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SE1 3BW

Tower Mill Road  
London SE15 6BY

## ***Proposed Hard Federation of Kintore Way Nursery School and Children's Centre and The Grove Nursery School (also known as The Grove Children and Family Centre)***

### **Background**

The Headteacher of The Grove Nursery School was due to retire in Dec 2016, the Local Authority approached Rebecca Sherwood, the Headteacher of Kintore Way Nursery School and Children's Centre and proposed that the governors of Kintore Way may consider entering into a soft partnership with The Grove Nursery School.

The Governors of both schools met and made the decision to form a Soft Federation between the two schools from 1<sup>st</sup> January 2017. The Governors from both schools invited the Headteacher of Kintore Way Nursery School and Children's Centre, Rebecca Sherwood, to become Interim Executive Headteacher of both schools with effect from January 2017.

The Soft Federation has now been in place for 24 months and both governing bodies have been pleased with the progress of both schools during the time they have been in a Soft Federation. The governors feel that this is the right time for the schools to strengthen and formalise the partnership.

Both Governing Bodies have decided to enter a formal consultation process on the proposal to form a Hard Federation of the two schools, starting on 23<sup>rd</sup> April 2019.

This consultation is open to all interested parties of both schools and will end at 5.00pm on 27<sup>th</sup> February 2019.

### **What is a Hard Federation?**

A *Hard Federation* is a formal agreement between two or more schools to work together. Through this proposal, the partnership of the two schools would be led and managed under the direction of a **single** Governing Body. However, each of the schools in the Federation would continue to retain its individual identity and school budget, as well as continue to receive separate inspection reports. This approach would ensure a single shared vision, equity of provision and expectations across both schools; and enable pupils to achieve the best possible outcomes.

The proposal for *Hard Federation* would formalise and strengthen the Soft Federation for the following reasons;

- Provides one joint Governing Body for the Federation, which will have a strategic overview of the whole of the two schools;
- Provides further opportunities for shared staffing and resources;
- An Executive Headteacher will oversee the Federation;
- Staff can be recruited into vacant posts to work across the Federation where appropriate;
- Provides more efficient ways of working across the Federation;

- Allows opportunities to renegotiate contracts to ensure the Federation receives good value for money;
- Strengthens the position of two Maintained Nursery Schools;
- Provides opportunities for peer to peer support to ensure the Federation continues to improve the standards for teaching and learning.

The proposed size of the Governing Body of the Federation is a total of twelve governors - ; one Local Education Authority Governor, two Parent Governors (one parent of a pupil in each school), the Executive Headteacher, one Staff Governor and seven Co-opted Governors (these will include an elected member of staff from the other school, so that there is parity between them.) Leadership staff would attend meetings of the Governing Body as advisors. Please see the Instrument of Government (Appendix 1)

A new Governing Body will be formed. This will be skills' based and a skills' audit will be carried out to ensure it is as strong as it can be. Co-opted governors will be appointed by the new Governing Body.

### **What are the benefits for both schools?**

The capacity created by a Hard Federation would continue to help to sustain improvements in the quality of learning, teaching and the provision for all pupils. The Governors and Local Authority are committed to the future sustainability of the nursery schools. The Federation brings together a very large nursery school (Kintore Way) with a very small nursery school (The Grove), which will allow creative ways for the two schools to continue to deliver the highest quality care and education, whilst ensuring value for money and financial efficiency.

Governors believe that Hard Federation would significantly contribute to the sustainability of further improvement of each school.

### ***Benefits so far of the schools working under Soft Federation (since January 2017)***

- A clear shared vision for both schools;
- A more efficient leadership model for The Grove;
- Stronger Senior Leadership structure for both schools;
- Strategic Management covering both schools;
- Leadership Team working across and supporting both schools;
- Schools coming together for training;
- Staff sharing expertise across schools;
- Each school learning from the other;
- Administration Staff supporting each other across schools;
- Consistency;
- ICT support closer linked between both schools;
- Greater staff development opportunities;
- Shared procurement (purchasing contracts with supply companies) resulting in greater cost effectiveness and efficiency;
- Increased pupil numbers.

