

## Federated schools

### Devon First Federation

- Blackpool Church of England (VC) Primary School
- Chudleigh Knighton Church of England (VC) Primary School
- Salcombe Church of England (VC) Primary School
- Lady Seaward's Church of England (VA) Primary School, Clyst St George
- Newton Ferrers Church of England (VC) Primary School

### West Exmoor Federation

- Lynton Church of England (VA) Primary School
- Parracombe Parochial (VC) Primary School
- Kentisbury Community Primary School

### Chulmleigh Schools Federation

- Chulmleigh Primary School
- Chulmleigh Community College

### Kingsbridge Area Federation

- Charleton Church of England (VC) Primary School
- West Alvington Church of England (VC) Primary School

### The Tarka Federation

- Dolton Church of England (VA) Primary School
- The Clinton Church of England (VA) Primary School

### Tavistock Church Schools Federation

- St Rumon's Church of England (VC) Infants School
- St Peter's Church of England (VA) Junior School

### South Hams Federation

- Stokenham Area Primary School
- Malborough with South Huish Church of England (VC) Primary School

### Moorsway Federation

- Cornwood Church of England (VC) Primary School
- Shaugh Prior Community Primary School
- The Erme Community Primary School

### Tamar and Torridge Federation

- Bridgerule Church of England (VC) Primary School
- Bradford Community Primary School

### Our Schools Federation

- Blackawton Primary School
- Stoke Fleming Community Primary School
- East Allington Primary School

### Stoke Hill Federation

- Stoke Hill Infants and Nursery School
- Stoke Hill Junior School

### Ermington and Ugborough Federation

(from Jan 2011)

- Ermington Primary School
- Ugborough Primary School

### Children First Federation

- Wilcombe Primary School
- Sampford Peverell Church of England (VC) Primary School
- Hemyock Primary School

### Chittlehampton and Filleigh Federation

- Chittlehampton Church of England (VA) Primary School
- Filleigh Community Primary School

### Dalwood and Membury Federation (from Feb 2011)

- Dalwood Primary School
- Membury Community Primary School

### First point of contact

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# A GUIDE TO FEDERATION

A federation is a formal arrangement where schools (of any size or type) come together **to share a single governing body**. The schools retain their separate legal status and have their own budget allocations, individual admissions, performance tables and Ofsted inspections.

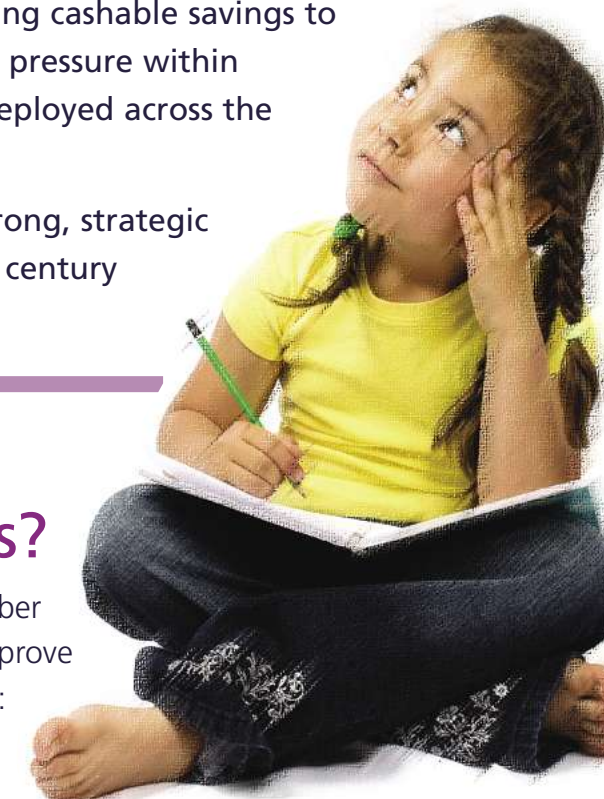
Each federation is different. Schools in federations work together to maximise funding, resources and expertise. Federations do not bring cashable savings to the Local Authority but they can ease financial pressure within schools because resources can be shared and deployed across the federation.

Federation brings the opportunity to secure strong, strategic leadership and work differently to deliver 21st century schooling.

