

## Frequently Asked Questions concerning the Federation/Collaborations

Q. Will we be required to share budgets?

No.

Q. Will the budget for teaching change?

A. No. There may be opportunities in the future to share staff appointment though.

Q. If Ofsted inspection finds one ESC planning is weak will they come to the other if it is shared across two ESCs?

A. We are separately inspected and this will not apply. However we would be able to learn from this and address issues.

Q. How will we go about involving the students and their parents in the consultation period to ensure that their voices are heard?

A. I think the best way to do this is to keep the website up to date with regular information. We will also be putting on the questions and answers as they come in.

Q. Should we consider involving more parents on the governing board to ensure that views from both sites are appropriately represented?

A. If we go ahead and federate, we will need parent governors. They will need to either nominate themselves, or be nominated by another parent. If there is a lot of interest, there will need to be an election. All governors on the federated board will represent the federation.

Q. In what ways, if any, will the terms of conditions for existing employees differ from those contracted to the proposed federation?

A. The Terms of Conditions for existing or new employees will not be different. HCC is still the employer. Existing staff will not be forced to work at both sites, but if staff want to volunteer, this is their choice. For new staff appointed after the date of the federation (should it go ahead). They will be expected to have the flexibility to work where required, but agreed as part of their job.

A broader richer curriculum? In which areas are you thinking ?

Answer. At the moment we are just beginning to collaborate and work together, exploring those opportunities. We will be keeping everyone in touch with our thinking as the year progresses.

How will the senior management team be structured across both schools? Will this stay the same? Re shared responsibility.

Answer: Currently the only plan we have in place is for there to be an Executive Headteacher across both schools. This is a normal arrangement for federated schools.

How will the teachers share work?

Answer: Currently because our ESCs are small and our staff teams are small, they have having to take on sometimes 3 or 4 subject leads. With more staff across both ESCs there are opportunities

to share this workload where appropriate. A broader and richer curriculum can also derive from two or more teachers in both schools pooling good practice and wider thinking around the topic

Governance and board will this grow and amalgamate?

Answer: There will be one board for both schools.