### **How will it affect staff?**

As a Federation, we would continue to recruit high quality staff with the flexibility of working across both schools. There will be greater opportunities for all staff across both schools and the option to work in either school.

### **Will there be any changes to admission arrangements?**

**No.** Each school's admission arrangements will remain the same.

**Who employs the staff of a Federation?**

Staff will continue to be employed by one of the two schools, but accountable to the single Governing Body. There will be no changes to the conditions of service for staff.

**Is there a risk that the Senior Leadership Team will be too thinly spread?**

**No.** The Hard Federation will have a strong Senior Leadership Team structure, working across both schools. The Governing Body will ensure that the Senior Leadership Team is appropriately supported.

**Is there a risk that one of the schools will lose out in this arrangement?**

**No.** The aim of the Hard Federation is for the schools to work together in a full and equal partnership in order to continue to grow stronger together. The structure of the Hard Federation will enable resources to be appropriately and fairly shared across both schools. The single combined Governing Body would ensure each school's interests were *fully* and *equally* represented and would be better placed to serve the strategic development of both schools.

**Will the schools change their name and identity?**

**No.** Each school will keep its own name and identity but there will be a separate name for the Federation.

**Will pupils be registered to the Federation or a single school?**

Pupils will be on roll at a single school within the Federation.

**Will the schools share a single budget?**

**No.** Each school will receive its own funding, manage separate budgets and keep separate records of its accounts. However, there may be occasions when the two schools share costs or combine purchasing if this means that they will be able to achieve better value for their money.

**Will the amount each school receives change?**

**No.** All school budgets are worked out using a formula based on pupil numbers.

**Will the Federation be inspected by Ofsted?**

**No.** Each school will have separate Ofsted inspections and be graded separately, as they are now.

**How can I comment on these proposals?**

**Please complete the Consultation Response Form (Appendix 5) or contact:**

**The Joint Board of Governors' Federation Committee  
C/o Kintore Way Nursery School and Children's Centre  
97-102 Grange Road  
London  
SE1 3BW**

**Alternatively email to: [office@kintoreway.southwark.sch.uk](mailto:office@kintoreway.southwark.sch.uk)**

**The closing date for all responses is 27<sup>th</sup> February at 5.00pm**

## INSTRUMENT OF GOVERNMENT: COMMUNITY SCHOOL

### **The Federation of Kintore Way Nursery School and Children's Centre and The Grove Nursery School (also known as The Grove Children and Family Centre)**

1. The names of the schools in the federation are **Kintore Way Nursery School and Children's Centre** and **The Grove Nursery School**
2. The schools are **Maintained Nursery Schools**.
3. The name of the governing body is **The Federation of Kintore Way Nursery School and Children's Centre and The Grove Nursery School**
4. The governing body shall consist of:
  - (a) **ONE** Authority governor;
  - (b) **SEVEN** Co-opted governors;
  - (c) **TWO** parent governors (one parent of a pupil in each school in the federation);
  - (d) **ONE** Executive Headteacher;
  - (e) **ONE** Staff governor.
5. The total number of governors shall be **TWELVE**.
6. One Co-opted governor is appointed by the governing body, as a result of staff governor elections that ensure that, with the ONE Staff governor, there is a Staff member from each school on the governing body. Should that staff member subsequently cease to work at the school, they must resign as a Co-opted governor.
7. The term of office for parent governors shall be two years.
8. Date instrument drafted by the governing body at The Grove Nursery School on the **15<sup>th</sup> November 2018** and Kintore Way Nursery School and Children's Centre on the **29<sup>th</sup> November 2018**.
9. This instrument of government comes into effect on: **Tuesday 23<sup>rd</sup> April, 2018**.

