

Consultation

Proposal on the Federation of:
Elizabeth Garrett Anderson (EGA)
Secondary Girls School, Copenhagen
Primary School, Holloway Secondary
Co-Ed School, and Vittoria Primary
School

Introduction

Proposal on the Federation of: Elizabeth Garrett Anderson (EGA) Secondary Girls School, Copenhagen Primary School, Holloway Secondary Co Ed School, and Vittoria Primary School

The purpose of this document is to commence the formal consultation to establish a new federation of schools between the following parties:

- Elizabeth Garrett Anderson Secondary Girls School and Copenhagen Primary School – Federated
- Holloway Secondary Co-ed School
- Vittoria Primary School

Over the last three years, Elizabeth Garrett Anderson (EGA) and Copenhagen Schools have been working together in a federation led by the Executive Head Teacher, Ms Jo Dibb and a unified governing body. Recently, Ms Dibb has been working with Holloway School as a seconded Executive Head. All four schools work together informally in a number of ways, as they do with other schools across the Borough of Islington.

Each of the Governing Bodies of the above schools has agreed, subject to consultation, to form a new federation. Within this proposed federation, the schools will each retain their own identity, but will be governed by one federated governing body, working with common principles and values.

Each Governing Body is committed to the principle of the Local Authority Community of schools. We recognise the value of, and support the move for schools to work together, whatever their governance arrangements, and we will seek to continue to actively support the Islington Community of Schools. The work of the Angel Teaching School Alliance on the professional development of teachers, which is led by EGA, will be of continuing importance to the proposed Federation and we support its further development.

Each Governing Body is also receptive to further broadening the proposed Federation in the future should other schools in the area, who share our aims, wish to join.

Schools are dynamic organisations and to remain successful they need to be constantly improving. They continually present challenges that need to be addressed. These may be connected to ageing buildings, recruitment of new staff, the need to provide career development opportunities for existing staff, ensuring that the computer facilities are up to scratch, providing great learning and experiences for our pupils and managing all of these demands within increasingly tight budgets.

The three governing bodies consider that all four schools will be better able to continue to improve and meet these critical challenges by working together in close partnership.

Federation Founding Principles

In setting up the proposed federation, the intention is to build on the existing federation between EGA and Copenhagen schools and to bring in the strengths of the other two schools.

EGA has developed a robust and successful approach to educating girls in Islington recognised by its Ofsted “Outstanding” rating. We have seen success at Copenhagen School which, through working hand-in-hand with EGA, has navigated a challenging period improving significantly to achieve the Ofsted “Good” rating. Vittoria School has been rated “Good” by Ofsted for many years and is at a time of change with the retirement of their long-serving Head Teacher. Holloway School was rated “Requires Improvement” by Ofsted in 2017. Joining the federation will accelerate the path of improvement on which it has already started with the support of Ms Dibb as executive head.

After careful consideration, each governing body has concluded that working closely together will improve each school and the education and school experience of pupils.

Underpinning the new federation is an approach based on creating a safe and enjoyable place to learn; a secular environment that supports and celebrates all cultures; and provides access to a broad curriculum and to a broad range of extracurricular activities both in and out of school time.

Benefits of working together

The existing Federation has been beneficial to both EGA and Copenhagen schools, who have seen the following changes:

- a stronger support team that exists in the larger resources of a secondary school
- improved learning about primary education, particularly for year 6 pupils as they move into secondary education
- improved reporting across both schools
- reduced financial spend on business support
- teaching staff have learnt from specialists in the partner schools
- EGA school choir has enjoyed opportunities to sing at Copenhagen events

Holloway School staff have joined EGA leadership training and the schools are sharing some specialist resource, such as a dedicated data manager. We expect that Vittoria will similarly benefit from closer working.

The governing bodies anticipate that the proposed federation will create opportunities for cost-saving in the future, but this is not the primary driver of these proposed changes.

Federation Ethos

Effective partnerships between organisations take time to establish themselves as the partners get to know each other. It is important that, when deciding to join us, the schools share our fundamental ethos:

"To provide outstanding and broad education to all of our pupils irrespective of background so that they leave having achieved more than they ever believed possible and with the qualifications, skills and confidence to help them to achieve even more in the future. We support the provision of a full curriculum to all and we recognise that access to the provision of curricular activities including the arts, music, sports, debate, charitable activities are an essential part of an outstanding education. All the children and young people within our schools will be entitled to such access."

We recognise that our schools contribute to making a healthy and safe society. The schools need to represent the different communities which make up our city. Our schools need to provide an environment where young people from different backgrounds can work and play together in harmony.

