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**Consultation for the Federation of Colvestone  
with Thomas Fairchild Community School**

16<sup>th</sup> January 2017 to 24<sup>th</sup> February 2017

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**Proposal for consultation**

The Governing Boards of Colvestone School and Thomas Fairchild Community School propose a Federation of their schools from 1st September 2017. This is an important matter and before making a final decision, the governors of each school wish to seek the views of their families, their staff as well as stakeholders within the wider community.

Under the Education Act 2002, schools and local authorities can propose that schools join together to create a Federation. A Federation is formed when two or more schools agree to work together on a formal basis through a single Governing Board. Federation schools remain separate schools with their own names and own identities. They have separate Ofsted inspections and continue to report separate results.

This document sets out the reasons why the Governing Boards of each school believe this proposal is a good idea and the benefits for pupils, parents and staff. (It also provides information about the vision that the newly formed Federation has for its schools.)

As part of this consultation, the Governing Boards invite you to attend drop in sessions where you can discuss and ask further questions about the proposal. They also encourage you to share your views by completing the feedback process no later than 5pm on 24th February 2017.

This consultation document and the process for providing feedback are available online. Please visit [www.learningtrust.co.uk/consultations](http://www.learningtrust.co.uk/consultations).

If you have any questions regarding this consultation, please get in touch.

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We look forward to receiving your view on this proposal.

**Message from Caroline King***Executive Headteacher of current partnership*

Since September 2014, Colvestone School has provided strategic leadership support to Thomas Fairchild Community School. The leadership teams from both schools have worked together to develop and improve the quality of teaching and learning. To secure the long term strategic future of both schools and to build on the successes already seen, governors have agreed to consult with their school communities about a proposal to form a formal partnership between the schools known as a federation. Leaders and governors view this an exciting opportunity to continue to share expertise, best practice and resources in the long term.

Benefits will include:

- Continued high ambition for all pupils, supported by successful strategies for teaching and learning;
- Enhanced professional development opportunities for all staff across the federation;
- Increased opportunities to develop and grow leaders at all levels through high quality leadership and coaching programmes;
- Excellent induction and support systems for all new staff joining the federation;
- Exciting opportunities to develop the school curriculum and assessment through innovation, professional dialogue and research based learning; and
- Working together will support the drive for the efficient use of resources, better value for money enabling time to be dedicated to the core business of teaching and learning.

**Message from the Dona Henriques, the Chair of Governors***Colvestone Primary School*

At Colvestone Primary School we are proud of our achievements and our commitment to providing excellence in all areas of the curriculum. As a Hackney school we welcomed the opportunity to share our good practice by entering into partnership with Thomas Fairchild Primary School.

The partnership has grown in strength since September 2014 and Colvestone has benefited by:

- Good academic standards which have been maintained and improved;
- Improved opportunities for additional learning experiences multiplied from working in partnership with Thomas Fairchild;
- Staff more motivated by being able to focus on their subjects and share their expertise with others; and
- Increased opportunities for all staff to work collaboratively and develop professionally which has contributed to staff motivation and stability across the partnership.

We are now seeking your views on formalising our partnership into a formal federation. We believe that our new federation has strong foundations on which to meet the educational challenges and grow; provide professional variety and motivation; retain the best staff and provide an outstanding education for all pupils.

**Message from Claire Barton, the Chair of Governors***Thomas Fairchild Community School*

The partnership with Thomas Fairchild Community School and Colvestone Primary School started in the autumn term of 2014. The partnership has offered Thomas Fairchild a clear direction and strong leadership which has led to improvements in the progress and attainment of our children.

Our new curriculum now mirrors the successful approach at Colvestone and this has provided depth and creativity to our educational offer. Our “House Time” and “Parents’ Coffee Mornings” are central to this and have proven hugely popular with children and parents alike. Our senior leadership team is working closely with the team at Colvestone moderating and benchmarking to ensure we maintain a consistent high standard of teaching and learning across the two schools.

We are now confident that, through the professional development offered by the partnership, the quality of teaching across Thomas Fairchild is better than it has been for many years and is continuing to improve rapidly. The opportunities that have been created across the partnership for our staff to grow and learn are invaluable for career progression and ensure that we can recruit the very best teaching staff.

We strongly believe that a newly formed federation will strengthen the opportunities for both our schools and therefore ensuring the very best for our communities.

Working together, the Governing Boards of Thomas Fairchild Community School and Colvestone Primary School believe better teaching, a broader curriculum and greater leadership and development opportunities for teaching will be achieved.

In addition, a formal partnership known as a “federation”, will allow both schools to work together to plan for the efficient use of resources across both schools to improve outcomes for your children.

The schools will retain their own identity; the teachers will remain the same and pupils will continue to learn each day at their current school site. Following federation there would be a single governing body with oversight of both schools and Finance and Resources sub committees. The shared governance structure of a federation allows schools to:

- work together efficiently and sustainably to raise standards, improve services and increase opportunities for pupils and staff; and
- share resources, staff, expertise and facilities.

