



A Proposal to Federate

Richmond Hill Primary School

Cumbria Futures Federation

(Beacon Hill Community School and Solway Community School)

Consultation Period 10th May 2021 to 20th June 2021

Proposal

Since May 2020, Richmond Hill Primary School and Cumbria Futures Federation, in particular Beacon Hill Community School, have been working closely together to address the challenges of the global pandemic in a coordinated way in our local area, and to ensure that our year 6 pupils at RHS had a smooth transition to secondary from September 2020. Following this successful collaboration, the Governing Bodies of both Richmond Hill and the Federation agreed that Richmond Hill would join in a Soft Federation with effect from September 2020. This meant that the schools could work together to support each other in terms of strategic and operational matters, including working closely to develop a curriculum from Reception to Year 11, and using expertise from all three schools to support each other.

This arrangement has worked very well indeed. The schools have all benefited from the collaboration in several ways; we are able to provide a better education for our children with a smoother transition to secondary school. We have supported several members of staff to step up and take responsibility in a wider way. We have been able to embrace opportunities to work across the schools on Science, Spanish and PE, for example.

We now feel the time is right to formalise the arrangement and make the move to a Hard Federation with effect from September 2021. The Governing Boards of Richmond Hill Primary School and Cumbria Futures Federation are in agreement that this Hard Federation would further support all three schools as they move forward, and provide our children with better and wider opportunities.

We are therefore seeking the views of parents, carers, staff and other stakeholder on the idea of establishing a federation between the two schools from 1st September 2021.

As in the existing Federation, Richmond Hill Primary School and our other schools will 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 have supported each other to share resources and improve and achieve the best possible outcomes for their children. This proposal formalises that relationship between the schools and improves capacity for all the schools to meet the challenges of the future.

The senior teams and governors of both schools are fully behind the proposal to federate. We need your feedback to ensure our wider community is fully engaged with the process and have 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.

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

What is a federation?

A federation involves a number of schools coming together under one governing body. It allows greater collaboration and sharing of resources to the benefit of all students.

The advantages of federation

There are lots of reasons why schools may want to work together with in a federation. Richmond Hill, Beacon Hill and Solway have already been collaborating for over 12 months and in a less formal way prior to this, and this has enabled us to provide better opportunities for our children. Our Governing Bodies feel that there will be the following particular benefits to federation:

- 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 all three schools
- strong collaboration with shared accountability leads to better progress and attainment for children, helping us to meet rising expectations
- leaders and teachers share thinking and planning to spread expertise and tackle challenges together
- governors can come together to share strategic thinking, to combine skills and support each other in challenging times
- working together can able us find different solutions to recruitment challenges, retain staff by providing new opportunities, and plan succession more effectively
- we can provide richer curricular and extra-curricular activities together, as well as care, guidance and support for children
- shared professional development has been arranged, led by staff from both schools
- economies of scale and collective purchasing can help us cope better with shrinking budgets

The Vision for the Federation

Staff, students 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 Federation and Richmond Hill School:

- 3 Parent Governors
- 1 LA Governor
- 1 Staff Governor
- 2 Headteachers
- 12 Co-opted Governors

Statutory Regulations

The following statutory regulations have been 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.

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

Staffing Arrangements

Will remain as they are. We currently have a shared Executive Headteacher and this will continue. Future staffing changes will be agreed by the wider Federation Governing Body. Contracts of employment will not change. In 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 all three schools remains the Local Authority

Consultation Process

Governors welcome representation on the attached form that can be dropped off at Richmond Hill, Beacon Hill or Solway School.

Given the current situation with Covid, we aren't able to hold formal face to face consultation at this time. We will however be holding virtual events in the coming weeks.

We also invite written responses via email to office@richill.cumbria.sch.uk or chairofgovernors@richill.cumbria.sch.uk

Parents and other stakeholders are encouraged to give us their views through our feedback form:

<https://forms.office.com/r/NtTHQ3t7cN>

