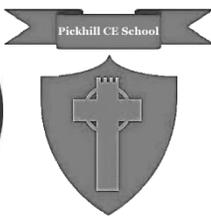


**The Proposed Federation of
Aiskew, Leeming Bar Church of England Primary School
and Hutton Rudby Primary School
with
The Synergy Schools Federation**

Consultation Document

March 2024



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Proposed Federation of Aiskew, Leeming Bar CE Primary School with Hutton Rudby Primary School and The Synergy Schools Federation

STATUTORY PROPOSAL

This is a formal proposal made by the governing bodies of Aiskew, Leeming Bar CE Primary School, Hutton Rudby Primary School and The Synergy Schools Federation under section 8 of The School Governance (Federations) (England) Regulations 2012.

(Please note that The Synergy Schools Federation contains Brompton-on-Swale Church of England, Crakehall Church of England, Leeming and Londonderry Community and Pickhill Church of England Primary Schools.)

1. What are the governing bodies proposing?

- The three governing bodies are proposing that they should "federate". This means that the six schools would continue to exist as separate schools each with their own identity and unique reference number (URN) but would have one governing body.
- It was agreed that this proposal would be taken forward for consultation at governing body meetings held on the dates below:

Aiskew, Leeming Bar CE Primary School	Monday 30 th March 2023
Hutton Rudby Primary School	Wednesday 13 th December 2023
The Synergy Schools Federation	Wednesday 22 nd March 2023 and Wednesday 13 th December 2023

- Following thorough consideration of any feedback during consultation, all three Governing Bodies will each take a final decision on whether to proceed.
- The Joint Strategic Development Group (the working group made up of representative governors from the three governing bodies) are proposing that the new federation shall be called 'The Synergy Schools Federation'.
- The six schools would be led by a single Executive Headteacher, who would have overall responsibility for all six schools.
- If the proposal goes ahead, the six schools will be federated on **Monday, May 20th 2024** or as soon as possible thereafter.
- Having made a decision to consult on a federation proposal, each governing body has now informed the Secretary of State by sending a copy of the proposal to - school.organisationproposals@education.gsi.gov.uk.

2. What is federation?

- Federation is where two or more schools decide to work together for the benefit of all pupils and their school communities, sharing their strengths and making things better for all their pupils.
- The main change relates to governance, in that a federation is overseen by one governing body.
- Federation is not a merger or an amalgamation; the six schools would retain their own names, separate legal status, Department for Education numbers, budgets, individual admissions and performance tables.
- The schools will have separate Ofsted Inspections and SIAMS (Statutory Inspection of Anglican and Methodist Schools, as appropriate) and will be judged separately just as they are now.
- Consultees should be clear that this process is not connected to becoming an academy or joining a Multi Academy Trust (MAT). All 6 schools will continue to be maintained schools, funded by the Local Authority.

3. Why are the three governing bodies proposing this?

- The governing bodies are making this proposal because it will mean that the six schools can be managed and governed jointly, with a single governing body and one Executive Headteacher.
- The governing bodies believe that managing the six schools jointly will benefit the children at all schools by improving educational outcomes and providing increased opportunities for pupils and staff. This is also the view of the Board of Education for the Diocese of Leeds and North Yorkshire Local Authority, both of which support the governing bodies in making this proposal.

The following list contains examples of some of the benefits of federation for pupils and staff as the three governing bodies see it:

- Opportunities for enriching the curriculum for children by staff sharing expertise and experience across all schools.
- Opportunities for enriching the curriculum by the sharing of facilities available at each others' schools (such as those available for sports and forest schools).
- Opportunities for joint staffing arrangements, a more comprehensive professional development offer, wider career opportunities and the easier retention of staff.
- A stronger and more resilient leadership and management structure.
- Efficiencies gained through working with a single governing body, such as a single federation improvement plan, joint teaching and learning policies and having to only complete some administrative tasks once for all schools.
- The appointment of staff to the federation rather than to individual schools provides additional staffing flexibility and better career development opportunities.
- Some financial savings will be gained through certain contracts being able to be purchased as a federation rather than as six separate schools.

- The combining of IT and telephony systems allows for much greater collaboration between staff at different schools.
- The potential of combining wraparound care and holiday club provision will be feasible due to the additional pupil numbers.

4. What would federation mean for pupils?

- The overriding purpose is to improve outcomes for all pupils at all schools.
- Pupils will benefit from an enriched curriculum with wider opportunities to share facilities and extra-curricular opportunities.
- Pupils will benefit from staff who will have opportunities to work collaboratively e.g. shared expertise; subject specialisms; shared planning and shared moderation of standards.

5. What would federation mean for parents/carers?

- All three governing bodies hope that parents and carers will see this as a progressive step that will impact positively on their children.
- The federation would allow staff expertise and facilities to be shared across all schools for the benefit of pupils.
- The admissions arrangements for the six schools will remain completely unchanged. As community and voluntary controlled Church schools, parents/carers will apply to the Local Authority, who will then allocate school places.
- There will be 2 elected parent governors on the Governing Body.

