

**HIGHLEES PRIMARY SCHOOL
FEDERATION BETWEEN EYRESCROFT AND HIGHLEES PRIMARY
SCHOOLS
CONSULTATION PACK (v0.1)**



Bringing out the Best

Consultation on proposals to federate Highlees Primary with Eyrescroft Primary

Context

Highlees is an established academy within TEFAT. It is a successful and developing learning environment with growing capacity to be able to look outwards. It has a record of working in collaboration with other schools in providing support.

Eyrescroft is due to convert as an academy with TEFAT on 1st December 2015. It requires support to its leadership, teaching and learning. TEFAT wants, at the earliest opportunity, to establish robust leadership support and establish the support requirement to strengthen learning. We want to give the staff the opportunity to perform successfully and for the children to have an outstanding learning experience.

The TEFAT experience of collaboration and federation has been highly successful and we therefore propose to bring the two schools together as a federation under the executive principal leadership of Emma Ward. Both the Interim Executive Board for Eyrescroft and the Local Governing Body for Highlees have agreed that the proposal is strong and should move forward to consultation.

The Local Governing Body

On the federation of the two schools a single Local Governing Body, reflective of both communities, will be created to strategically manage the federation. This group will have responsibility for the Executive Principal, as well as budget, resources and standards.

The Executive Principal will work across both academies and create a leadership structure that supports both academies within the federation.

Benefits

1. Increase professional and career development opportunities;
2. Increase retention of staff at all levels and aid recruitment;
3. Enhance resources available to both academies through sharing;
4. Provide value for money through purchasing goods that can be shared and commissioning services jointly;
5. Create a stronger offer for the children and communities of both academies.

Parent Consultation Letter

30th September 2015

Dear Parent or Carer

CONSULTATION ON PROPOSAL TO FEDERATE EYRESCROFT AND HIGHLEES PRIMARY SCHOOL

Background

Highlees Primary School converted to academy status in September 2013. It is a sponsored academy within the Elliot Foundation Academy Trust. It has been on a journey of improvement and has recently been recognised as a 'good' school by Ofsted in May 2015. Eyrescroft Primary School is due to convert as an academy with TEFAT on 1st December 2015. It requires support to improve leadership, teaching and learning. TEFAT wants, at the earliest opportunity, to establish robust leadership support and establish the support requirement to strengthen learning. TEFAT propose for Eyrescroft to federate with Highlees Primary School under a single Local Governing Body and an Executive Principal.

Proposal

The TEFAT experience of collaboration and federation has been highly successful and we therefore propose to bring the two schools together as a federation under the executive principal leadership of Emma Ward. Both the Interim Executive Board for Eyrescroft and the Local Governing Body for Highlees have agreed that the proposal is strong and should move forward to consultation.

As a member of The Elliot Foundation, both schools will have access to and contribute to the best practice in teaching, learning, curriculum and pupil support.

Consultation

The Local Governing Body wants to consult with parents, carers, staff, pupils and the wider community on the proposal for Highlees Primary School to federate with Eyrescroft Primary School after it becomes an academy as part of The Elliot Foundation.

The consultation period will run between Wednesday, 30th September 2015 and Friday, 23rd October 2015. The Local Governing Body will then consider a report on the federation consultation before making a final decision on the proposal.

We would like to invite parents and carers to find out more at a parent consultation meeting at the school on Tuesday, 6th October 2015 at 5.00pm.

Please find attached:

- A Frequently Asked Questions (FAQs) document to help answer some of the questions we anticipate you may have.
- A consultation survey form, which we would ask you to complete and return to the school office in the box provided by **Friday, 23rd October 2015.**

Yours sincerely

Elaine Hedgecock
Chair of Local Governing Body

Encs: Highlees and Eyrescroft Federation consultation FAQs
Consultation Survey form

**PROPOSAL FOR HIGHLEES PRIMARY SCHOOL
AND FEDERATE WITH EYRECROFT PRIMARY SCHOOL**

FREQUENTLY ASKED QUESTIONS

1. What is the proposal?

The proposal is for Highlees Primary School to federate with Eyrescroft Primary School under a single Local Governing Body and Executive Principal.

