



Boroughbridge High School and King James's School Federation

January 2020

Dear Parents/Carers, Staff and Stakeholders,

The Governing Bodies of Boroughbridge High School and King James's School are consulting parents, staff and the local community on a proposal to change how the schools are led and managed.

What is being proposed?

The proposal is to federate the schools from 7th September 2020.

The Governors of both schools would welcome your views on our proposal.

This paper sets out what federation would mean, how federation is different from collaboration and how you can make your views known. The consultation has the full backing of North Yorkshire County Council. At the end of this consultation your responses will be analysed by the governing bodies of both schools in consultation with North Yorkshire County Council.

The Governors believe that there would be many positive outcomes to forming a Federation both in the medium and long term for each of the schools. There are numerous ways in which partnership working will create opportunities and efficiencies which will allow both schools to develop and improve the quality and breadth of education they provide, while maintaining their own unique character.

What is Federation?

A Federation is a formal agreement between two or more schools to work in partnership to raise standards, find new ways of improving teaching and learning, and build on the strengths of each school.

This is different from becoming an academy or becoming part of a multi academy trust. In a Federation both schools would remain local authority maintained schools.

Federation allows partner schools to work together and combine the strengths of both schools through sharing a governing body and other resources. This would give more opportunities to pupils in terms of the breadth of teaching, having access to well-qualified specialist teachers and the extra-curricular and social opportunities open to them.

In this proposed Federation the schools would remain separate schools, each retaining their own budget, buildings and identity.

The existing Governing bodies would be dissolved. A new single Governing body would be appointed. The two Headteachers would continue with their current roles and responsibilities.

How is federation different from collaboration?

The schools have been working more collaboratively since 2017. We already share training opportunities, resources and some staff. We have a joint 6th form arrangement and we have already seen proven benefits to pupils at both of the schools.

In a collaboration the Governing Bodies of the two schools are still separate. The Federation would create a formal partnership that would further benefit pupils, with one Governing Body that would oversee the governance at both schools. The schools remain separate entities within a Federation, it is only the governance that changes.

A federated Governing Body can provide an effective and accountable mechanism for the schools to combine resources, purchasing, systems and staff which releases strategic capacity for the Headteachers offering value for money and helping the schools to remain viable.

Federation can help schools to remain sustainable on separate sites, opening up opportunities to share management, administration and Governing Body responsibility. Teaching staff can also support each other, sharing curriculum expertise.

The Governing Bodies of the schools feel that Federation would help to secure a better future for all pupils by increasing opportunities at a time of challenge. Federation would increase the resilience of the schools.

How would the Federation be organised?

The schools would still be separate schools legally and would keep their present names, so pupils would continue to be registered at their current schools. Each school would retain its ethos, uniform and identity and its central role within the community.

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

A new joint Governing Body would be created and there would be an election for parent and staff governors. The new Governing Body would be formed under the School Governance (Constitution and Federation) Regulations 2014. There would be 17 governors in total and would include the following categories:

Type of Governor	Number
Elected parent governor	2
Headteacher	2
Elected staff governor	1
Local Authority	1
Co-opted	11

Parent and staff governors are elected from a combined constituency of both schools.

It is important that the schools and their communities are represented, and the ability to co-opt governors ensures that fair representation and the required mix of skills are possible. It is likely that many existing governors would express an interest in being put forward for these posts.

School staff would continue to be employed by North Yorkshire County Council and would be under the direction of the Headteachers. Existing staff would be consulted about any changes to their terms and conditions of employment as in the medium term it could be expected that some staff may work in both schools. Newly appointed staff could be expected to teach in either of the schools if required.

Next Steps

At the end of the consultation period, the responses will be analysed by the Governing Boards. Representatives of the Governing Bodies of both schools will meet together after the consultation period to consider the responses.

After that, each Governing Body will meet separately to decide whether to proceed. An announcement will be made about the decision. If it is decided to proceed, then a series of meetings will be held between the schools to agree detailed arrangements so that the Federation can start on 7th September 2020.

How You Can Find Out More

Meetings will be held for parents of pupils attending the schools, and for any members of the communities who would like to learn more.

The meetings are scheduled as follows:

25th February 6pm: King James's School parents and community.

11th March 3.30pm: King James's School staff.

3rd March 6.30pm: Boroughbridge High School parents and community.

9th March: Boroughbridge High School staff.

