

Proposed Federation of Bonneygrove and Millbrook Primary Schools Frequently asked Questions

Q: What working links between the two schools have already been established and seen benefits?

A: Bonneygrove and Millbrook have been working together efficiently and sustainably to raise standards, sharing resources, staff expertise and facilities. This has led to increased opportunities for pupils and staff across both settings.

Q: What other benefits of closer working links do you foresee?

A: The Federation increases opportunities for CPD for all staff to positively impact on the outcomes for young people. Shared knowledge, expertise and ideas from staff members across the federation. There is an ability to negotiate discounts and economies of scale across the settings meaning greater resourcing across the Federation.

Q: Can you elaborate on 'sharing of best practices' between the schools – what does that look like?

Sharing consistent planning and resources to enhance pupil outcomes. We will be able to utilise the expertise of staff within specialist subjects to positively impact on the outcomes for young people. Opportunities for shared CPD across both settings.

Q: If an informal collaboration is working well, why should the schools federate?

A: The shared governance structure of a formal 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. The formal federation will mean that all policies and procedures are aligned under one governing board to ensure consistent leadership for both settings.

Q: What will the federation mean in terms of each schools' vision, aims and values?

A: An overarching federation value and each school will retain its own vision, aims and values.

Q: Will pupils be moved between both schools?

A: There are no plans to move pupils between schools, however we will look at each site to identify where resources offer improved curriculum opportunities for the pupils. For instance, outdoor learning space/sporting events/school trips. The opportunities federating provides for both schools will be for the pupils to access more shared learning and new experiences.

Q: Will there be any changes to class sizes or plans to mix year groups?

A: There will be no changes to class sizes or any plans to mix year groups.

Q: Will the school uniform/logo change?

A: There will be no changes to the school's individual logos or uniform.

Q: What will the Leadership structure look like?

A: Current interim arrangement is a Headteacher, with other Leaders supporting across the schools. The decision for the Leadership structure will sit with the newly formed Governing Body and follow the current interim arrangements.

Q: What opportunities will there be for staff development?

A: Teachers, support staff, school leaders and Governors have added expertise in working alongside colleagues to improve provision and outcomes for pupils. Shared continuous professional development and training will enhance the learning experience and offer for children. It will open up opportunities for staff development and leadership opportunities across both settings.

Q: Will there be more opportunity for teachers and support staff across both schools to work collaboratively?

We will be able to utilise the expertise of staff within specialist subjects to positively impact on the outcomes for young people. Opportunities for shared CPD across both settings.

Q: Will the schools still receive separate budgets?

A: Yes, the budgets will remain separate and financial reporting to the Governing Board will continue. What the federation will give the school and governing board is shared resourcing and better value for money.

Q: Will federating mean one Ofsted inspection for both schools at the same time?

A: Each school will continue to be inspected and graded separately.

Q: What will happen to the two Governing Boards?

A: If the federation is agreed, this will result in one governing board fulfilling the strategic function for both schools, which will be legally endorsed in a sealed Instrument of Government. The current boards will remain until the new federation board is established

Q: How will the size of the Governing Board be determined?

A: The decision regarding constitution (size) is determined by the current two Governing Boards, based on recommendation by the Working Party. The make-up of the new Board in terms of governor categories will be in line with the DfE statutory guidance 'Constitution of governing bodies of maintained schools.'