

Possible additions to Federation Q&A

Would the Governing Body publish the responses to the consultation survey?	The responses would not be published in their original form as the survey was anonymous and confidential. The Joint Steering Committee would review the responses and look at ways of feeding back the results of the survey to those who had taken part.
Could a parent representative join the Joint Steering Committee?	The Joint Steering Committee was a committee established by the Governing Bodies, and members needed to be Governors. However, all of Fingringhoe's Governor members of the Joint Steering Committee were also current parents of the school.
Was the survey anonymous?	Yes, responses to the survey were anonymous, with the only identifying question being whether a respondent was a member of staff, a parent or another stakeholder.
How would SENCO provision work under a federation model?	If federation went ahead, the Joint Steering Committee's proposal was that there would be a joint SENCO working across both schools.
Some staff members had left the school recently – was this related to the discussions about school leadership and federation?	Information about individual staff circumstances was confidential, but the school had been through a great deal of change over the past 18 months, not least the pandemic, and such change often led people to reassess their circumstances and aspirations.
Holy Trinity school had a Breakfast Club – would this be put in place at Fingringhoe too?	Breakfast Club provision for Fingringhoe was being actively investigated at the moment.
What was the process and roadmap which had led to this point, and had other schools been approached with a view to federating?	Governors had considered a range of options over the past year including federation, joining a MAT, and recruiting a substantive Headteacher. Joining a MAT was not the Governing Body's preferred option. Another school had been approached on the subject of federation but had not wanted to pursue this further, and steps had been taken to recruit a substantive Headteacher but an appointment had not been made. Church schools interested in federating needed to partner with other Church schools, and it was also good practice to be geographically close to a partner school and to share a similar ethos.
Is there documentation available for parents to review?	The Governing Body's decision-making process and the issues it has taken into account are set out in the consultation paper.
Would an Executive Headteacher be more expensive for Fingringhoe and would the costs be split 50:50?	The Joint Steering Committee's proposal was for a shared Executive Headteacher (with the costs being split equally across the schools) supported by two Heads of School. This structure would not be more expensive than what was currently in place.
Would the two Boards of Governors merge?	Both would be disbanded, and then a new Board of Governors would be put together on the basis of skills. There would be a formal process for the management of this. The current Governing Body was small and

	largely consisted of parents, and there was an opportunity to incorporate a wider skill set.
Was there any part of the federation proposal which was not right for Fingringhoe?	The Governing Body was currently consulting, and a final decision had not yet been taken. The Governing Body would take into account the whole range of evidence gathered through the consultation process, and the decision would not be rushed. The Governing Bodies would have the final vote on whether to go ahead, and each school's Governing Body would make their decision independently of the other.
Had the opportunity to comment been made available to new Reception parents?	Yes, as well as staff and parents, new parents and other local nurseries and schools had been invited to comment, together with the Parish Councils and the Tiptree and Stanway Consortium.
Were parents at Holy Trinity School supportive?	Responses so far had been similar to those from Fingringhoe parents. Some had been for the proposal, some against, and a large number were undecided and wanted to know more. This was why consultation was important.