Consultation

Prior to forming the proposed Federation all the schools involved need to consult with Parents/Carers, Staff, the Community, Trade Unions and the Local Authority for a period of six weeks.

The following pages explain the structure and workings of the proposed Federation and how the governing bodies believe that the proposed federation will benefit the schools involved. It also provides you with the opportunity to ask questions and put forward your views.

We have also organised drop-in sessions at each of the schools involved where questions can be posed and further information gathered about the proposal.

The drop-in sessions are as follows:

Vittoria School	Tuesday, 12 June	9am - 10am
Elizabeth Garrett Anderson School	Tuesday, 12 June	4.30pm - 5.30pm
Copenhagen School	Wednesday, 13 June	9am - 10am
Holloway School	Thursday, 14 June	4.15pm - 5.15pm

If you are unable to make your own school session, you are welcome to attend any of the sessions.

Ms Jo Dibb, the Executive Head Teacher, will attend all sessions, along with the Head teachers from each of the schools and representatives from the Governing Bodies. There is no need to book.

Questions and Answers

What will it mean for the children and young people?

On a day-to-day basis there will be no change in routine or provision in any of the schools, so the transition will be a seamless one. Each school will retain their own identity. However, there will be opportunities to share staff and expertise across the schools, giving all pupils access to a much larger pool of specialists. Learning opportunities should therefore be enhanced for pupils throughout the federation. There may also be opportunities to provide more in the way of after-school provision, school clubs and other similar amenities through combining the resources of the four schools.

What will it mean for the staff?

Most day-to-day management will continue in its current structure. Staff will continue to be employed by the London Borough of Islington and their contracts of employment will be unaffected. In the future, some roles may be shared across more than one of the schools, but this would be discussed with the relevant members of staff should this happen. The governing bodies are not anticipating that any redundancies will arise as a result of the proposed federation. As vacancies arise we will review recruitment across the participating schools to identify opportunities for further career development, to share expert resources, and to achieve efficiencies and improvements wherever possible. We expect there will be opportunities for career development and for supporting and learning from others.

How will the Federation be managed?

Ms Jo Dibb will be the Executive Headteacher of the Federation with overall responsibility for all the schools. Each school will have its own Head Teacher with responsibility for the day-to-day leadership and management of the school reporting to Ms Jo Dibb. The Executive Head Teacher and each Head Teacher will be a member of the governing body.

Ms Jo Dibb will continue to lead the Angel Teaching School Alliance.

The Executive Head Teacher and each school Head Teacher will be assisted by the school leadership team in each school. The governing bodies are not proposing to ask any staff to move from one school to the other, but may ask some staff to share their specialist knowledge with the other schools in the federation so that we can achieve common standards of best practice.

Schools within the proposed federation already have some experience of sharing roles and responsibilities, for example the sharing of a data manager between EGA and Holloway, and this arrangement is likely to continue. The governing bodies will be seeking a shared Clerk to support all formal governor meetings and will also be seeking to appoint a Business manager from within the existing teams to lead that function and develop common reporting and other management standards to deliver best practice across the federation.

What will it mean for parents/carers?

Each school will continue to operate individually. Parents and carers from all participating schools will have the opportunity for direct representation on the Federated governing body and all schools will continue to seek ways of improving the level of engagement with and support for and from their parents and carers.

The day to day contact arrangements between the school and their parents and carers will not be changed but we will continue to seek ways to improve what is done.

The purpose of federating is to support existing high standards and to improve standards where they are lower than they should be so that all pupils, whichever school they are in, can benefit from the best education that we can provide.

The schools are all different, they have their own names, identities and uniforms. These will not be changed by joining the Federation.

What will it mean for the Governing Bodies?

Currently, there are three governing bodies: the Federated Board of EGA and Copenhagen, the Governing Body of Holloway School and the Governing Body of Vittoria school. These will be replaced with one unified governing body, made up of representatives from each school. A new Federated Governing Body will be formed. This body will elect the Chair and Chairs of all committees. We anticipate that the new Federated Governing Body will be made up of representatives from each of the current governing bodies.

How will the Federated Governing Body work?

The new Federated Governing Body will undertake the three core functions as set out in the Department for Education (DfE) Governance Handbook.

1. Ensuring clarity of vision, ethos and strategic vision
2. Holding executive leaders to account for the educational performance of the organisation and its pupils and the performance management of staff
3. Overseeing the financial performance of the organisation and making sure its money is well spent.

To support the full governing body, we will establish a committee structure. This will be comprised of overarching Federation committees as well as a local committee per school.