**Signed**

**Date:**

**Director Of Education**



### **Kintore Way Nursery School and Children's Centre Timeline**

- 21<sup>st</sup> November 2018: The Grove Full Governing Body consider the formal proposal
- Week beginning 7<sup>th</sup> January 2019: Federation committee to go through the proposal and letters to parents/staff
- 16<sup>th</sup> January 2019: Formal Proposal published and a six week period of consultation takes place – this will include meeting with staff, parents, and the community
- 7<sup>th</sup> February 2019: Meeting with staff at Kintore Way
- 8<sup>th</sup> February 2019: 10.00 am Kintore Way parents visit The Grove
- 13<sup>th</sup> February 2019: Meeting with parents at Kintore Way 9.15 am and 2.30 pm
- **27<sup>th</sup> February 2019 at 5.00 pm: Six week consultation period ends**
- Week beginning 4<sup>th</sup> March 2019: Consultation comments are considered by governors
- Week beginning 11<sup>th</sup> March/18<sup>th</sup> March 2019: Joint Full Governing Body Meeting to make the final decision

If a Hard Federation is agreed;

- 23<sup>rd</sup> April 2019: Creation of Hard Federation (Existing Governing bodies are dissolved)
- Week beginning 23<sup>rd</sup> April 2019: Full Governing Body meeting to appoint governors
- Week beginning 29<sup>th</sup> April 2019: Parent Governor elections
- Week beginning 13<sup>th</sup> May 2019: First Federated Full Governing Body – Federation Policies adopted.



## **The Grove Nursery School (also known as The Grove Children and Family Centre) Hard Federation Timeline**

- 29<sup>th</sup> November 2018: Kintore Way Full Governing Body consider the formal proposal
- Week beginning 7<sup>th</sup> January 2019: Federation committee to go through the proposal and letters to parents/staff
- 16<sup>th</sup> January 2019: Formal Proposal published and a six week period of consultation takes place – this will include meeting with staff, parents, and the community
- 5<sup>th</sup> February 2019: Meeting with staff at The Grove
- 6<sup>th</sup> February 2019: Meeting with parents at The Grove, 9.15 am and 2.30 pm
- 15<sup>th</sup> February 2019 10.00 am Grove parents visit Kintore Way
- **27<sup>th</sup> February 2019 at 5.00 pm: Six week consultation period ends**
- Week beginning 4<sup>th</sup> March 2019: Consultation comments are considered by governors
- Week beginning 11<sup>th</sup> March/18<sup>th</sup> March 2019: Joint Full Governing Body Meeting to make the final decision

