

Goathland Community Primary School
and
Snainton Church of England Voluntary Controlled (VC) Primary School

CONSULTATION ON A PROPOSAL FOR FEDERATION

CONSULTATION PERIOD: 15 JANUARY 2018 – 26 FEBRUARY 2018

The Governing Bodies of Goathland Community Primary School and Snainton CE VC Primary School are consulting parents, staff, the local community and other stakeholders on a proposal to formally change how the two schools are governed and supported. This document describes what federation would mean to the schools involved, how this would differ from the current structure and, most importantly, what the impact would be on the pupils of those schools. This document also provides answers to a number of frequently asked questions relating to federation and describes how you can make your views known.

This consultation has the support of officers from North Yorkshire County Council and the Diocese of York, the Chairs of Governors from each school, and their respective governing bodies.

This document sets out the details of a proposal to federate Goathland Community Primary School and Snainton CE VC Primary School with effect from 1st September 2018. Both schools would welcome your response to this proposal and this document describes how you can make your views known

WHAT IS FEDERATION?

Federation involves a change in governance from schools operating with individual governing bodies to having one shared governing body with responsibility for both schools. Federation is NOT an amalgamation or merger of the schools: each school would remain distinct. In the proposed “Goathland and Snainton Schools’ Federation”, both schools would remain legally separate schools, each with its own individual community and ethos and separate premises.

Whilst both schools already have good links with their local churches and strong values which will benefit both sets of pupils, Snainton CE Primary School would remain a Church of England Voluntarily Controlled School and Goathland School would remain a Community Primary School. As there is a Church school in the federation, the Instrument of Government (the legal document which sets out governance arrangements) for the new federation will include the ethos statement for Church schools in the same way as it does now for Snainton CE Primary School. The Instrument of Government is made by the Local Authority and approved by the Diocesan Board of Education as one of the schools in the proposed federation is a Church school.

In our proposal the schools would share a (newly appointed) headteacher who would be accountable to the Goathland and Snainton Schools Federation Board of Governors.

WHY FEDERATE?

Federation allows schools to work together and combine the strengths of both schools through sharing a Governing Body, Headteacher and resources. It is no secret that many schools are facing financial pressures and this is particularly true for small schools where there is less flexibility. For both Goathland and Snainton Schools, federation presents an opportunity to work together to share resources and jointly recruit a headteacher to secure the viability and sustainability of both schools.

It would also bring additional benefits and opportunities to pupils in terms of the breadth of what is taught, having access to well-qualified teachers and the extra-curricular and social opportunities open to them.

Recruitment of staff, particularly headteachers, can be difficult for small schools. We hope that, based on recent experience in North Yorkshire, federation will also help in recruitment of a headteacher, not least because federation provides a single governing body for them to work with.

HOW WILL THE FEDERATION BE ORGANISED?

Both schools would remain separate schools. Their names will remain the same and children will continue to be registered at each school. Each school will retain their own ethos, uniform, colours and school logo. It is not expected that children will move between the schools on a regular basis.

Admissions to each school would be made separately. North Yorkshire County Council would continue to be responsible for admissions to both schools.

Each school will continue to be funded separately, with **budgets** largely dependent on pupil numbers, as they are now. However, federation will allow efficiency savings through joint financial and strategic planning.

One Headteacher will lead both schools, sharing time between both. They would have some time at both schools where they were available to talk to parents. To support Goathland as a community school the headteacher would be expected to develop its community ethos, and as a Church school, to preserve and develop Snainton's religious character.

A new single Federation **Governing Body** would be created. There would be 10 governors in total, comprising of:

- A. Two parent governors (elected or, in the event that a vacancy is not filled by election, appointed by the governing body);
- B. One Local Authority governor;
- C. One elected staff governor;
- D. Headteacher;
- E. Three co-opted governors
- F. Two foundation governors

Co-opted governors are appointed by the other governors. They can include parents of pupils at the schools, staff of the schools and other members of the community, and are appointed based on the skills required by the governing body. It is the intention that one of the co-opted governors would be a member of staff at the other school not represented by the elected staff Governor.

Foundation governors are governors with special responsibility to secure that the religious character of Snainton CE VC Primary School is preserved and developed and that (where applicable) the school is conducted in accordance with the school's trust deed To reflect the existing arrangements at Snainton CE VC Primary School one foundation Governor will be ex-officio, the Principal Officiating Minister of Snainton (currently Reverend Hill) and the second foundation Governor will be appointed by the York Diocesan Board of Education following consultation with the Parochial Church Council.

We would aim to ensure that the make-up of the Governing Body for the proposed federation would be reflective of the two communities.

The Federation would be **called** 'The Goathland and Snainton Schools Federation'

Each school will continue to be **inspected by OFSTED on an individual basis** and Snainton CE Primary School will continue to have a SIAMS inspection as a Church school.

Staff in each school will continue to be employed by North Yorkshire County Council under the direction of the headteacher. There will be no change to employment conditions of service for staff without the normal consultation process. Current staff will continue to work within their own schools, though they may on occasion be asked to work across schools for their own development or to share expertise.

However, future appointments could be contracted to work across the Federation i.e. could be asked to work across both schools. All staff, teaching and non-teaching, would benefit from shared training opportunities and open, professional dialogue in sharing best practice.

Both schools would still expect to work with other local schools as they do now, such as through the Esk Valley Teaching School Alliance.

