

Frequently Asked Questions

Proposal to Federate

Manor Infant School and Manor Junior School

Frequently Asked Questions

Question	Answer
What is Federation?	<p>Federation joins two or more schools under one governing body to improve leadership and learning. It is not amalgamation; neither school closes.</p> <p>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.</p> <p>If federation proceeds, then the current governing boards of Manor Infant School and Manor Junior School would cease to exist and a new governing body would be created.</p> <p>The new governing board would appoint a Headteacher with responsibility for coordinating the partnership work of both schools.</p> <p>Each school will keep its own unique identity, character and finance budget but with the management of a single experienced leader.</p>
What changes would I see?	A single governing body; a Headteacher across both schools; a Deputy Headteacher in each school; shared leadership capacity; opportunities for shared learning; potential joint pupil activities.
How does the role of the Headteacher change?	<p>The Headteacher will provide strategic leadership across the two schools; they are supported by leadership in each individual school in the Federation.</p> <p>The Headteacher would have an overview of each school and would be helping each to improve by:</p> <ul style="list-style-type: none"> • working together to tackle shared priorities; • addressing individual school priorities by benefitting from good practice in the other schools; • streamlining practice, background management, and support functions to give a sharper focus on teaching and learning and; • ensuring full support for both schools as a member of the Federation Governing Board.
Impact on staff?	Other than leadership, there are no immediate plans to change the staffing structure or services in either school but over time we may seek to share staff as roles become vacant or new ones are created, this is normal good practice.
Would staff work across both schools?	<p>This is one of the main benefits in terms of developing staff and sharing expertise. We would encourage this where it was clearly beneficial and met school improvement priorities.</p> <p>However, this is not something which would be imposed; decisions would be based upon consultation and negotiation.</p> <p>In the future, new staff would be appointed to the Federation, which makes them available to work at all school sites.</p>
Does Federation cost more?	No - in fact, it provides schools with opportunities to share costs and gain access to staffing and resources that might not otherwise be available to an individual school.

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Frequently Asked Questions continued

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Is this a Government cost-saving exercise?	No - the recommendation to federate has been reached jointly by the Governing Bodies of both schools and with guidance on best practice elsewhere in Hampshire; no external influence has been applied. The funding of schools is primarily based on pupil numbers and as these numbers would not be affected by federating, the school budgets would remain the same.
Examples of Federations?	Locally include: <ul style="list-style-type: none"> • Westfields (Yateley) • Wellington, Talavera, Marlborough (Aldershot) • Pinewood, Guillemont (Farnborough) <p>Many others across Hampshire.</p>
Can a Federation be dissolved?	Yes. De-federation is a straightforward process if two schools decide to separate again. It is considered good practice for a federation to be reviewed every two years.
How can I find out more?	A selection of resources are available online: Department for Education - Federations: guidance on the governance processes - GOV.UK NGA - Federation First Campaign National Governance Association
What models of partnership working have been considered?	Collaboration, federation and multi-academy trusts - a summary of their pros and cons is shown in the table below.

Pro's and Con's of Partnership Models

Aspect	Collaboration	Federation	Multi-Academy Trust (MAT)
What is it?	Informal commitment to share amongst two or more schools – schools have separate governing bodies	Formal agreement to share across two or more schools – shared governing body	Formal agreement between academy schools to operate as a 'chain' with an overarching Trust Board
Pros	<ul style="list-style-type: none"> ✓ Efficiency savings ✓ May support good practice ✓ Flexible ✓ Each school maintains own identity and can choose leadership arrangements 	<ul style="list-style-type: none"> ✓ Efficiency savings ✓ Supports good practice ✓ Each school maintains own identity and can choose leadership arrangements ✓ Can 'de-federate' 	<ul style="list-style-type: none"> ✓ Efficiency savings ✓ Supports good practice ✓ Consistency across the 'chain'
Cons	<ul style="list-style-type: none"> ✗ Lack of commitment makes it harder to plan – different governing bodies can change direction and arrangement could be undermined ✗ Efficiencies likely to be far more limited due to uncertainty 	<ul style="list-style-type: none"> ✗ Need to ensure that there is a positive partnership from the outset so that there is shared vision and commitment to children and families across both/all schools and that resources are shared fairly 	<ul style="list-style-type: none"> ✗ Once a school commits to joining a MAT the decision is not reversible ✗ Potential complete loss of individual school identity including name ✗ Small schools cannot become standalone academies – they would be taken over by an existing larger academy and have no say in what happens to the school