



## CONSULTATION

# on the proposal to formalise the partnership between **Gayhurst Community School and Kingsmead Primary School**



CONSULTATION PERIOD: 9 JANUARY – 2 MARCH 2015



If you would like to find out what this document says please tick the appropriate box, put your name, address and phone number at the bottom of this page and return it to the address below.

### Bengali

এই দলিলে কি লেখা আছে সে সম্পর্কে যদি আপনি জানতে চান তাহলে অনুগ্রহ করে উপযুক্ত বাক্সে টিক দিন, এই পাতার নীচে আপনার নাম, ঠিকানা ও ফোন নম্বর লিখুন এবং এটি নীচের ঠিকানায় ফেরত পাঠান।

### Somali

Haddii aad jeclaan lahayd in aad ogaato waxa dokumeentigani sheegayo fadlan calaamadi godka ku haboon, ku qor magacaaga, cinwaanka iyo telefoon lambarkaaga boggan dhankiisa hoose ka dibna ku celi cinwaanka hoose.

### French

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### Spanish

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### Kurdish

Ger hun dixwazin bizanibin ku ev dokument çî dibêje, ji kerema xwe qutîka minasib îşaret bikin, nav, navnîşan û hejmara telefona xwe li jêrê rûpel binivîsin û wê ji navnîşana jêrîn re bişînin.

### Turkish

Bu dökümanda ne anlatıldığını öğrenmek istiyorsanız, lütfen uygun kutuyu işaretleyerek, adınızı, adresinizi ve telefon numaranızı bu sayfanın alt kısmına yazıp, aşağıdaki adrese gönderin.

### Polish

Jeśli chcesz dowiedzieć się, jaka jest treść tego dokumentu, zaznacz odpowiednie pole, wpisz swoje nazwisko, adres i nr telefonu w dolnej części niniejszej strony i przeslij na poniższy adres.

### Vietnamese

Nếu bạn muốn biết tài liệu này nói gì hãy đánh dấu vào hộp thích hợp, điền tên, địa chỉ và số điện thoại của bạn vào cuối trang này và gửi lại theo địa chỉ dưới đây.

### Urdu

اگر آپ یہ جاننا چاہتے ہیں کہ دستاویز میں کیا لکھا ہے تو ازراہ کرم مناسب باکس میں صحیح کا نشان لگائے اور اپنا نام، پتہ اور فون نمبر اس صفحہ کے نیچے لکھئے اور اسے نیچے دیئے گئے پتہ پر واپس بھیج دیجئے۔

### Chinese

如果你想知道這分文件的詳細內容，請在方框內打鉤，在本頁下面寫下你的名字、地址和電話號碼並寄到下面的地址。

Return to:

**Tamara Al-Na'ama, Hackney Learning Trust, 1 Reading Lane, London E8 1GQ**

Your Name (please write clearly):

Address:

Telephone:



# INTRODUCTION

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**Since September 2011, Gayhurst Community School and Kingsmead Primary School have been working in partnership under the leadership of Louise Nichols. The governing bodies of both schools believe that this partnership has significantly improved the quality of teaching in both schools.**

In order to secure this partnership – providing stability for staff, pupils, parents and carers – the governing bodies consider it highly desirable to formalise it, through the mechanism of federation. Becoming a federation will commit the two schools to continue to share expertise, best practice and resources on a permanent basis.

From the 9 January 2015, we are therefore seeking the views of parents, carers, staff and pupils on our proposal to establish a federation between the two schools.

This document contains:

1. A description of the benefits of partnership
2. The reasons why both governing bodies believe it is in the interests of both schools to federate
3. A description of what will change and what will stay the same if we federate
4. An outline of how you can give your views and how the decision will be made.

## BENEFITS OF THE PARTNERSHIP

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Gayhurst Community School and Kingsmead Primary School have worked together in a successful partnership since 2011.