2. How would this proposal benefit our school?

The Local Governing Body believes that the school, by being part of The Elliot Foundation and federating with Eyrescroft Primary School, will be able to:

1. Increase professional and career development opportunities;
2. Increase retention of staff at all levels and aid recruitment;
3. Enhance resources available to both academies through sharing;
4. Provide value for money through purchasing goods that can be shared and commissioning services jointly;
5. Create a stronger offer for the children and communities of both academies;
6. Extend the sharing of excellent practice in teaching and learning;
7. Enhance the professional development of teaching and support staff;
8. Enrich our curriculum through partnership working and sharing of resources;
9. Widen the range of learning opportunities and activities for our pupil.

3. How will the children benefit?

In many ways the children will not notice any immediate difference; they will be in the same uniform, in the same classrooms with the same teaching staff. However, in time the children will have wider opportunities to learn new skills and experience new activities.

4. What is a federation?

A federation is where two or more schools are governed collectively under a single governing body. Federations can be between two or more schools and although these are often schools already working in partnership or collaboration this does not necessarily have to be the case. Likewise, there may be more than one head teacher in a federation.

Although there is only one governing body, each school in a federation retains its own separate legal identity in terms of its school category, name, ethos and usually its budget.

Federation works on the basis that all schools have their own particular strengths and advantages, whether it be facilities, staff or resources.

5. How will Highlees Primary School be run?

The Elliot Foundation will continue to have ultimate responsibility for the effective, efficient and compliant running of Highlees Primary School. It has a Board of Trustees that is accountable to the Secretary of State for the performance of The Elliot Foundation member academies.

However, the Board delegates many aspects of the school's governance and management to a Local Governing Body. The Local Governing Body would oversee both Eyrescroft and Highlees Primary schools. The Elliot Foundation will have the right to appoint a proportion of the Governors and there will continue to be parent and staff representatives.

Highlees will have its own 'Head of School', Miss Joanne Swanborough, who would report to Executive Principal, Emma Ward. Both would be supported by an Elliot Foundation regional education director, who leads an East Anglian cluster of three other schools in Peterborough and Wisbech.

6. Would the school have to change its name, logo or uniform?

Our school would still be called Highlees Primary School and our logo and uniform will stay the same.

7. What will be the impact on staff?

Currently, staff at the school are employed by the Elliot Foundation. After federation, all staff will continue to be employed by The Elliot Foundation. Being part of the federation will provide a range of opportunities for career progression and development.

8. Will the schools be considered individual by Ofsted?

Ofsted inspects academies in the same way as maintained schools. Both schools will have their own unique DfE number and will be inspected independent of one another. Therefore each school will be given its own Ofsted judgement. Highlees will retain its recent Ofsted judgement. The performance of all academies is monitored by the Department for Education and if there are signs of deterioration, or other factors are a cause for concern, these could trigger an inspection.

**PROPOSAL FOR HIGHLEES PRIMARY SCHOOL
TO FEDERATE WITH EYRESCROFT PRIMARY SCHOOL**

SURVEY

About you (Please tick one that applies to you)

- | | |
|---|---|
| <input type="checkbox"/> Parent / Carer | <input type="checkbox"/> Local resident |
| <input type="checkbox"/> Teacher | <input type="checkbox"/> Other (please state) |
| <input type="checkbox"/> Support staff | |

1. What do you like about Highlees Primary School?

2. Do you support the proposal for Highlees Primary School to federate with Eyrescroft Primary School?

Please circle one of the responses:

Yes

Maybe

No

Don't Know

3. Is there anything else you would like to say about the proposal?

Please complete and return this questionnaire by **Friday, 23rd October 2015** by one of three methods:

- Post in the survey collection box in school reception
- Post it to Highlees Primary School, Ashton Road, Westwood, Peterborough, Cambridgeshire, PE3 7ER
- Email it to parents@highleesprimary.co.uk