## Why Federation? What are the benefits?

One strategic governing body means a number of schools can work formally together to improve opportunities for children. Federation brings:

- broader learning and social experiences for children;
- strong leadership using more strategic leadership and management structures, allowing school-based leaders to focus on teaching, learning and raising standards;
- opportunities to develop future leaders with Heads of Teaching and Learning or Heads of Schools being mentored by Executive Heads;
- attractive recruitment opportunities and retention of staff by providing a range of professional development and new career pathways for staff across the federation;
- new opportunities for staff to work together, increasing motivation reducing workload and isolation through shared planning and activities;



- ways to maximise the sharing of resources, take advantage of economies of scale and avoid the duplication of resources and effort;
- shared responsibilities and accountabilities for children across communities rather than just within a specific school;
- the offer of extended services across schools and a variety of activities, childcare, parent support and community access which an individual school may not be able to provide;
- community cohesion and helps sustain educational provision within some rural communities.

## Who make the best partners?

Schools will investigate the potential for working with another school (or schools) which may not necessarily be geographically close to each other. The use of email, video conferencing technology, and more flexible professional roles can assist collaborative working. There is no blueprint for federation as each one has to reflect and meet the needs of their own schools but federation can:

- provide diversity and retain schools within communities by using different leadership structures and models;
- formalise collaboration within a manageable and sustainable framework with one governing body.

## Common concerns when exploring federation

- community perceptions about losing the headteacher and perceived loss of the individual identity of a school;
- how new leadership roles will work, e.g.
  - Executive Heads working with staff and governors rather than teaching;
  - Executive Heads needing to understand different schools, cultures and issues where each school may be at a different stage of development and performance;
- how governors and staff will operate their responsibilities and accountabilities for a greater number of children across schools;
- practical and statutory issues of staff deployment, new roles and contracts;
- how governors will ensure that they uphold and develop the Christian distinctiveness of church schools when federating with a community school.

## The process of considering federation partnership structures

Governors and headteachers will have researched different forms of collaboration and decided upon federation as the most suitable model for their school. Governors may visit other federations and invite Chairs of

Governors and/or headteachers to speak at their meetings. The Local Authority also provides guidance, information and support for governors.

In some schools governors have voted to agree federation as a principle before approaching any potential partners.

When another school(s) agrees to investigate federation, a joint committee of governors (with delegated powers) is formed to prepare the proposal. This group develops the long-term vision and a set of values and structures for the federation. It also organises the consultation process.

Members of the joint governor group present their proposal to the full governing body of each school. The proposal is minuted and must conform to the guidelines outlined in the *Devon Federation Toolkit*. Each Governing Body decides whether or not to proceed into the formal consultation process.

The Anglican Diocese offers support and advice for Church Schools, has published guidelines and asks to be informed prior to the consultation process. See [www.exeter.anglican.org](http://www.exeter.anglican.org).

## The statutory consultation process

Governing bodies must allow at least six school weeks for the formal consultation period. This starts with the sending of a letter to all stakeholders giving details of the information in the proposal. There will be a sequence of information-giving, presentations and other opportunities for parents to raise questions and issues. All parties are encouraged to submit written representations to the governing bodies.

Governing bodies must inform the headteacher of each school; all staff paid to work at the schools; every person known to be a parent/carer of a registered pupil at any of the schools; the professional associations; the LA and the Diocese when a church school is involved.

It is not a requirement, but it is good practice to consult with other agencies with whom the schools work closely and also to inform the local elected members.

At the end of the consultation period, the joint governor group prepares a summary of consultation responses. This may include details of activities that have taken place, data on the numbers participating in the process and a summary of the comments collected.

This information is presented to the individual governing bodies before they vote, by secret ballot, on whether to proceed or abandon the federation proposal. If they decide to proceed, they inform the relevant authorities.

Following the decision to move to federation, an Instrument of Government for the new Federation governing body is drawn up. As part of the discharge process, each governing body provides a written report outlining how it has fulfilled its responsibilities and providing an inventory of assets to inform the new governing body.

**The decision to federate is made by the individual governors and not by the Local Authority.**

[www.devon.gov.uk/dgs-federationprotocol.pdf](http://www.devon.gov.uk/dgs-federationprotocol.pdf)

