



11<sup>th</sup> January 2016

Dear Parents, Carers and Families,

**Consultation on the Federation of South Haringay Junior School and South Haringay Infants School & Ladder Children's Centre**

As you may know, the Governing Bodies of **South Haringay Infants School & Ladder Children's Centre** (SHINS) and **South Haringay Junior School** (SHJS) have been considering whether to join together in a Federation, to help secure the future of our schools. After talking with other schools that have federated, to staff, and to parents/carers, the Governing Bodies decided to recommend Federation.

We believe that federation will help both schools improve for our children today and in years to come.

The consultation document sets out what we believe are the benefits of federation, and has more information on what's happening.

We welcome your views and you can make your views heard by:

- Coming to a consultation meeting on Friday 22<sup>nd</sup> January at 9am at the Infant School, or Tuesday 26<sup>th</sup> January at 9am at the Junior School. You're welcome to attend either session, even if you don't have children in that school
- Coming to a drop-in session with the Chairs of Governors at 3:00pm on Wednesday 24<sup>th</sup> February at the Infants School
- Writing your comments on the response form at the end of the consultation document and returning it to either school by Monday 29<sup>th</sup> February 2016

We would really appreciate your contribution to the consultation and look forward to hearing your views.

Andrew Sich  
Chair of Governors,  
Infant School

Keith Pullinger  
Chair of Governors,  
Junior School





# Consultation on the Federation of South Haringay Junior School and South Haringay Infants School & Ladder Children's Centre



Consultation starts: 11<sup>th</sup> January 2016  
Consultation ends: 29<sup>th</sup> February 2016

## Vision

A Federation between the SHJS and SHINS schools will secure high-quality leadership for our schools and lead to continued improvement in teaching and learning for current and future pupils at the schools.

## What is a Federation?

Federation is the name given to a way of bringing schools closer together. It means from a leadership, administration and governing body point of view, the schools will be considered as one. It does not mean the two schools will merge or amalgamate.

## What will it mean?

- The schools can work jointly on all aspects of school life including finance, leadership, management, the curriculum and governance
- The federated schools will:
  - Have a single Head Teacher who will provide the vision and direction to bring the two schools together
  - Have a single Governing Body that will be responsible for both schools
  - Have a consistent set of standards and practices across the two schools
  - Build an all-through school ethos from early years to Year 6
  - Continue to build on the best features of both schools while taking opportunities to improve
  - Share best practice and create more opportunities for staff professional development and collaboration
- The two schools will not merge to become one school. They both will retain their own identity
- There will be no change to the names of the two schools
- There will be no change in current staffing levels or class organisation as a direct result of Federation
- There will be no reduction in budgets as each school will continue to receive the same budget from the LA as before
- There will be no change to admissions criteria. Haringey LA will continue to be the Admissions Authority for both schools
- Each school will have its own Ofsted inspection

## What are the benefits?

The Governors believe that the main benefits are:

- Sustaining and developing the high quality leadership the schools need to thrive, by retaining the existing leadership and providing more opportunities for development
- Consistency and continuity for the children throughout their nursery and primary years, for example in the Year 2/3 transition and in curriculum topics
- Sharing of good practice to develop teaching and learning strategies, for example in supporting special educational needs and gifted/talented pupils
- Development opportunities for staff, for example shared training and broadening of their understanding and experience through collaboration with the other school
- More money available to invest in teaching and learning by better use of resources and savings in purchasing, for example in IT
- Less bureaucracy. There will be one Governing Body instead of two, one set of policies and procedures covering both schools

## What will it mean for the children?

There will be no immediate day-to-day changes for children as a result of Federation.

The schools will work together to make the children's learning journey continuous, to make the curriculum a coherent journey, and enable consistency in areas such as marking and behaviour.

There will be opportunities to share expertise across the schools, which will give access to a much larger pool of knowledge and there will be the chance to share specialist knowledge across the schools. Children will therefore have access to more opportunities for high quality learning.

Staff will get to know children from early years through to Year 6 and so be better able to support both children and their families.

## What will it mean for the staff?

Over time there will be opportunities for staff to get involved across both schools. This will provide exciting career progression for staff, and enable them to share expertise with and learn from colleagues in both schools.

## Will the staffing change?

Ian Scotchbrook will run both schools as the Head Teacher, as he has been doing on an interim basis since September. Both Deputy Heads will continue in their existing roles.

Existing contracts for all staff will be unchanged by Federation. We are not anticipating any redundancies as a result of federation.

Staff will not be obliged to work in a different school, but will have opportunities to do so.

## What will it mean for parents/carers?

For parents/carers, Federation can offer a better school experience for your children, with a more continuous and better co-ordinated learning journey throughout the primary years, and a smoother Year 2 to Year 3 transition.