This partnership has been of great benefit to both schools. The partnership arose from the need to provide and maintain strong, stable leadership teams in the schools. Kingsmead was designated as a National Teaching School and National Support School in 2012 and Louise was designated as a National Leader of Education; the goal of National Leaders of Education is to increase the leadership capacity of other schools to help raise standards.

The partnership has greatly enhanced our ability to recruit and train great teachers, as we can provide career development opportunities at both schools. Many teachers have worked in both schools during our time in partnership. In addition, the partnership is able to recruit teachers in specialist subjects to work across both schools. The shared professional development and working arrangements have led to improvements in teaching and learning, and in behaviour and outcomes for children.

The partnership has given both schools a much bigger pool of teaching talent to draw from, with a broader range of expertise. Our ability to adapt to the new National Curriculum, which has been a considerable challenge for schools, has been greatly enhanced by this flexibility, with leaders from both schools working together to draw on the varied talents of all the teachers and with the subject leads able to pool ideas and resources, and design a bespoke, creative and motivating curriculum resourced to inspire and engage the children of both schools.

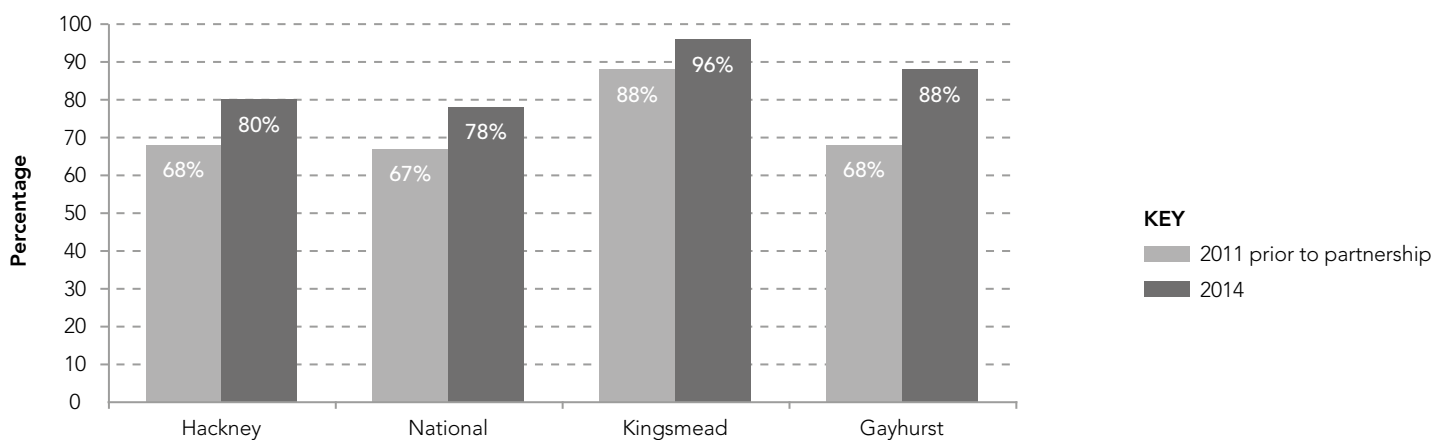
This has improved the opportunities for children, including a wider and richer curriculum, and an enhanced provision in arts, sports and music.

There are also many benefits to partnership behind the scenes. Economies of scale mean that, whether we are buying basic supplies, new computers or upgrading our toilets, it is cheaper through greater purchasing power and it is more efficient to coordinate our “back office” such as finance, HR and payroll functions.

The partnership has resulted in a period of growth, success and stability for both schools over the last three years. The Local Authority School Improvement Partner and Ofsted have graded Gayhurst as Good with Outstanding features and academic performance has improved in all areas. Kingsmead is still graded as Outstanding in all areas and, as a National Teaching School, goes from strength to strength.

