



2nd February 2018

Dear Stakeholder,

Consultation on the federation of the governing bodies of Spalding Primary School, Pinchbeck East Primary School and Surfleet Primary School.

We are pleased to recommend this proposal to federate the governing bodies of Spalding Primary School, Pinchbeck East Primary School and Surfleet Primary School.

Our current partnership over the last number of years has been very successful, ensuring the children receive the best possible teaching and educational opportunities.

All three governing bodies and staff teams believe that the partnership is working very effectively and want to strengthen the arrangement still further.

Federation will allow continuing benefits across all three schools to happen and that is why each governing body is recommending it.

The accompanying consultation paper outlines what governors believe are the benefits of federation. We welcome your views and as stakeholders feel it is important that you play a part in shaping the future of education in our area.

If you wish to comment on this consultation please send your response in writing to "Clerk of Governors" via either school office. Letters should be clearly marked "Federation Consultation" and sent in a sealed envelope. These should be received at the schools no later than Friday 23rd March 2018. All responses should be signed (anonymous responses will not be considered) and will remain confidential to the Clerk who will report to the governing bodies.

We wish to stress that federation is considered by the governing bodies as a way of securing the future of our schools – this is not a bid to merge or amalgamate the schools and we would stress that each school will continue to maintain its individual identity – as they have up to now.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Mr A Raistrick'.

Mr A Raistrick
Executive Headteacher

CONSULTATION DOCUMENT

2nd February 2018

The federation of the governing bodies of Spalding Primary School, Pinchbeck East Primary School and Surfleet Primary Schools.

The governing bodies of the above schools have resolved to seek federation through a shared, strategic vision of the schools' future.

What does Federation mean?

Federation means the formation of one governing body, with equal representation from all three schools. Each school will remain legally separate whilst retaining their individual characteristics and ethos.

Why form a Federation?

The governing bodies of these schools wish to sustain and continue to improve education for children in the schools and to protect educational provision. They feel federation is the best way to achieve these goals.

The schools are in an excellent position to federate for the following reasons:

- A successful partnership has existed since April 2014 when Surfleet joined the existing collaboration of Pinchbeck East C E Primary School and Spalding Primary School.
- Our current partnership has been fully discussed with and owned by major stakeholders – staff, governors, the Local Authority, Diocese, parents and children.
- The schools are close enough to allow us to continue sharing our resources and working together.
- Some school polices have been reviewed and shared.
- Resources and experiences have been shared and joint activities have taken place.
- Increased governor liaison has taken place and has helped all three schools to develop.
- Some staff have worked across more than one school
- Combined staff and teaching assistant training takes place
- Staff from all three schools hold regular meetings together
- Extended joint professional development has been undertaken
- Chairs of Governors from each Governing Body meet termly

Benefits of Federation

- To strengthen the viability of all three schools.
- Avoiding duplication of effort and resources will allow more time to devote to the core business of teaching and learning.
- To continue to improve standards in teaching and learning.
- A structured way for all three schools to continue to collaborate.
- Opportunities for staff, children and governors at each school to interact, learn from each other and share best practice.

- Access for children to teacher specialist expertise from each school's current staff.
- The opportunity to employ specialist teachers in subjects such as music, modern languages, art and sport.
- A varied and co-operative approach to staff development.
- Further development of a joint curriculum and sharing of existing good practice.
- Flexible and more efficient use of resources and better value for money.
- More efficient use of management time with reduced meetings at all levels.
- Develop the relationship between the village communities.
- To extend the range of services and opportunities available to children and their families.
- A co-ordinated vision for the use of Pupil Premium.

Admissions

There will be no change in the current admission arrangements for all three schools.

Staffing

Federation in itself will not imply any change in the schools' current staffing teams. Staffing levels will continue to be determined by the school budgets.

Federation will allow employment of specialists and new staff across all three schools.

The Governing Body

A new governing body will be constituted by 1st September 2018

Name of the Federation – The Welland Primary Schools Federation

Proposed date for the start of Federation:

1st September 2018