



## **A Proposal to Federate Carrington Infant and Junior School from Autumn Term 2024**

### ***Our Vision***

***Our vision is to strengthen the strategic and operational working relationships between both schools to enhance the provision for all children from early years to year 6.***

### **Proposal**

The Governing Boards of Carrington Infant School and Carrington Junior School have decided to seek feedback from staff, parents, carers, and members of the local community on a proposal to federate the two schools under a single Governing Board with effect from September 2024.

The Governing Boards of both schools set up a joint Working Party to explore how to build upon and formalise the current close work relationship between the two schools. The working party has recommended that we consult on a proposal to federate the two Carrington schools. We believe this to be in the best interest of pupils at the schools.

A Federation will enable us to:

- Work together efficiently and sustainably to further raise standards, improve services, and increase opportunities for pupils, staff, parents, and governors.
- Share resources, expertise, and facilities therefore increasing access to them for all.
- Benefit from a collaborative strategic leadership team but retain 2 separate schools each with their own Identities, Leadership Team, Staff and Character.
- Provide strong governance and a shared strategic vision for all children across their entire primary school experience. From early years through to KS2 through a single Governing Board.
- Develop closer ties and collaboration between staff to support all pupils throughout their primary school journey.
- Improve career opportunities for staff and agility where appropriate.



- Provide opportunities to negotiate better rates, with external providers for example through a single governing board with oversight of both budgets.
- Explore sustainability across both schools.

### **What is a Federation?**

A Federation is not a merger; it simply represents a permanent commitment to working in partnership. A Federation is when two or more schools work together under one, single Governing Board. Each school remains a legally separate entity; therefore, parents should not see any visible change in the day to day running of the two schools.

A combined Governing Board would provide strategic leadership for the Federation by drawing on experiences from both schools, utilising all expertise and skills for the Federation's best interests. Federation means that each school would:

- Work together to develop an inclusive and collaborative Carrington identity.
- Keep its own name and uniform.
- Have its own separate budgets.
- Have separate Ofsted inspections.
- Have a shared Governing Board that sets the strategic vision across both schools and ensures educational and financial accountability.
- Continue to have its own admission arrangements, handled by Buckinghamshire Council.
- Retain its own high-quality staff.
- Work in closer partnership for the benefit of all the children, staff, parents, governors, and wider community.

### **What would Federation mean for our children and parents/carers?**

- A consistent approach to teaching and learning as the children move from one school to another.
- An agreed process for checking pupil progress and outcomes.
- The opportunity for combined community extracurricular activities.



- Sharing of knowledge and resources.
- Further opportunities for the children to learn from one another.
- An environment where the schools work together to deliver the best outcomes for each child.

#### **What would Federation mean for our staff?**

- As a direct result of this proposal no jobs are at risk.
- Terms and conditions for staff will remain unchanged - as will staffing policies and procedures.
- Each school will have its own Headteacher reporting to the Chair of Governors of the Federation Governing Board. This structure will ensure that both schools are run in a coherent fashion consistent with the vision of the Federation.
- Staff will remain at their respective sites – but specialist knowledge and the creativity of all staff will be shared.
- Stronger collaboration would allow for increased opportunities for continuing professional development and career progression.

#### **What would Federation mean for our governors?**

Under the proposal, the two separate school governing boards will be disbanded and replaced by a single, newly appointed Governing Board with responsibility for both schools in the Federation. The Federation will have one Governing Board composed of representatives from each school community. The proposed federated Governing Board would be representative of the two school communities. If the proposal is agreed the governing board will comprise:

- 1 local authority governor
- 2 parent governors
- 1 elected staff governor
- 2 headteachers
- 8 co-opted governors
- In addition, associate governors may be appointed



### **What happens next?**

Whilst the Governing Boards are recommending Federation no final decision has yet been made. We welcome all your views and invite all interested parties to complete the response form. Please hand your completed response form, in a sealed envelope addressed to the Chair of Governors, to Reception at one of the schools before 3<sup>rd</sup> June 2024. Alternatively, you can e-mail the Governing Boards' Working Party via the either of the following addresses:

[chair@carringtoninf.co.uk](mailto:chair@carringtoninf.co.uk)

[JWright@carringtonjs.co.uk](mailto:JWright@carringtonjs.co.uk)

Furthermore, we invite you to the following planned meetings. These sessions are open to everyone and you are welcome to attend either of these sessions, whichever is more convenient to you. School staff will have opportunities to question and comment at similar meetings in their respective schools.

**May 8<sup>th</sup> 2024. Face to face at 09.15 in Little Gems, Carrington Infant School**

**May 9<sup>th</sup> 2024. Online at 4.30 via Microsoft Teams. Please contact one of the working party e mails above if you would like to join this meeting.**

At the end of the six-week consultation period, the joint Working Party will collate all the feedback from the consultation. The Governing Board of each school will then meet separately to discuss all feedback received, and each Governing Board will then vote as to whether to proceed with the Federation. Only if both Governing Boards vote to proceed will the Federation occur.

### **Key dates**

Consultation Period: Tuesday 23<sup>rd</sup> April 2024 to Tuesday 4<sup>th</sup> June 2024

Final decision: we will inform you of the final decision in July 2024.