



Monday 20th May 2024

Dear Parents/Carers,

Re: Consultation regarding the formation of a hard federation

As you might be aware, Furlanesend Community Primary School and Carbeile Junior School are two Local Authority maintained schools who have never elected to join a Multi Academy Trust. However, we now feel that it is time to form a more formal collaboration, whilst still retaining our status as schools that are committed to remain as Local Authority maintained. The governing bodies from both schools have therefore voted unanimously in favour of forming a hard federation.

What is a hard federation?

A federation is defined in law as 2 or more maintained schools (including nursery schools) operating under the governance of a single governing body. Each federated school is treated as an individual school, meaning it:

- o keeps its existing DfE category and does not gain, lose, or change its religious character through being part of a federation
- o continues to have its admissions determined by the appropriate admission authority
- o will receive individual budgets, noting that the local authority can allocate this as a single budget share to the federated governing body. Additionally, the federated governing body, upon receiving the delegated budget for all the schools in the federation, can allocate the budget to each individual school or pool all or part of the budget with the agreement of governors.
- o is inspected individually by OFSTED
- o can still be subject to a Direct Academy Order (DAO)

Federation is a shared governance structure which provides a basis for extensive school-to-school partnership.

Pupils are at the heart of what both schools do and although the importance of academic success is recognised, the staff of both schools look to develop the whole child. The curriculum on offer to the children at both schools is rich and varied. Carbeile and Furlanesend certainly have a shared vision for our children.

All schools are successful where leaders know the needs of the community they serve; where there is a shared understanding of what the school stands for; its ethos, its mission, its traditions. We will make sure that both schools retain their own individual character and instil a sense of belonging into all of the children.

To be successful requires hard work on the part of the committed staff teams. Staff at both schools will benefit from the links that will develop in the future, and to move to a hard federation ensures that all the staff teams can continue to share ideas, swap best practice and support each other in order to pursue even better opportunities for the children in the future. And we are all really excited about this new venture!

The Governing Body of each school is currently consulting on the proposal and we wish to conclude this process by Monday 1st July 2024, in order that responses may be considered, with a view for the federation to be active from 1st September. Any responses to this consultation can be directed to the Headteacher at either school.

Included with this letter is a consultation document outlining questions parents may have and an events timeline.

Yours sincerely,

Vicki Richards

Sheena Morton

Vicki Richards
Chair of Governors
Furlanesend CP School

Sheena Morton
Chair of Governors
Carbeile Junior School



Proposal to Federate
**Fourlanesend Community
Primary School**
&
Carbeile Junior School
into the
Rame Peninsula Federation



The Consultation Period runs from

Monday 20th May
to
Monday 1st July

The Proposal

At a time where school budgets are getting increasingly tighter and where only 12% of Cornish schools are currently maintained by the local authority, Furlanesend has approached Carbeile to propose a federation. This will support both schools as they move forward and provide our children with better and wider opportunities.

Both Furlanesend Community Primary School and Carbeile Junior School feel that it is the right time for a formal collaboration in the form of a federation. A federation will provide mutually beneficial advantages while avoiding becoming a Multi Academy Trust.

We feel that it is essential that both schools maintain their individual character, status and ethos so that the schools can continue to best serve the community within which they are situated. Our schools will support each other to share resources and improve and achieve the best possible outcomes for the children. This proposal formalises that relationship between the schools and improves capacity for both schools to meet the challenges of the future.

The federation will look at the best possible combinations of staffing in the interest of the children in both schools but also for budget purposes. An Executive Head will be appointed who will oversee a Head at each school. This will ensure that each school maintains its own individual identity and that the schools work well together.

In the future, there will also be options for sharing administrative and finance roles, and looking at whether teachers from Carbeile and Furlanesend want to further their career by working in a different environment (for example small school to big school, or Key Stage 2 to Key Stage 1).

Having given careful consideration to the opportunities that this model provides, the senior leadership teams and governors of both schools are fully supportive of the proposal to federate. We need your feedback to ensure our wider community is fully engaged with the process and has the opportunity to consider the benefits of more formal collaboration. This is a proposal to enhance our children's school experience and attainment through shared resources and experiences which your feedback can influence.

We are therefore seeking the views of parents, carers, staff and other stakeholders on the proposal to establish a federation between the two schools from the 1st of September 2024.

The School Governors wish to hear your views on this proposal – details of how you can make your representations are at the end of this document.

What is a Hard Federation?

A Hard Federation is defined in law as two or more maintained schools (including nursery schools) operating under the governance of a single governing body.