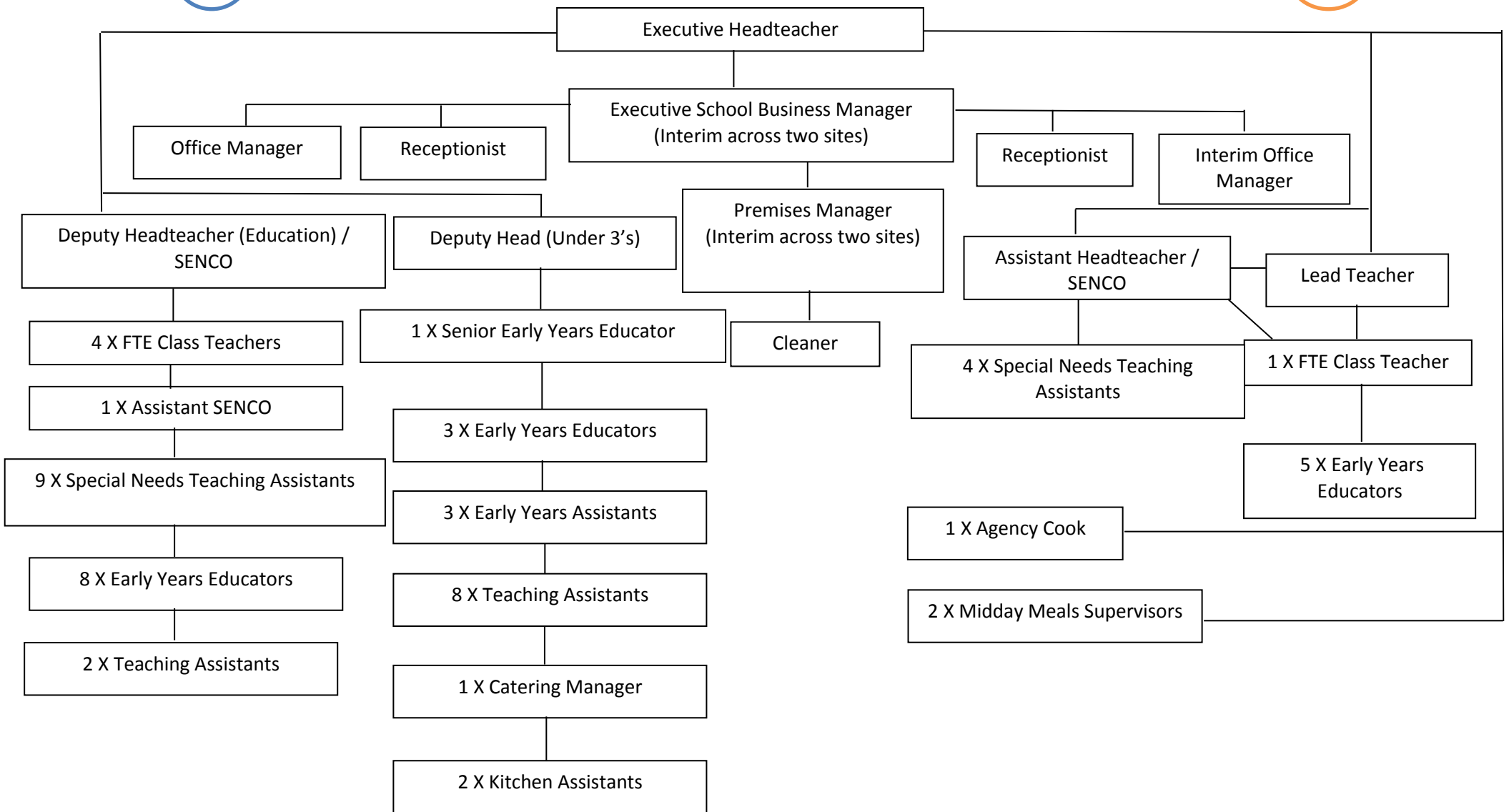
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- Week beginning 23<sup>rd</sup> April 2019: Full Governing Body meeting to appoint governors
- Week beginning 29<sup>th</sup> April 2019: Parent Governor elections
- Week beginning 13<sup>th</sup> May 2019: First Federated Full Governing Body – Federation Policies adopted.