Parents/carers from both schools will have the opportunity for direct representation on the Federated Governing Body.

Parents/carers will continue to communicate with the schools in the same way as today.

## What will it mean for the Governing Body?

The current governing bodies of the two schools will be dissolved, and be replaced with one governing body made up of representatives from both schools.

Governors will be sought from both schools' parent and staff body as well as seeking governors from the wider community to ensure that the Governing Body has access to the skills necessary to properly and effectively oversee the work of both schools.

Elections for staff and parent governors will be held once a decision to Federate has been made. Eligible existing governors and new volunteers will be able to stand for election.

## Who will be on the Federated Governing Body?

The minimum membership of the Federated GB is determined by the School Governance (Federations) (England) Regulations 2012.

This requires that there is one parent governor elected from each school. It also requires that no more than 1/3 of the governors can be staff members. In selecting governors, care will be taken to ensure that there is a broad mix of skills and community representation.

The proposal for membership of the Governing Body is for a total of 13 Governors, made up as follows:

- 6 parent governors (3 for each school elected by parents at that school)
- 1 Head Teacher ex-officio
- 2 staff governors (one elected by staff across both schools, the other co-opted so that both staff bodies are represented)
- 1 LA governor (nominated by the LA, subject to Governing Body eligibility criteria and appointed by the Governing Body)
- 3 other co-opted governors (selected by the Governing Body)

## What do the governors think?

Both the Governing Bodies are in favour of Federation and support this proposal.

By retaining leadership and securing our future, we believe that the existing strengths of both schools can be built on, while preserving the unique character of each school.

## What happens now?

This document is the start of a six-week consultation period on the proposal to federate. The consultation finishes on 29<sup>th</sup> February 2016.

Both Governing Bodies will meet on the 17<sup>th</sup> March and consider all the responses to the consultation before making a decision on whether to proceed with Federation or not.

If the decision taken is to proceed, a new, unified governing body will be elected and the schools will inform the Local Authority that they wish to federate.

If the decision is not to Federate then both schools will remain separate.

## How can I get more information or make my voice heard?

Consultation meetings have been arranged where you can ask questions and give your opinions. These are at:

- Friday 22<sup>nd</sup> January at 9am in the Infants School.
- Tuesday 26<sup>th</sup> January at 9am in the Junior School

You can attend either meeting – it doesn't matter which school your child attends

There is also a drop-in session with both Chairs of Governors at 3:15pm on Wednesday 24<sup>th</sup> February in the Infants School.

You can complete the response form attached and return it to either school office either by hand or by post by Monday 29<sup>th</sup> February.

Additionally, there will be staff consultation meeting with the staff in each school.

Summaries of questions and discussion from informal federation meetings with parents/carers and staff, and also with other local schools are available on the school websites, [www.southarringayschools.co.uk](http://www.southarringayschools.co.uk)

Date	What happens
<b>11<sup>th</sup> January 2016</b>	Federation Consultation document issued  6 week consultation period starts
<b>22<sup>nd</sup> &amp; 26<sup>th</sup> January</b>	Consultation meetings
<b>24<sup>th</sup> February</b>	Drop in session with Chairs of Governors
<b>29<sup>th</sup> February</b>	Consultation ends
<b>29<sup>th</sup> February – 10<sup>th</sup> March</b>	Preparation of report on consultation responses for Governing Bodies
<b>10<sup>th</sup> March</b>	Deadline for report to Governing Body meetings on 17 <sup>th</sup> March 2016
<b>17<sup>th</sup> March</b>	SHINS and SHJS Governing Bodies meet to formally consider the consultation feedback  Decision made on whether to proceed with Federation
<b>April-August</b>	New Instrument of Governance submitted to Local Authority  New Governing Body formed  Existing Governing Bodies wind up and finalise handover  Appointment of Head Teacher
<b>1<sup>st</sup> September 2016</b>	Proposed Federation date

Proposal on the Federation of South Harringay Junior School with South  
Harringay Infant School & the Ladder Children's Centre

**Response Form**

Your views are important, please do let us know what you think. If you need more space, please continue on a separate sheet. If you need another copy of this response form, please ask at either school office or print one from the school website.

I welcome the following:

I am concerned about the following:

Do you agree/disagree with the Federation proposal?

Agree

Disagree

Not sure

Any other comments

Please Turn Over

## Your details

Your name (optional):

Which school are you associated with?

Infants

Juniors

Both

None

Are you:

Parent/Carer

Staff

Other

Return your completed response form either by hand to either school office, or by post marked "Federation Consultation" to either:

South Haringay Junior School  
Mattison Road,  
London, N4 1BD

South Haringay Infant School  
Pemberton Road,  
London, N4 1BA

Thank you for taking the time to respond