The cross-federation committees will focus on the formal progress, oversight and the strategic long-term development of the schools. Membership will be by full governing body members. We anticipate that there will be one full governing body meeting per term. Minutes of these meetings will be posted on each school's website.

The local school committees will each be chaired by a member of the full governing body, will be attended by the head teacher of that school and will have places for associate members, parents and staff members of that school. Engagement with parents/carers, staff and the wider local community will be a key issue for these committees. Minutes from these meetings will be available on each school's website.

Who can be on the Federated Governing body?

The membership of the Federated GB is determined by the School Governance (Federations) (England) Regulations 2012 as amended in 2016 and specifically Regulation 21 states:

The governing body of every federation must be constituted in accordance with this regulation.

(2) the total membership of the governing body of a federation must be no fewer than seven governors.

(3) The governing body of a federation must include the following

- a) one parent governor elected or appointed in accordance with regulation 14 in respect of each school in the federation;
- b) the head teacher of each federated school unless any such head teacher resigns the office of governor in accordance with regulation 19 of the Constitution Regulations 2012;
- c) one staff governor; and
one local authority governor

Additionally, Regulation 21(5) states:

(5) The total number of co-opted governors who are also eligible to be elected as staff governors under Schedule 3, when counted together with the staff governor and the head teachers, must not exceed one third of the total membership of the governing body

With the Executive Head, four Head teachers and one elected staff governor, the Federated Governing body must be made up of a minimum of 18 governors for four schools, or 24 governors for six schools.

In considering the needs of the governing body, we are proposing to have a constitution that sets the Board for six schools, with vacancies maintained until other schools join. To set up the Federation we are proposing to have four places over and above the minimum and will initially seek to have 22 governors. The maximum number of governors when six schools have joined will be 28, of which 9 are likely to be staff governors.

We will be seeking a minimum of one parent per participating school. To comply with the regulations this will need to be achieved through a mix of election and co-option. Once formed, the new governing body will appoint the Chair and chairs of committees.

Membership of the Federated Governing Body with four schools in the Federation

- 1 Executive Head Teacher
- 4 Head Teachers
- 1 LA nominated Governor
- 4 Parent Governors – 1 per school (elected and co-opted)
- 2 Staff Governors (elected and co-opted, 1 secondary and 1 primary)
- 10 Co-opted Governors

22 members

Additionally, to support the local school committees, we will be seeking to appoint Associate Governors.

For each local school committee, we will be seeking to appoint:

- 2 Associate Parent Governors
- 2 Associate Staff Governors – one teaching staff and one non-teaching staff

The Associate Governors will not be members of the Full Governing Body. They will be able to attend meetings of the Full Governing Body as (non-voting) observers.

As we form the Federated Governing Body, existing governors will be asked to apply to join the new Federated Governing Body or to apply to be associate governors.

How does this change take place?

On "Federation day", 21 September 2018, subject to consultation, the existing governing bodies will be dissolved, and the new governing body will be constituted in their place.

What happens now?

This is the start of a six-week consultation period on the proposal to federate. All written comments will be considered by the Governors when the consultation ends on Thursday, 5 July 2018. They will then decide whether to proceed or not. If the decision is taken to proceed, a new unified governing body will be constituted and the schools will inform the local authority that they wish to federate. The change to a new federation will take place at the start of the Autumn term.

Consultation Timetable

Date	Action
24 May 2018 - 5 July 2018	Federation Consultation open – six weeks. Due diligence on all schools continues and reports to Governing bodies
5 July 2018 - 8 July 2018	Preparation of Consultation feedback report
9 July 2018 - 12 July 2018	All Governing bodies consider outcome of consultation and due diligence. Each governing body formally considers consultation report and votes on whether to federate or not.
August to 7 September 2018	Instrument of Government of Federation to be formally sealed by London Borough of Islington.
21 September 2018	Federation takes effect.

Consultation Survey

We would really appreciate your contribution to this Consultation. Please complete the survey available online at

<https://securesurvey.islington.gov.uk/selectsurvey/TakeSurvey.aspx?SurveyID=9l0J6m3>.

The result of the consultation survey will be shared with Governors but not your personal details.

You will have the opportunity to provide your name and email address if you are prepared to be contacted, or would like to receive an electronic copy of your response. This is not compulsory.

We will also value your support and engagement going forward. Please indicate on the survey if you would like to play a greater role in the proposed federation or individual schools in the future.

Sarah Ward-Lilley

Chair of Governors
EGA/Copenhagen

Rob Hull

Chair of Governors
Holloway School

Alex Bols

Chair of Governors
Vittoria Primary