



Consultation on expanding the New Wave Federation to include Thomas Fairchild School

Consultation period
Monday 15th May 2023 – Friday 30th June 2023

Proposal to consult on expanding the New Wave Federation to include Thomas Fairchild School.

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What is this proposal about?

The Governing Boards of New Wave Federation and Thomas Fairchild Community Primary School are seeking the views of parents, carers and staff on the proposal to expand the New Wave Federation to include Thomas Fairchild School. This proposed change would commence from **1st September 2023**.

New Wave Federation and Thomas Fairchild Community Primary School have been working in partnership since September 2021. The governing boards would now like to formalise this successful partnership, by including Thomas Fairchild in the New Wave Federation.

What is a federation?

Under the Education Act 2002, schools and local authorities can propose that schools join together to create a federation. A federation is formed when two or more schools agree to work together on a formal basis through a single Governing Board. A newly formed Governing Board will govern all four schools. Federation schools remain separate schools with separate Ofsted inspections and continue to report separate results. This document sets out the reasons why the Governing Boards are recommending this course of action.

This is your opportunity to let us know what you think about the proposal. The document contains:

1. An explanation of the proposal;
2. A response form for you to complete and return to us letting us know your views;
3. Details of drop-in sessions that will be arranged to discuss the proposal.

The Governing boards believe that there will be benefits for pupils, parents and staff in Thomas Fairchild Community Primary School becoming part of the NewWave Federation.

Benefits for Pupils

- Schools will be able to continue to share the costs of providing an exciting curriculum and develop the quality of teaching and learning;
- Access to high quality learning through the proposed federation as we share the same vision - Excellence for All;
- Access to a wider range of staff;
- Peers working together;
- Enhanced friendships;
- Joint trips and outings;
- Extra curricular activities and clubs.

Benefits for Parents

- Have confidence in the strong and stable leadership team for all federated schools into the future; The knowledge that pupils will have access to an extensive curriculum and support available in a much larger school community;
- Specialist teaching for all pupils attending the school;
- Sharing resources and expertise;
- The retention of high quality staff ensures a continued high standard of education to all pupils at all the schools.
- Stronger under one Governance

Benefits for Staff

- Ability to continue to gain from shared professional and career development opportunities allowing the schools to attract and retain the best teachers;
- Enhancing the time available to the Executive Headteacher to provide appropriate leadership and management to enable all schools in the federation to prosper for the future;
- Cost savings as resources are shared amongst all schools;
- Joint planning and assessment and continued improved collaboration between staff at all levels;
- Continued strengthening of the senior leadership team in all schools.

Governors are keen that all schools within the Federation retain their own identity and ethos as part of their local communities. This document explains what Federation means, how it is different from the current partnership and how you can make your views known.

Governors of both schools wish to consult and gain the opinion of all stakeholders. The following times have been set aside for parents and carers to meet with School and Governing Board representatives to discuss the Federation proposal. Please drop in at any time during the time slots below.

Consultation Drop-in Sessions

Venue	Date	Time
Grazebrook Primary School Lordship Road, London N16 0QP	Wednesday 17 th May 2023	6.00pm - 7.00pm
Thomas Fairchild Community Primary School Forston Street, London N1 7HA	Thursday 18 th May 2023	9.15am -10.15am
Shacklewell Primary School Shacklewell Row, London E8 2EA	Tuesday 23 rd May 2023	6.00pm - 7.00pm

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Open Virtual Drop-in (All Schools) Google Meet joining info https://tinyurl.com/y3b3dbsr	Thursday 25 th May 2023	6.00pm - 7.00pm
Woodberry Down Primary School Woodberry Grove, London N4 1SY	Friday 26 th May 2023	9.15am -10.15am

Governors welcome your views on the proposal to include Thomas Fairchild Community Primary School within the New Wave Federation.

Please let us have your comments at these meetings or:

- Hand in your completed response form to one of the schools (there is a sealed box in each school's reception area);
- Send it to Afua Opoku at Hackney Education, 1 Hillman Street, London E8 1DY;
- You can also respond online: <https://education.hackney.gov.uk/content/consultations>;
- Scan the QR code to share your response. Point your phone or device camera at the code.