Each federated school is treated as an individual school, meaning it:

- keeps its existing DfE category and does not gain, lose, or change its religious character through being part of a Federation
- continues to have its admissions determined by the appropriate admission authority
- will receive individual budgets, noting that the local authority can allocate this as a single budget share to the federated governing body. Additionally, the federated governing body, upon receiving the delegated budget for all the schools in the federation, can allocate the budget to each individual school or pool all or part of the budget with the agreement of governors
- is inspected individually by OFSTED
- can still be subject to a Direct Academy Order (DAO)

Federation is a shared governance structure which provides a basis for extensive school-to-school partnership.

The advantages of a Federation

There are lots of reasons why schools may want to work together within a federation. Our Governing Bodies feel that there will be the following particular benefits to federation:

- strong collaboration with shared accountability leading to better progress and attainment for children, helping us to meet rising expectations
- leaders and teachers sharing thinking and planning to spread expertise and tackle challenges together
- governors coming together to share strategic thinking, to combine skills and support each other in challenging times
- working together to find different solutions to recruitment challenges, retaining staff by providing new opportunities, and planning succession more effectively
- sharing professional development led by staff from both schools
- using strategies to reduce significant deficits within the budgets through economies of scale and collective purchasing
- mutually beneficial advantages that avoid becoming a Multi Academy Trust
- a curriculum that works across our schools enabling children to smoothly transition to the next stage of their learning and enabling specialist teachers to work together across both schools
- providing richer curricular and extra-curricular activities together, as well as care, guidance and support for children

The Vision for the Federation

Staff, governors and parents have the moral courage and integrity to do the right thing for our children; to allow everyone to be what they are meant to be; to inspire everyone to reach their potential; to be happy, safe and hardworking.

Constitution of the new Governing Body

Our proposed Governing Body will include governors from the existing governing boards at Carbeile and Furlanesend.

- 1 Executive Head
- 2 Heads of School
- 1 Staff Governor (from either school)
- 2 Parent Governors (from either school)
- 1 Local Authority Governor
- 5 Co-opted Governors (can include staff and parents from both schools)

In constituting the new Governing Body we will endeavour to ensure that an equal representation from each school, including parent representation, is secured.

Statutory Regulations

The following statutory regulations will be implemented when constituting the governing body:

- The School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016 allows for at least 2 parent governors but no allowance to stipulate from which school;
- The School Governance (Federations) (England) Regulations 2012 only allows for 1 staff governor and no allowance to stipulate from which school;
- The School Governance (Federations) (England) Regulations 2012, introduced the category of co-opted governors, the total number of co-opted governors who are eligible to be elected as staff governors must not exceed one third of the total membership of the governing body.

Staffing Arrangements

- There will be a shared executive headteacher and a head of each school.
- Shared staff and expertise to benefit both schools.
- Restructuring of the schools and streamlining of staff will be investigated to reduce budget deficits.
- Future staffing changes will be agreed by the wider Federation Governing Body.
- Contracts of employment will not materially change.
- Future employment, contracts, line management and other employment related matters, e.g. pay, will be formally managed by the employing school.

Admissions Authority

The admissions authority for both schools remains with the Local Authority.

Consultation Process

Governors welcome representation on the attached form that can be dropped off at Furlanesend Primary School or Carbeile Junior School.

The governing bodies proposing to federate must publish the proposals by sending them to:

- the Secretary of State
- the relevant local authorities

- the head teacher of each school
- all staff paid to work at any of the schools
- every person known to them to be a parent/carer of a registered pupil at any of the schools
- such other persons as the governing bodies consider appropriate

The Governors will be circulating the proposal to Torpoint Community College, Torpoint Nursery and Infant School, Millbrook Pre-school, Kingfishers, St. Barnabus MAT, Torpoint Town Council, Cornerhouse, local churches, nurseries, library, Maker with Rame and Millbrook Parish Councils, Sheryll Murray and Kate Ewert.

Timeline

2nd May 2024

The Governors of Furlanesend and Carbeile unanimously voted in favour of a Hard Federation of the two schools.

Friday 17th May

Proposal sent to LA stakeholder.

Monday 20th May

Consultation period starts.
All staff from both schools informed.

Wednesday 22nd May

3.00pm Parent meeting at Furlanesend School.
4.00pm Parent meeting at Carbeile School.

Monday 1st July

Consultation period ends.

Sunday 1st September

Federation formally begins

Proposal to Federate Feedback Form

Federation of Furlanesend and Carbeile Schools Consultation

Please return this form to the school office at either of the schools, before the closing date of Monday 1st July:

Your Name:

What best describes your relationship with the school? Please tick all that apply.

	Furlanesend	Carbeile
Parent/Carer of pupil		
Member of staff		
Governor		
Other (please specify)		

I am in favour of Furlanesend and Carbeile Junior Schools forming a federation? Please circle.

YES / NO

Comments:

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We also invite written responses via email to secretary@furlanesend.cornwall.sch.uk or secretary@carbeile.cornwall.sch.uk