KW

Grove

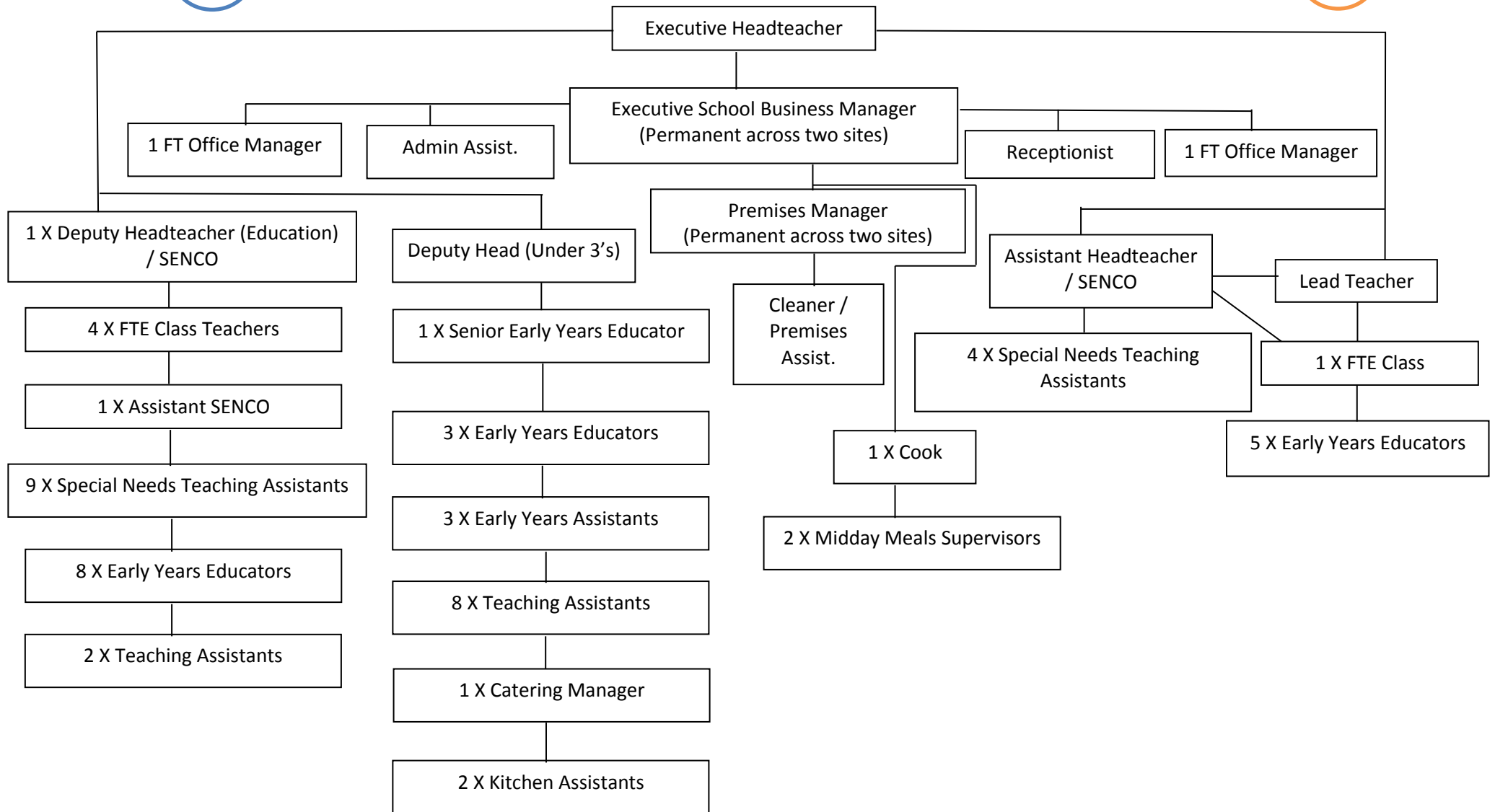
**Current Staffing Structure Across Each School**



KW

Grove

**Proposed Staffing Structure Across Each School**







## Consultation Response Form

In response to the consultation document outlining the proposal to form a Federation between Kintore Way Nursery School and Children's Centre and The Grove Nursery School (also known as The Grove Children and Family Centre) from 23<sup>rd</sup> April 2019. All responses will be treated in the strictest of confidence; however we will not be able to take anonymous comments into consideration.

**Please return this form no later than 5.00pm on Wednesday 27<sup>th</sup> February to the School reception.**

**If you prefer you may simply e-mail your comments headed 'CONSULTATION' to [office@kintoreway.southwark.sch.uk](mailto:office@kintoreway.southwark.sch.uk) or [office@grove.southwark.sch.uk](mailto:office@grove.southwark.sch.uk)**

**Name:**

**Address:**

**Postcode:**

I am a (please select)

Parent/carer of Kintore Way  
Nursery School and Children's Centre

Parent / Carer of a child at  
Grove Nursery School

Member of Staff at Kintore Way  
Nursery School and Children's Centre

Member of staff at  
Grove Nursery School

Other interested party, please specify: \_\_\_\_\_

Your response (please select):

I support the proposal     I do NOT support the proposal     I am not sure

Please give your reasons / view if you wish (if necessary use the reverse side of this form):