6. What would federation mean for staff?

- As North Yorkshire Council is the overarching employer for all schools, the proposed federation makes no legal difference to the employment relationship with existing staff.
- There will be no changes in contracts as a result of the federation. However, the new Governing Body will need to continue to consider staffing structures at all schools, given the ongoing challenges with school finances.
- Any changes proposed once the federation has taken place will be subject to the schools' restructuring process.
- Existing staff would remain at their current school location in line with their contract of employment, subject to the below:
 - For existing staff, the leadership team would hope to provide an opportunity in the future and after appropriate consultation, to deploy staff employed at one school to work at another but this would be with the agreement of each individual member of staff. This could also include professional development opportunities as part of collaborative working.
 - In the future, most employees appointed to the federation, will be contracted to work across the federation.

7. What would federation mean for the schools' finances?

- Federation will not affect the level of funding for any of the six schools.
- There will be improved budget opportunities by some sharing of resources and economies of scale.
- A single governing body allows for prompt and efficient budgetary decisions on behalf of all schools.
- Any costs shared by the six schools, such as the Executive Headteacher's salary, would be split between them, as is appropriate and proportionate.

8. What would be the make-up of the federated governing body?

- Governing bodies entering into a federation must now do so in accordance with the School Governance (Federations) Regulations 2012 and any subsequent amendments. These regulations require that the governing body of the federation cannot have fewer than seven members, and must include in this case:
 - At least two parent governors from across the federation
 - The Executive Head Teacher
 - One staff governor
 - One Local Authority governor
 - At least two Foundation (Church) Governors
- The governing board is also able to include co-opted governors, appointed by the board itself, who have specific skills and knowledge.
- All members of the federated governing body will need to be newly appointed in line with 2012 regulations. However, in reality, a large proportion of the new governing body will be appointed from the current governing bodies in order to minimise disruption and ensure that appropriate skills and experience are retained.
- In line with recent governing body reconstitution guidelines, it will be necessary to ensure that the governing body contains key skills and expertise to ensure competent, efficient and streamlined decision-making in all areas of governance.
- The proposed size of the newly federated governing body is as follows:

Type	No	Description
Parent Governors	2	All nominations received will be voted for across the six schools
Local Authority Governor	1	Appointed by the governing body from nominations by North Yorkshire Council. Appointment will be based on the skills and expertise required by the governing body.
Executive Headteacher	1	One place is reserved for the Executive Headteacher

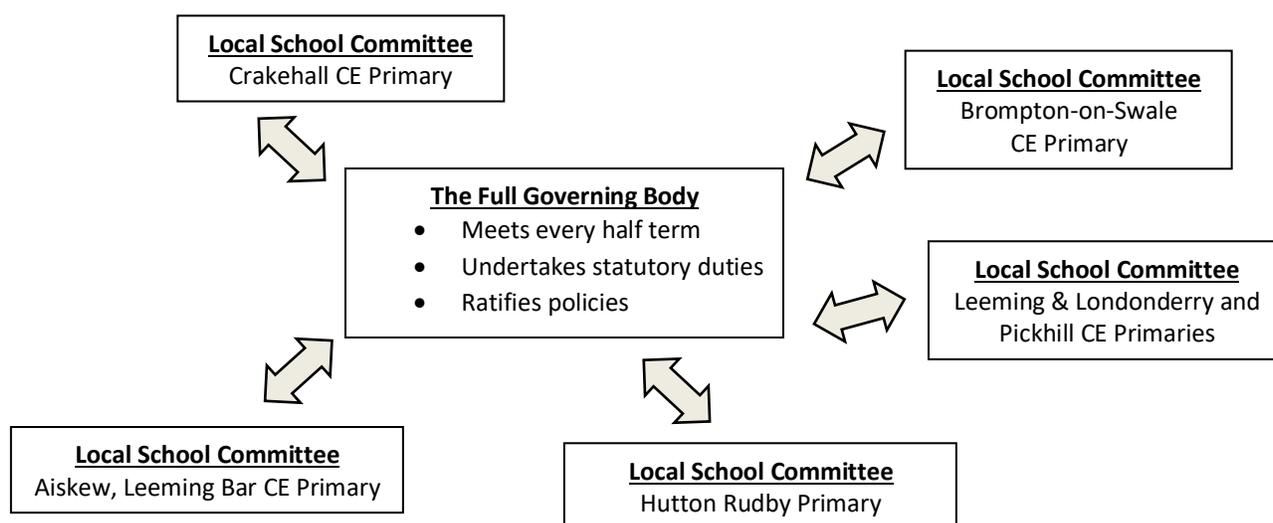
Staff Governor	1	One place is reserved for a member of staff from any of the six schools. All nominations received will be voted for across the six schools.
Foundation governors	3	Three foundation governors appointed by Leeds Diocesan Board of Education.
Co-opted governors	6	Persons to be co-opted from the local schools, church and wider communities to provide key identified specialisms and skills to support the governing body, as required.
Total	14	

Associate Governors*	5	All 5 heads of schools and headteachers will be in the non-voting role of associate governors in order to provide information and advice to the governing body.
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*Please note that associate governors are not full governors and do not have voting rights. They do not count as part of the composition of the governing body.

