

**Proposed Federation for consideration by the Governing Bodies of
Holy Cross and St Augustine's Catholic Primary Schools.**

Context: Holy Cross and St Augustine's are currently working together in a successful soft-federation. Mary Collins is the Executive Head across both schools. Staffing structures, Governing Bodies and budgets remain separate.

Governing Bodies have agreed to **explore** a hard federation. To discern if a hard federation is the correct decision for each school, the staff and the pupils, the Governors are asked to lead a process of consideration, consultation and debate. This will inform a vote by each Governing Body at the end of the year on whether or not to proceed.

Up until that decision is taken, there is no commitment to a hard federation.

This paper sets out a proposed structure for a federation which will form the basis of a consultation in the Autumn Term involving staff, governors, the diocese, pupils and any other interested parties. It describes the basic principles of a Federation.

Governors are asked to consider the paper and;

- Approve
- Amend *or*
- Reject it

If approved, it should be noted that this document can still be changed by Governing Bodies. For example, changes could be agreed as a result of the consultation process.

**Proposal: Federation of Holy Cross and St Augustine's Catholic Primary
Schools (the 'Federation')**

Local Authority: London Borough of Lewisham.

Proposed date of Federation: April 2020

Detail:

1) Governing Bodies:

The Governing Bodies of Holy Cross and St Augustine's Catholic Primary Schools will merge. The proposed size of the federated Governing Body is eighteen, comprising:

- Ten Foundation Governors
- Two parent Governors
- Three co-optee governors
- One Staff Governor
- One LA Governor
- The Executive Head, who is designated the Headteacher of both schools

This fulfils School Governance (Federations) (England) Regulations 2012/1035 which state:

- There is provision for only one Staff Governor
- Teaching Staff cannot make-up 1/3rd or more of the Governing Body
- There is provision for only two parent Governors
- Foundation Governors must outnumber all the other Governors by two

In addition:

- From this number, one Chair and two Vice Chairs (Holy Cross and St Augustine's leads) would be elected vote to serve for two years.
- 50% of both Parent and Foundation Governors will be from each Parish.
- In place of termly Governing Body meetings supplemented by a Resource Committee and Curriculum Committee, the whole Governing Body will meet half-termly with an alternate focus on Resources and Curriculum.
- Link Governors will cover their subject area across both schools reflecting the shared curriculum.
- The Head of Schools from Holy Cross and St Augustine's would be in attendance but without voting rights.

2) Staffing:

The structure of the Federation ensures that both schools have the same staffing structure and will be the Employer of all staff. That is:

- Executive Head (Approx 50% in each school)
- Two Heads of Schools
- Teaching and support staff
- Non-teaching staff

The terms and conditions of existing staff will not be altered by the Federation. New staff joining *after* the Federation may be asked to work in either or both schools.

Staff performance management and salaries will ultimately be determined by the federated Governing Body across both schools.

- 3) Budgets: Each school would continue to hold and manage its own budget. Inter-school financial arrangements would remain as pre-federation (for example, no inter-school loans nor responsibility for inter-school debt; however, schools can buy goods and services together to improve value for money)
- 4) Policies: Both schools will follow the same Policies and Procedures unless there is federated Governing Body agreement that difference is required for specific documents.
- 5) Identity: Both schools will keep their existing name and uniform under the Federation name 'Aspire'.

Proposed Timetable

Summer Term 2019

Approval of the Federation Proposal by both Governing Bodies.

Beginning of Autumn Term 2019

Consultation arrangements to be finalised.

Autumn Term 2019 (23rd September 2019)

Consultation to be run during 6 weeks of 'school time', commencing with the proposals being sent to interested parties.

During Consultation period

Meetings held for interested parties (other than staff) to find out more:

Holy Cross - Tuesday 8th October at 5pm

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

Meetings to be held for staff:

Holy Cross – Tuesday 2nd October at 3:30pm

St Augustine's – Thursday 3rd October at 3:30pm

Governing Bodies to jointly consider consultation responses on 27th November, and then each Governing Body to independently determine their wishes. **If both Governing Bodies agree, this is the moment when Governors have committed to a hard Federation beginning in April 2020.**

Within one further week both Governing Bodies will communicate the decision to all interested parties and must jointly notify the LA and Diocese of their decision.

10 January 2020 - Deadline for Mayor and Cabinet 'Key Decision' notification

11 January – 11 February 2020 - Draft report to be written and agreed with both GBs.

11 February 2020 - Deadline for Draft report new Instrument of Government

11 March 2020 - Mayor and Cabinet decision on new Instrument of Government

1 April 2020 - New instrument of Government comes into being, Schools are officially federated.