We have purposefully chosen a date and times to give more opportunity for as many parents/carers as possible to attend. No matter which school your child attends, or the community you belong to, you are invited to attend any of the meetings.

The Headteachers, Staff and the Governing Bodies will be present during these meetings to help answer any queries you may have.

The Local Authority can also provide further information on 01609 532936.

How to Make Your Views Known

You may attend the meetings. A note will be taken of the questions and points raised at the meetings and will be considered as part of the consultation response by the Governing Bodies, but we would also appreciate written responses.

You may complete the attached response sheet and return it to either of the schools' offices or via the post.

The closing date for responses is Monday 16th March.

Finally

The Governing Bodies have given considerable thought to this proposal before asking parents, staff and the community for their views.

We believe this exciting proposal will result in very positive outcomes for everyone involved and is a natural progression building upon the collaborative work we already do together.

Ultimately our focus remains on providing a high quality of education for all the pupils that we teach and together we believe that the Federation will provide a strong foundation to achieve more together.

Frequently Asked Questions

What is a Federation?

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. This is different from becoming an academy or becoming part of a multi academy trust. Both schools would remain local authority maintained schools.

What is the background to this proposal?

The schools have been working closely together since 2017. The two schools work together delivering Sixth Form teaching and they already share many non-teaching services such as catering and site management.

Why are the schools proposing to federate?

The governing bodies feel that to federate now is in the best interests of pupils and staff in both schools, and for those attending in the future, and in continuing to improve pupil achievement. Federation would enhance the existing collaborative working, secure better and wider opportunities and would contribute to the long-term viability of the schools. There are particular benefits in federation in terms of educational and social experiences for pupils and the professional development for staff.

What will the leadership arrangements be?

The leadership of the schools will remain as it currently stands, with a headteacher in both schools. There would be a single governing body for the Federation.

What about Ofsted?

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

Could my child be in shared classes with pupils from other schools?

In the Sixth Form this is already happening. There are no plans to do this at GCSE or Key Stage Three; it is anticipated that teaching would remain as it is now. It is possible though that some teachers could be working in both schools. Whilst it is anticipated is that there could be some joint activities on an irregular basis for pupils, it is not expected that pupils would move between the schools on a regular basis.

Would children at each school keep their present uniform?

Yes.

What would happen to admissions?

The admissions arrangements for the two schools would remain quite separate and exactly as they are now.

How would existing staff be affected?

Staff would continue to be employed by North Yorkshire County Council (on the payroll of each school) and would be under the leadership of the respective Headteachers. It is envisaged that there would be greater opportunities available for further professional development and leadership development. The Federation would have a single governing body.

What would happen 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 would be appointed to the Federation and could be expected to teach in both schools if required. Recruitment of teaching staff is sometimes difficult in North Yorkshire. A federation could be more appealing and this could ease recruitment difficulties.

How would federating affect the financial position of the schools?

Each school would continue to receive its budget share. The Federation Governing Body would be able to look at ways of giving better value for money through joint purchasing, service provision or future cross-federation working.

Is the real reason for this to save money?

There is certainly the potential for the schools to make savings so that they are in a stronger position as a federation to protect provision in an uncertain economic climate. But both schools would

continue to receive the same budget allocation whether they are in a federation or not and there are many other positive reasons for federating beyond the potential financial benefits.

Would our school lose its identity, ethos and traditions?

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

Will the two schools be merged together?

There are no plans to merge the schools. Under the federation proposal, the identity of each school would be retained and the ethos of each school would be preserved.

What would the Governance arrangements be? Would 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 initially be drawn from both the schools and the wider communities. The governing body will be skills based, recruiting the skills that the Federation needs. All governors will be expected to have the needs of the Federation as their priority.

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, as a worst case scenario it is possible to dissolve a federation through a statutory process. It is easier to reverse a Federation than it is to reverse an academy decision.

Have Governors already decided to federate?

No, the governing bodies are consulting on moving to a formal federation with a single Governing Body. Of course, both governing bodies believe this is the right direction for the two schools, otherwise they would not be consulting. But they will consider the consultation responses before making a final decision.

Federation Consultation Response Form

Thoughts and/or suggestions you wish to be considered:

You are not required to complete the personal information below, although it may be useful to the Governing Bodies if you were to do so.

Name:

Address:

Are you a:

Parent/Carer

Staff member

External Stakeholder

The closing date for this consultation is Monday 15th March 2020.

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

Please complete this response form and return to:

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Thank you