Next Steps

The current Governing Bodies of Goathland Community Primary School and Snainton C.E. V.C. Primary School, with the support of NYCC Children and Young People's Service and the Diocese of York, are now asking parents, staff and our communities to consider the proposal document and share their views with us. You are invited to attend one of the meetings to discuss the proposals:

Staff meetings:

15 January at 8.15am at Snainton School, and;

17 January at 5:00pm at Goathland School

Public meetings: Parents of children attending the schools, parents of nursery children and members of the community are welcome to attend.

15 January at 6:30pm at Snainton School, and;

17 January at 6:00pm at Goathland School

Or else please write to us at:

Federation consultation response, Chair of Governors

Either c/o Snainton CE School or Goathland School

The Local Authority can also provide further information. Matt George, Strategic Planning Officer can be contacted at matt.george@northyorks.gov.uk

At the end of the consultation period, the Governing bodies will consider all the responses to the consultation. After that, each Governing Body will meet separately to decide whether to proceed. An announcement will be made about the decision on by the 2 March 2018.

If it is decided not to federate then the schools will remain under the present arrangements.

If it is decided to proceed, then a series of meetings will be held between the two schools to agree detailed arrangements, including starting joint recruitment so that the Federation can be established from 1 September 2018. This would include the election of the new Governing Body in the opening weeks of the Summer Term.

Parents and members of the community will be kept informed throughout this process

**Proposal by the Governing Bodies of Goathland Community Primary School and
Snainton C.E. V.C. Primary School to Federate**

Consultation Response Form

Observations and/or suggestions on the proposal.

You are not required to complete the personal information below. However, it will be helpful to the Governing Bodies if you do so.

Name
Address Postcode
Date

Your interest in Goathland Community Primary School / Snainton C.E. V.C. Primary School – please tick.

Parent/carer of pupil at Goathland Community Primary School.		Parent/carer of pupil at Snainton C.E. V.C. Primary School.	
Pupil at Goathland Community Primary School.		Pupil at Snainton C.E. V.C. Primary School.	
Member of staff at Goathland Community Primary School.		Member of staff at Snainton C.E. V.C. Primary School.	
Other (please state)			

The closing date for the consultation is Monday 26 February 2018.

Under the provisions of the Freedom of Information Act 2000, responses to the consultation may be accessed by members of the public.

Frequently Asked Questions

What is a federation? A collaboration? An amalgamation?

A federation is a formal arrangement between two or more schools which includes joint governance. The Governing Bodies are consulting on moving to a Federation.

Aren't Goathland and Snainton Schools too far apart to make this work?

It's about 19miles or 30mins drive. We have considered the distance, the time taken, and the occasional impact of wintry weather, and don't see these as being a major barrier to success. There are other examples of schools working together and federating across greater distances.

Is this the first step along the road to closure for any of the schools?

No, quite the opposite. The Local Authority is committed to supporting both schools and the Governing bodies feel that federation would increase the resilience of both schools and improve their sustainability and viability in the longer term.

Will our school lose its identity, ethos and traditions?

No. Federation is beneficial for village schools because it supports the continuing resilience of separate institutions, but with benefits often seen in larger schools. Each school would remain a part of its own community, but with a close relationship between the schools benefiting pupils.

What will the leadership arrangements be?

The new headteacher would lead both schools.

What about Ofsted?

The schools will continue to be inspected by Ofsted as separate schools.

What will the Governance arrangements be? Will there be representation from each school on the Governing Body?

In a federation a single governing body is responsible for the governance of both schools. The new governing body would be drawn from both schools and the wider community.

Would children change their uniforms?

No. The plan is for uniforms to stay the same.

How will existing staff be affected?

At present the employer is North Yorkshire County Council (NYCC). Staff would continue to be employed by NYCC and would be under the direction of the Headteacher. The Federation would have a single governing body and would continue to work closely with NYCC.

How will federation affect the financial position of the schools?

Sharing a headteacher will hopefully improve the sustainability and viability of both schools. The Federation Governing Body will also be able to look at ways of getting value for money through joint purchasing, service provision or future cross-federation working.

Is it possible for another school to join the Federation after it has been formed?

Yes, it is possible for other schools to seek admission into the Federation. We have had conversations with other schools when exploring this proposal, but there are no plans to do this.

If it were to happen they would be required to conduct a statutory consultation process, and to gain approval from the Federation Governing Body (similar to this).

What happens when a member of staff leaves?

When anyone leaves, the Governing Body would review the situation and decide if that position needs to be replaced or if there is a possible different solution. Newly appointed staff could be appointed to work across the Federation i.e. could be expected to work in either or both schools if required. Recruitment of teaching staff and, in particular, headteachers is very difficult in small rural schools. A federation could be more appealing and this could help recruitment.

What will happen to admissions?

NYCC will remain as the Admissions Authority and the admissions arrangements for each school will remain quite separate.

Can a Federation be removed or dissolved?

There is a great deal of evidence to suggest that federations do work and benefit their pupils and wider communities. However, it is possible to dissolve a federation through a statutory process.

Is the real reason for this for the LA to save money?

There is the potential for the schools to make savings so that the schools are in a much stronger position as a federation to protect provision in an uncertain economic climate. Both schools would continue to receive the same budget allocation whether they are in a federation or not, and so there is no potential for the Local Authority to save money.