9. How will we make sure that each school's individual distinctiveness will be retained?

The full governing body will meet once every half term (6 times a year). This would be supplemented by 5 Local School Committee meetings (LSC) which would focus on individual school matters, with the emphasis on monitoring and challenge. There will also be an opportunity for additional parental and community input into LSCs through the appointment of additional associate governors. Each LSC would consist of up to 7 members, would be chaired by a governor and include the respective headteacher or head of school, a parent governor or associate parent governor, the staff governor or associate staff governor, a foundation governor or associate foundation governor and up to 2 co-opted governors or associate co-opted governors.



10. Where can I get further information?

The statutory requirements for this consultation are prescribed in the document “**School Governance (Federations) (England) Regulations 2012**”. A copy of the act is available at: <http://www.legislation.gov.uk/uksi/2012/1035/contents/made>

Guidance on consultation for federations can be found in “**Statutory Guidance on the School Governance (Federation) Regulations 2007**.” This is available at: <https://www.gov.uk/government/publications/school-governance-federation-regulations-2007>

Further information is also available in Chapter 6 of The Guide to the Law for School Governors: <https://www.gov.uk/government/publications/governance-handbook>

11. Consultation

- This proposal will be published formally on **Monday 18th March 2024** on each school's website.
- Anyone wishing to make formal written representation should do so in writing via post or email to:

FEDERATION CONSULTATION
Brompton-on-Swale CE Primary School,
Brompton Park,
Brompton-on-Swale,
Richmond,
North Yorkshire
DL10 7JW

Email: federationconsultation@synergyschools.co.uk

Written representations can also be hand delivered to each school's reception where receipt of the response will be taken for the records.

- All comments must be received **by 5.00pm, Friday 10th May 2024.**
- A copy of the consultation document is available for inspection during the opening hours of the respective schools and is also available to be viewed on each school's website.
- The consultation document has been sent out in line with the statutory requirements for this consultation, as prescribed by The Department for Education in the document **"Guidance on the School Governance (Federations) (England) Regulations 2012"** and **"The School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016."**

Parties to the formal consultation

- Open consultation meetings for parents/carers and the public will be held at each school where representatives from the governing body and leadership teams will be available to answer any questions. The Local Authority and Church of England Diocese of Leeds are also to be included in the consultation.

Consultee	Details
Consultation Starts	Monday, 18th March 2024
Trade unions – formal notification	Monday, 18th March 2024
Staff Meeting – Staff working at Brompton-on-Swale CE and Crakehall CE Primary Schools	3.45pm, Monday, 8th April 2024 - Meeting via video conferencing
Staff Meeting – Staff working at Pickhill CE and Leeming and Londonderry Community Primary Schools	3.45pm, Wednesday 10th April 2024 - face to face at Leeming and Londonderry Community Primary School
Staff Meeting – Staff at Aiskew, Leeming Bar CE Primary School	3.45pm, Thursday 11th April 2024 - face to face at Aiskew, Leeming Bar CE Primary School
Staff Meeting – Staff at Hutton Rudby Primary School	3.45pm, Tuesday 9th April 2024 - face to face at Hutton Rudby Primary School
Open Meeting for Parents/Carers and interested members of the public	6.00pm, Monday 8th April 2024 - online via video conferencing https://us02web.zoom.us/j/83553757449?pwd=OStSaEU0QXFMMzJNQ2hUUGVJdFNVQT09 Meeting ID: 835 5375 7449 Passcode: 050825
Open Meeting for Parents/Carers and interested members of the public	6.00pm, Wednesday 10th April 2024 - Leeming and Londonderry Community Primary School
Open Meeting for Parents/Carers and interested members of the public	6.00pm, Thursday 11th April 2024 - Aiskew, Leeming Bar CE Primary School
Open Meeting for Parents/Carers and interested members of the public	6.00pm, Tuesday 9th April 2024 - Hutton Rudby Primary School
Consultation Ends	5.00pm, Friday 10th May 2024

12. Decision Making

Before the decision is made, a report is prepared to outline all consultation responses and recommend any changes as a result.

How is the decision made? The three governing bodies will come together to jointly consider the proposal and the consultation outcomes before each governing body meets separately to decide whether to:

- Proceed with the proposal for federation as published
- Proceed with the proposal for federation with such modifications as the governing body think appropriate or
- Not to proceed with the proposal for federation.