



Consultation

The Governing Bodies of Holy Cross and St Augustine's Catholic Primary Schools are consulting on the proposed hard federation of our two Schools. This document explains what hard federation means and how you can make your views known.

The consultation period will run between 23rd September and 11th November 2019. Attached to this information sheet is the formal proposal that will be discussed by governors, staff, children, parents and carers, parishioners, the Local Authority, the Diocese and our local councillors during the consultation period.

The following times have been set aside for parents, carers and parishioners to meet with Miss Mary Collins, the Heads of School and the respective Chairs of Governors and discuss the proposal. Parents are welcome to attend either meeting.

Holy Cross: Tuesday 8th October at 5pm

St Augustine's: Thursday 10th October at 5pm

Governors welcome your views on the proposal to federate the two Schools. Please let us have your comments by:

- Completing the attached response form and handing it into one of the Schools.
- Emailing your comments to consultationresponse@holycross.lewisham.sch.uk or consultationresponse@staugustines.lewisham.sch.uk

Staff will be consulted via an arranged meeting at their respective School and children will be consulted via assemblies and School Council meetings.

The present partnership

Holy Cross and St Augustine's have been working together now for a year in a partnership called a soft federation. The Federation has been under the leadership of an Executive Headteacher, Miss Mary Collins and has proved to be very successful.

Since September 2018 the teaching staff from the two Schools have met regularly to exchange ideas and improve practise across both Schools. Support staff have also visited both Schools and discussed their work together. The whole staff and governors have shared insets together and have built positive and purposeful relationships.

Both Schools share an ambition to provide the best possible education for our children. We want children to enjoy coming to School and to learn in a stimulating, creative, safe, nurturing and Catholic environment where they can achieve and aspire to wonderful things.

The Department for Education strongly encourages school-to-school support in order to keep standards high and the Diocese also feels this is the right direction for our schools to go in.

What is a 'hard' federation?

A federation is a partnership or group of schools with a formal, written agreement to work together to raise standards and build capacity between schools within a structured framework. A 'hard' federation is one that has a single governing body for all schools in the federation. Unlike an amalgamation, where two schools join together to become a single school, schools in a federation continue to be individual schools.

Benefits

A hard federation between Holy Cross and St Augustine's Catholic Primary Schools would aim to bring benefits to all children and staff through the sharing of expertise, best practice, ideas and resources. It would enable the Schools to make long-term strategic plans, and, if appropriate, appoint some staff to work across the federation.

Federations can increase capacity within the group of schools to achieve higher standards providing:

- Improved teaching and learning for pupils through improved collaboration and sharing of good practice between staff across the Federation.
- Increasing the opportunity to fulfil individual pupils' needs, extending curriculum entitlement and giving the potential to share resources.
- Improved economies of scale through opportunities to: share resources, particularly for arts, music and sport; share staff, including an Executive Headteacher, and book trips/visitors/events together. In addition, we will continue to use the vast expertise in the Federation to lead school-to-school support and bring in income to both schools.
- Improved professional development opportunities for all staff.
- Joint staff opportunities including specialist teachers and services, and wider career opportunities across the Federation.
- Improvements in the recruitment and retention of staff across both schools, maintaining high standards of teaching and learning.
- Models of good practice to improve teaching and learning.
- New perspectives, support and expertise for both schools.
- Sustained capacity for continued improvements, building on existing high standards across the Federation.

What would not change?

Under the proposed hard federation, Holy Cross and St Augustine's Catholic Primary Schools would continue to operate as individual schools.

- Both schools would retain their names, existing character and identity
- Both schools would have separate budgets
- Uniform would continue to be unique to each school
- The School leadership would continue to work with parents and carers in each School for the good of the children and School community

Federation Name

Holy Cross and St Augustine's Catholic Primary Schools will each continue with their unique identities in terms of name and uniforms however our Federation would be called *Aspire* from St Oscar Romero's plea "Aspire not to have more but to be more".

Changes to the Governing Body

Within a hard federation the Governing Bodies of both Schools, as they are, would be disbanded and a single, newly appointed Governing Body would be responsible for both Schools with every member being equally committed to Holy Cross and St Augustine's. The suggested make up of the new Governing Body is given in the proposal document.

The Decision

After the close of the consultation period the Governing Bodies of each School will meet on 27th November 2019 to jointly consider consultation responses and to independently agree to proceed or not with the Federation. Each governor will be eligible to vote and a majority result will be announced. If both Governing Bodies wish to proceed with the federation the proposal will be sent to Mayor and Cabinet for ratification. After the Governor's decision has been made it will be communicated to all interested parties by email, letter home to parents and on both School websites for the wider community.



Consultation Response Form

Proposal to federate Holy Cross and St Augustine's Catholic Primary Schools.

Please return this form by Monday 11th November 2019 by:

- Completing the attached response form and handing it into one of the schools
- Emailing your comments to consultationresponse@holycross.lewisham.sch.uk or consultationresponse@staugustines.lewisham.sch.uk

Name of person responding (required) _____

Association with Holy Cross or St Augustine's Primary Schools. Please tick as many boxes as are necessary.

- Parent/carer of a child at Holy Cross Catholic Primary School
- Member of staff at Holy Cross Catholic Primary School
- Parishioner at Holy Cross
- Parent/carer of a child at St Augustine's Catholic Primary School
- Member of staff at St Augustine's Catholic Primary School
- Parishioner at St Augustine's

Comments:

Signature..... Date.....