The combined effect of these benefits has been to drive up standards and improve outcomes for our pupils, as can be seen in the chart below which shows the percentage of pupils at the end of Key Stage 2 achieving a combined level 4 in reading, writing and maths in 2011 prior to partnership and in 2014 (external data).

## Percent of pupils achieving a combined level of 4 in reading, writing and maths at the end of KS2



## WHY FEDERATE?

We believe that we will secure all of the benefits of the partnership into the future by federating the two schools. The current partnership has no legal basis, except for an agreement of the current governing bodies, which makes it less stable and effective than it could be.

Several of our teachers and leaders, including Louise Nichols and Liza Hooper, do not have contracts with Gayhurst and are effectively on loan from Kingsmead. This creates risk for both schools, as either school could terminate the agreement on a term's notice. If Kingsmead were to decide to terminate the relationship, Gayhurst would be without a senior leadership team. If Gayhurst were to terminate the relationship, Kingsmead would not be able to support the costs of all of the teachers on its payroll. This situation is also unsettling for the teachers at both schools.

In addition, there are benefits to be had from making the financial management of both schools simpler (the current arrangement requires a lot of cross charging between the schools) and cutting down on a lot of paperwork.

Finally, leadership is increasingly important in education. It is hard to recruit suitably qualified headteachers nationally and locally – there are several longstanding vacancies in other Hackney schools. The partnership gives us a wider pool of new leaders to develop into future headteachers, ensuring that we have the capacity to continue to lead the schools successfully and covering short-term and long-term vacancies as they arise.

Federation simply gives a legal underpinning to the current partnership. It does not mean the schools will merge or become academies. Each school will continue to serve its own community and retain its unique identity.

## WHAT WILL STAY THE SAME?

- Louise Nichols will continue to perform the role of Executive Head across both schools, with Liza Hooper and Evelyn Deeney as Associate Headteachers for their respective schools.
- Teachers will continue to benefit from professional development across both schools.
- Kingsmead will retain its National Teaching School status. The advantages of that in teacher recruitment and development will continue for both schools.
- Each school will retain their existing character and identity. Social events, sports days, and parent/teacher associations (e.g. Communities of Gayhurst School (COGS) at Gayhurst) will also clearly remain independent at each school.

- The admissions policy for the two schools will not change: Hackney Learning Trust (the local authority) will still be responsible for admissions and will continue to administer these for the two schools separately.
- Each school will keep its own uniform.
- Each school will retain its own delegated budget (with the opportunity to consider merging budgets if it was considered to be beneficial in the future). The monies allocated to each school will be used for the benefit of that school, with an appropriate audit trail.

## WHAT WILL CHANGE?

- Increased stability of leadership and the partnership.
- We will still be able to recruit specialist teachers to work across both schools - for example in music, gymnastics, drama, dance as well as for reading and maths specialist intervention. However, these teachers will now be able to have shared contracts across the partnership which will provide them with stability.
- We could consider recruiting a new business manager to run a more efficient financial and procurement service for both schools.
- A single, newly-appointed Governing Body will be responsible for both schools. It is proposed that the new Governing Body will consist of 12 governors, as set out in the table below. This mix reflects new statutory guidance on the constitution of governing bodies which will require changes of both governing bodies by September 2015 anyway. Feedback from other schools has suggested that the ability of a single governing body to compare and contrast approaches across schools is a significant advantage. The governing body may decide to set up additional school-specific sub-committees where appropriate.

Category of governor	Number of governors in each category	Method of selection
Executive headteacher	1	Appointed by the nature of their role.
Parent governors	1 from Kingsmead 1 from Gayhurst	Elected by the parents and carers of children registered at the respective schools. It is also expected that a parent from each school will be appointed among the co-opted governors.
Staff	1	Elected by staff employed at the schools. This is the number mandated by government. It is expected that the governors will choose to co-opt at least one additional teacher onto the body to ensure both schools are represented.
Local authority	1	Nominated by the Local Authority and appointed by the governing body.
Co-opted	7	Appointed by the governing body.
<b>TOTAL</b>	<b>12</b>	

The federation will be known as The Partnership of Gayhurst Community School and Kingsmead Primary School and come into effect on 1 September 2015.