Benefits for the school community:

- Each school will retain its individual identity whilst being able to learn from each other, work together and innovate joint approaches
- Recruit, retain and develop high quality staff with clear pathways for career development and leadership opportunities
- Wider opportunities for a wider and broader curriculum which supports all pupils to develop and grow as successful learners
- High quality staff teams will improve outcomes for pupils due to well defined opportunities for CPD, training and support
- Improved financial efficiency, shared procurement and purchasing power across both schools
- Securing the longer term strategic future of both schools through more streamlined governance

The partnership already in place since September 2014 between Thomas Fairchild Community School and Colvestone Primary School has brought many benefits to both schools:

- Improvements to the quality of teaching and learning in both schools
- Increase opportunities for professional training and development of all staff including newly qualified teachers
- Greater opportunities for leadership development in both schools
- Shared curriculum resources and approaches to teaching and learning developed by the staff teams
- Successful staff retention in both schools since September 2015

## 4.0

## Frequently Asked Questions

### How would this proposal affect my child's education?

Thomas Fairchild Community School and Colvestone Primary School are both happy, stimulating caring places and this will not change. The teachers will remain the same and the pupils will continue to learn each day at the school site as they do now. We anticipate there will be greater opportunities for pupils at one school to collaborate with pupils and staff at other schools within the federation, as well as continuing to connect with the family of Hackney schools.

### How will the school and pupils benefit from this process?

We believe that the partnership of schools will provide staff at each school with access to high quality collaborative professional development, it offers the opportunity to share expertise and resources and to reduce costs through centralised services. This will contribute to investing in and generating better outcomes for every pupil at the school.

### Will the admissions process change and could children be forced to change schools?

No. The admission arrangements will remain exactly as they are at present. Parents will apply on behalf of their children to the school of their choice.

### Will pupils have to travel between the schools for lessons?

No. The schools may share staff, but lessons for pupils will take place on their own school sites. On occasion, pupils may visit other schools to share specialist resources or take part in joint events.

### Would pupils have to wear the same uniform?

No. Pupils will be required to wear the uniform for their current school.

### Will the staffing change?

The terms and conditions for staff will not change, neither will staffing policies or procedures. The federation will continue to adopt HLT HR policies and procedures. Other policies will be developed and shared across the federation.

Staff are not going to be required to move from one school to another, but we may ask some staff to use their specialist knowledge across the federation, so that we can share best practice.

### What changes would occur to the Governing Boards once the schools join the Federation?

Following federation there would be a single Governing Board overseeing both schools.

### What about cooperating with other schools?

The schools within the proposed federation would remain committed members of the Hackney family of schools and it is our intent to continue to work together with the other schools beyond the federation group as we do now.

### Are the schools merging to avoid becoming an academy?

No. We believe that this is within the best interests of the schools to work together to provide the best outcomes for all children.

### What happens if we decide not to go ahead with the Federation?

The Governing Boards would need to decide whether to end the current partnership and which alternative arrangements are appropriate for their individual schools.

### What happens if we want to de-federate later on?

If the Federation is agreed, the Governing Boards will review the arrangement in five years' time to see if it has been successful. If at any time a school wishes to leave the federation, there is a standard process we would follow.

### Who will have a say on this proposal?

We are consulting with all parents and staff at each school. We will also be consulting with local nurseries and schools, with Hackney Councillors and MPs, with chairs of governors of all Hackney Schools the wider Hackney community, as well as trade unions associated with each school. We will publish the consultation on Hackney Learning Trust website and also circulate the document to all Hackney libraries to ensure we reach members of the wider community.

The following events, designed as drop-in meetings, will provide parents/carers and the wider community with an opportunity to speak to the governors and Headteacher of each school about the proposal to form a Federation. If you are unable to attend one of these scheduled dates, please get in touch with the school office and we will do our best to arrange for someone to speak to you at an alternative time.

Venue	Audience	Date	Time
Thomas Fairchild	Parents and wider community	19 <sup>th</sup> January 2017	9.15am - 11.15am
Thomas Fairchild	Parents and wider community	6 <sup>th</sup> February 2017	6pm - 8pm
Colvestone	Parents and wider community	30 <sup>th</sup> January 2017	9.15am - 11.15am
Colvestone	Parents/carers/ wider community	9 <sup>th</sup> February 2017	6pm - 8pm

#### Where will I find the school?

Thomas Fairchild Community School  
Napier Grove, London N1 7HX

Colvestone Primary School  
Colvestone Crescent, London E8 2LG

This consultation document is also available online at [www.learningtrust.co.uk/consultations](http://www.learningtrust.co.uk/consultations) along with an online survey form, which will send automatically on submission to the relevant person.

If you need a copy of this document in another language, please contact your school office who will be able to provide you with assistance. Alternatively, you are welcome to come into the school office and someone will be able to explain this document to you in your language.

If you have any further questions regarding this consultation, please get in touch.

#### HLT contact

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## 6.0

### What will happen after this consultation?

The consultation period commences on 16th January 2017 and closes at 24th February at 5pm.

The Governing Boards of Colvestone and Thomas Fairchild Schools will separately consider the views gathered from the consultation to inform their decision making process.

If the Governing Boards decide to go ahead with the proposal, the intention will be for Colvestone School and Thomas Fairchild School to form a federation on 1st September 2017.

After considering everyone's views, if the Governing Board of one or both of the schools decides not to pursue the federation, the schools would then need to decide to end the current partnership and which alternative arrangements are appropriate for their individual schools.

This stage of the consultation will close on **Friday 24th February 2017**.

**We thank you for participating in this consultation and for sharing your view.**



