

Proposed Federation Frequently Asked Questions.

Q1. Who would be leading the school when the Executive Head teacher is at Holy Trinity ?

A1. The newly appointed Head of School, who would have a reduced teaching load.

Q2. Will this create leadership capacity within our school?

A2. Yes, as the Head of School will be coached by the Executive Head teacher and a new Senior teacher would be appointed who will be coached by the Head of School.

Q3. Is the proposed Federation likely to create staff uncertainty, resulting in people leaving?

A3. Providing change is managed sensitively and staff are fully briefed about new working practices, the Federation should not result in staff leaving. However, the school accepts that staff turnover happens for a variety of reasons.

Q4. If the school becomes part of a Federation are admission numbers likely to increase.?

A4. Not necessarily but as we anticipate the high quality of teaching and learning can be sustained by sharing pedagogical practice across the two schools, hopefully Reception numbers will increase.

Q5. Will there be an increase in after school provision?

A5. Possibly but pupil numbers would impact on that type of extra-curricular provision.

Q6. What does the school gain by being its own admissions authority and will it become selective?

A6 No, it will not become selective. However, the admissions criteria will need to be amended in light of a conversion to VA.

Q7 Will the Federation mean an increase or reduction of the teaching of RE?

A7 The curriculum provision will remain broad and balanced with Christian values permeating throughout the school. There are no plans to change the RE provision.

Q8.. Will the quality of provision for the children be diminished?

A8. No, on the contrary, the care and support for all children is likely to increase. E.g., A specialist SENCO will be appointed to work across both schools. Increased collaboration between the two schools will improve the quality of teaching and, therefore, improve pupil outcomes.

Q9.. Will one school be seen as being superior to the other?

A9. No both schools must be treated as equal partners.

Q10 Will the children's curriculum change and the style of teaching change?

A10 Quality first teaching will remain the focus and teaching will be tailored to the needs of individual pupils. Any changes to the curriculum will be accessible to all pupils and will enrich their educational experiences.

Q11 Why are we proposing to make this partnership?

A11 To ensure that Fingringhoe can remain a thriving school community in the years to come.

Q12. What happens if we do not join a Federation?

A13. The Government's vision is that by 2025 all schools will have joined a collaborative structure that ensures improves outcomes for pupils of all ages. Failure to do so, will result in a structure being imposed on a school.

Q13 Is money the main driver for this Federation?

A14. Money is important though not the main driver. The main driver is to provide a sustainable high quality educational provision for all pupils in both schools. However, schools must balance their budget and income is driven by pupil numbers. Small schools are at a huge disadvantage and under the new LA funding formula this will not change.

Q15. Why can't we have our own dedicated Head teacher?

A15. The Head teacher is the most expensive member of staff and small schools will not be able to afford full time Head teacher. Educational research also identifies that small schools can find it difficult to recruit a Head teacher. Executive Head teacher posts are more attractive for both the schools and aspiring candidates.

A16 Will it benefit staff?

Q16 Yes, because they can share professional development across both schools and share good practice. It also creates career progression opportunities.

Q17 Why the rush, why can't we trial it?

A17 Finding the right school to federate with takes time and Fingringhoe appears to have many similarities to Holy Trinity. We have already done some collaborative partnership work with Fingringhoe and are beginning to develop a good working relationship. Trialling it in a soft federation structure would be possible but only for a very short period and we would not learn any more than we already know.

Q18 Has the decision been made?

A18, No, the consultation period has not yet finished. During the summer vacation. all the comments will be analysed by the Joint Steering Group. That group will then make recommendation to both school Governing Boards.

Q19 Is the Local Authority supportive of the proposal?

A19. Yes, fully supportive.