# WHAT DO YOU NEED TO DO NOW?

We welcome your views on the proposal. You can do this in one or more of the following ways.

## 1. Public meetings

Meetings have been organised at each school to discuss the proposal and you are welcome to attend meetings at either school.

**TUESDAY 13 JANUARY 2015**

6.30PM

**Kingsmead Primary School**

Kingsmead Way, London E9 5PP

**WEDNESDAY 21 JANUARY 2015**

6.30PM

**Gayhurst Community School**

Gayhurst Road, Hackney, London E8 3EN

These meetings are open to parents, carers, staff and any other person interested in the proposal. There is no need to register your attendance in advance. Childcare will be provided on site if necessary.

## 2. Drop in sessions with governors

Drop in sessions with governors can be arranged for parents and carers to discuss the proposal to federate with individual governors. Gayhurst governors' surgeries will be held as normal. Please contact reception at the school ([admin@gayhurst.hackney.sch.uk](mailto:admin@gayhurst.hackney.sch.uk) or [admin@kingsmead.hackney.sch.uk](mailto:admin@kingsmead.hackney.sch.uk)) if you would like to attend a drop in session.

## 3. Written response

You can also let us know your views on the proposal by:

- handing in a completed response form at one of the schools (there will be sealed boxes in both receptions throughout the consultation period);
- sending a completed response form to:

**Tamara Al-Na'ama**

Hackney Learning Trust

1 Reading Lane, London E8 1GQ

- emailing Tamara Al-Na'ama at [tamara.alnaama@learningtrust.co.uk](mailto:tamara.alnaama@learningtrust.co.uk); or
- filling in an online response form, available at [www.learningtrust.co.uk/consultations](http://www.learningtrust.co.uk/consultations)

## 4. Staff and trade unions

In addition to the methods proposed above, the governors will also consult with staff via regular staff meetings at their respective schools. Consultation documentation will be sent to all recognised unions with members in the schools.

This consultation will close on **2 March 2015**.

If you have questions about the consultation process, please contact **Tamara Al-Na'ama**, on **020 8820 7103** or email her at the above address.

Information about the proposal and consultation process is available from the school office in each school and can be provided in other languages or in large print on request.

## WHAT HAPPENS AFTER THE CONSULTATION?

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**Once the consultation process is complete, a report setting out the responses will be presented to a joint meeting of the governing bodies for the two schools. This report will also be available on the schools' websites.**

Each governing body will then meet on its own to decide whether or not it supports the proposal as published or whether it approves it with modifications as it considers appropriate. Both governing bodies must agree to the proposal before it can be accepted.

### WHAT HAPPENS IF WE DECIDE NOT TO FEDERATE?

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In this case, the governing bodies of both schools would then need to decide whether to continue the current partnership arrangements, without the security of a formal federation.

At present, the two governing bodies are concerned that the full benefits of federation can only be realised by extending the current partnership agreement and that to not do so would be detrimental to the schools' ability to carry out long-term planning and retain important members of staff.

### IS THERE ANY PROPOSAL TO INCLUDE OTHER SCHOOLS IN THE FEDERATION?

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No. The proposal is for the two schools currently working successfully in partnership to secure the arrangements by federating, not to include other schools.

### WHAT IF EITHER SCHOOL WANTS TO END THE FEDERATION?

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If the proposal is accepted and a federation established, the new governing body will review the arrangement periodically to assess whether or not it continues to meet the needs of both schools.

If at any time the governing body decide to end the federation there is a process set out in law to enable them to do this.

To conclude, this proposal is open for you to comment and feedback your thoughts and opinions to the governing bodies of Gayhurst and Kingsmead Schools to help them make this decision and take both schools to the next step in their journey together.

