

# Federations

What are they and how will they affect me?

# School Federations – What are they?

- A federation is where a number of maintained schools (or ESC's) come together under one governing board.
- The schools' individual governing boards are disbanded and a new single over-arching governing body is formed. In ESC's they are a Management Committee – but they have the same role as a school board.
- This becomes the accountable body for all the schools and sets the strategic direction for the group.

# Benefits for Pupils

- Better, broader offer for pupils – both curricular & extra-curricular opportunities
- Learning from each other – greater interaction between a larger peer group
- Greater sharing of best practices between schools
- Easier transition to back to mainstream where applicable.

# Benefits for Parents

- More capacity for innovation for pupil lesson delivery – more interesting lessons
- Shared federation events – benefiting from working together.
- Efficiencies – joint services – better services
- These benefits result in improved outcomes for pupils.

# Benefits for Staff

- Closer working between the two schools to identify opportunities
- Greater integration of staff development provision, giving extra opportunities to staff
- More CPD for staff
- Moderating and benchmarking: same systems of assessment, data and finances
- One clear line of governance for Headteacher

# Benefits for All

- More opportunity to employ specialist staff
- Efficiencies, joint services – better use of public money
- Better recruitment, succession planning & retention of staff
- Stronger governance (especially with well federated structures)

# What will be different?

- One governing board, one responsible body
- One (Executive) Headteacher leading across both ESCs
- No change in other staffing arrangements, but once federated new staff will be flexibly employed across both ESCs – expertise can be shared.
- No change for pupils & parents initially, but in time you should see the improvements that we have already mentioned.

# What will be the same?

(It is up to you how much you join up!)

- Schools are inspected by Ofsted separately.
- Funding for both schools is separately, though schools can choose to fund joint projects.
- Admissions for the ESCs will be the same.

# Governance

- *Working as a governor in a federation... challenges you to think of a bigger picture and take in a different perspective... you have to remember that you are a governor of the federation and not a governor of a school in the federation'.*
- *Governing Matters, NGA*

**Any Questions?**