extend their facilities to cope with their needs and numbers. Facilities at either school can be made available to the pupils of the other school in order to enhance their learning experience.

FINANCE AND BUDGET

The schools' budgets will continue to be allocated on an individual school basis in line with agreed Government and LA delegation procedures. The Capital budget for each school will be maintained separately. Where appropriate, in order to achieve best value, elements of the two budgets may be pooled for the benefits of the children in both schools. Decisions will be made in line with the strategic plans for the individual schools and the Federation. The Governing Body will approve a scheme of financial delegation for each school according to which the budgets can be spent.

ADMISSIONS

The Federation shall be the admissions authority for Yarmouth CE (Aided) Primary School and will adopt the current admissions policy for the school. The LA shall be the admissions authority for Shalfleet CE (Controlled) Primary School and will continue to use the Isle of Wight Common Admissions Policy for Primary Schools. Applications for each school will be considered separately and each school will retain its individual admissions number.

If Shalfleet were to seek 'Aided' status, or either school were to see 'Foundation' status then this position would be reviewed.

SCHOOL POLICIES

Other than admissions, pay and conditions, other personnel related and performance management policies referred to in this document, the schools shall implement joint policies, adapted as appropriate and necessary for each school, covering achievement, school improvement, curriculum, attendance, pastoral care and all other aspects relating to the running of a school.

REQUESTS TO JOIN THE FEDERATION

The Federation shall consider requests from governing bodies of other Island schools wishing to join the federation. Any school seeking membership of the Federation must be willing to apply the principles and processes of Federation as set out in the Instrument and Agreement.

The governing body of the Federation will, on enlargement, reform to reflect the communities and interests of the new enlarged federated group of schools.

NOTICE TO WITHDRAW FROM THE FEDERATION

The Governing Body of the Federation will consider written requests for an individual school to withdraw from the Federation which are in line with the guidance contained in 'A Guide to the Law for School Governors' and in respect to the LA policy in operation at the time for school organisation. Requests will need to give at least one complete school year's notice. Any withdrawal shall be effective from 31st August following the expiry of one complete school year's notice.