



Be the best that we can be.

Consultation on the proposal to federate Manor Infant School and Manor Junior School



Explore, learn and achieve.

The name of the new federation would be:

Manor Schools The Federation of Manor Infant School & Manor Junior School

Our vision

We are committed to providing a rich, purposeful learning experience that goes beyond the Early Years and National Curriculum. Our approach will ensure that education is exciting, challenging and inclusive, with seamless progression from EYFS to KS2.

We are highly aspirational for every learner, expecting them to work to the limits of their capability and achieve their full potential. Alongside high-quality teaching, we offer a wide range of opportunities for pupils, their families and the wider community, fostering a strong sense of belonging and shared success.

A Manor family - Growing in the same direction

Background

The governors of Manor Infant School and Manor Junior School have been looking at ways of working even more closely together to make the best educational provision for children in our community.

Since September 2025, Manor Junior School and Manor Infant School have shared the leadership of a Head Teacher on an interim basis. This has resulted in both schools in going from strength to strength in a variety of ways.

We are proud of what we have achieved with the current arrangement, and we are keen to formalise this for the benefit of children, families, staff and our community.

The two current governing boards have, therefore, been exploring the idea of federating both schools. This document explains what a federation is and what it might look like in practical terms.

What are we trying to achieve through this proposal?

Both schools are united in wanting to serve the community, we will always explore ways that we can do this better, and we believe that a federation will allow us to achieve this together in a coherent and successful way.

Federation will strengthen each of our schools, benefiting from a more strategic leadership across our primary provision, as well as increased flexibility, choice, stability and facility sharing.

It will allow us to have a longer-term view of each child's education, ensuring that their progression from Reception through KS1 & KS2, and onwards to secondary education, is managed smoothly and in the best interests of every child. It will also allow us to develop stronger relationships with parents and families throughout this period.

Why do we believe that the proposal will benefit children?

As governors, we believe that the proposal will improve the quality of education for the children attending both schools as follows:

Children and families:

- Improved outcomes for children
- Access to a wider ranges of facilities
- Wider range of expertise to meet the needs of all
- Opportunity to coordinate school timetables/calendars
- Keep and improve the continuity of learning as pupils transition from one school to the next
- Cost saving of shared services to invest more financially into the pupils' learning

School leadership:

- Greater range of leadership possibilities and continuous professional development, helping recruit and retain the best staff
- More opportunities for career progression from infants to junior, or vice versa
- School to school support network
- Increased opportunities for all pupils to engage with a wider curriculum
- Improved staffing flexibility to accommodate sickness and ongoing professional development, minimising dependence on supply cover and ensuring consistently high-quality teaching and learning, alongside better financial value.

We want to hear from you

The decision to federate would be taken by the schools' current governing bodies but to help us make this decision, we want to hear from you.

We will be running a consultation between Monday 9th March 2026 and Friday 1st May 2026.

The consultation process has been designed to help us find out what you think about the proposal; we would like to hear your views. Please find below information to help parents, staff and key stakeholders respond to the consultation process. The outcome will be reported to the governing bodies on Tuesday 5th May 2026 for them to make the decision on whether to federate the schools.

A detailed '*Frequently Asked Questions*' document is attached to this document but a few key questions you may have are covered here:

What is a federation?

The School Governance (Federations) (England) Regulations 2012 allows for two or more schools to join together under a single governing body - this is a federation. The single governing body can share resources and expertise across the schools to find new ways of improving leadership, teaching and pupil outcomes.

If federation proceeds, the current governing boards of Manor Infant School and Manor Junior School would cease to exist and a new governing body would be created.

The new governing board would appoint a Headteacher with responsibility for coordinating the partnership work of both schools.

Each school will keep its own unique identity, character and finance budget but with the management of a single experienced leader.

Please be assured that this is not a proposal to create one school or close any school site.

What would happen to existing staff?

There would be no changes to the existing staff working in either of the schools, with their contracts remaining the same.

The proposed leadership model is to have a Headteacher with overall responsibility for coordinating the strategic direction and links between the two schools, supported by a Deputy Headteacher in each school. Staff, parents and children will be familiar with this arrangement as it has been operating in a similar way throughout this last school year.

Any changes to the wider leadership and school structures will be determined by the Headteacher in consultation with the governing board, although there are no proposed changes expected as part of this process.

What specific changes are the governing bodies considering?

The existing school governing bodies would cease to exist on Monday 1st June 2026 and a new governing body would be formed for the federation.

The new governing body would comprise of:

- 2 x Elected Parent Governors
- 1 x Elected Staff Governor
- 1 x Headteacher
- 1 x Local Authority Governor
- 15 x Co-opted governors (includes one post ringfenced for a member of staff)

If the federation proceeds, there will be an election to appoint the new parent and staff governors – the elections would be open to all parents and members of staff.

The maximum staff governors legally allowed is one. However, each school would have guaranteed staff representation via an elected staff member sitting as a co-opted governor.

Will parents, staff and members of the community have the opportunity to discuss the proposals and ask questions?

Yes. There will be drop-in sessions for you to attend and ask questions as below – you can attend any of these (except 17th & 18th March, which is for staff only):

Staff only (at MIS)	Tuesday 17 th March - 3.15pm - 4.15pm
Staff only (at MJS)	Wednesday 18 th March - 3.15pm - 4.15pm
Manor Infant School	Tuesday 24 th March - 8.30am - 9.30am Monday 23 rd March - 3.30pm - 4.30pm
Manor Junior School	Monday 23 rd March - 8.30am - 9.30am Tuesday 24 th March - 3.30pm - 4.30pm
Online (via Teams)	Wednesday 25 th March – 6:30pm – 7:30pm
Microsoft Teams meeting	
Join:	https://teams.microsoft.com/meet/32714897013528?p=7ZbknzaliAnuk2Xai7
Meeting ID:	327 148 970 135 28
Passcode:	BF3Aw6A9

Can I contact my school governors?

Yes. Governors are very happy to arrange discussions with any parent, any member of staff or any member of the community to explore the proposals and answer any questions you may have. Comments made will be reported back to the current governing bodies as part of the consultation process. You can contact the schools' governing bodies at the following email addresses:

Manor Infant School school@manor-inf.hants.sch.uk
Manor Junior School adminoffice@manor-junior.hants.sch.uk

How can my views be heard?

There are several ways:

- Please complete the attached response form and return it to either of the school offices by 4pm on Friday 1st May 2026.
- You can also email your comments to the above email addresses by the same date.
- Attend one of the drop in sessions detailed above
- Complete the following anonymous response form
[Consultation on the proposal to federate Manor Infant School and Manor Junior School – Fill in form](#)

Please respond as your views are very important to us.

What happens next?

The responses to this consultation will be carefully considered by both the governing bodies of and taken into account before a decision is made on Tuesday 5th May 2026. Once this decision is taken, it will be communicated to parents, staff and other interested individuals as soon as possible.