Staff will be consulted via regular staff meetings at their respective school. Consultation meetings with unions will be arranged on request.

If you have questions about this consultation, please contact Afua.Opoku@hackney.gov.uk

A summary of this consultation document is available in Turkish and Bengali, from the school offices. Information can be provided in other languages or in large print upon request.

This stage of the consultation will close on Friday 30th June 2023.

This document and response form are also available online by visiting these websites:

Thomas Fairchild Community Primary School

<https://www.thomasfairchild.hackney.sch.uk/>

Grazebrook Primary School

<https://www.grazebrook.hackney.sch.uk/>

Woodberry Down Primary School

<https://www.woodberrydown.hackney.sch.uk/>

Shacklewell Primary School

<https://www.shacklewell.hackney.sch.uk/>

<https://education.hackney.gov.uk/content/consultations>

The present partnership

New Wave Federation and Thomas Fairchild Community Primary School have worked together in a successful partnership since September 2021. By sharing expertise between the Federation and the school, this collaboration has brought many benefits to the children and staff in all schools. It is suggested that both the Federation and the school capitalise on the success of this partnership by formalising this to include Thomas Fairchild Community Primary School within the New Wave Federation.

Vision for the future of the partnership

New Wave Federation and Thomas Fairchild Community Primary School will continue with our shared vision.

The core purpose of this vision is to provide the best educational experience for every child together with outstanding achievement. This will be achieved by engaging in learning opportunities that develop, stretch and excite the imagination by:

- *providing a broad and balanced curriculum;
- *ensuring high standards of behaviour at all times;
- *creating opportunities for all abilities and embracing world class technology;
- *promoting logical and creative thinking skills;
- *encouraging independent and confident learners;
- *promoting curiosity and enthusiasm;
- *encouraging respect for others and high self-esteem.

All of this is achieved while working in collaboration to fully develop strong and positive partnerships with parents and the wider community. Our Federation motto 'Excellence for All' is intrinsic to all that we do.

Advantages of the partnership so far

We believe that we have gained many benefits from working collaboratively. We aim to provide the best possible primary education in a stimulating and creative environment. As schools we want to develop a passion for learning inspired by high quality teaching, developing and building upon individual strengths and talents.

Being in partnership has meant that we have been able to share effective and successful school systems and policies from one school to another. The existing Leadership and Management strengths within each school have enabled staff to work together efficiently and effectively to improve standards and increase success for pupil's, parents and staff.

The resources that have been shared across the partnership has enabled pupils to access a creative curriculum. Specialisms in art, dance, music and drama have been created.

Federation

The aim of a Federation is to formalise the existing benefits of partnership by committing to continue sharing of expertise and pooling of resources, with all schools overseen by a single Governing board.

If Thomas Fairchild Community Primary School were to join the New Wave Federation, the strategic overview of all schools would continue to be led by Ms Nicole Reid, Executive Headteacher, with the support of a single Governing board. Ms Nicole Reid has a track record of leading school improvement. Each school would also have its own Headteacher responsible for its operational management and working alongside the Executive Head to ensure continued strategic development.

Each school will be led by a highly effective Headteacher who has the skills and experience required to motivate, inspire and to hold their teams to account through rigorous monitoring and evaluation. The Headteacher retains a teaching commitment and maintains a relentless focus on improving the quality of teaching and raising standards.

At Thomas Fairchild Community Primary School, the Headteacher would continue to be Mr Matthew Trahair. At Shacklewell Primary School, the Headteacher would be Mr Rory McGrath, at Grazebrook Primary School the Headteacher would be Mrs Katie Beecroft and at Woodberry Down Primary School the Headteacher would be Mr Derek Hewie. All schools would continue to be supported by their own team of Deputy Headteachers and Assistant Headteachers.

Terms and conditions for all staff would remain unchanged, as would staffing policies and procedures, all of which will be overseen by one single governing board. Staff would remain at their current school, although the specialist knowledge and creativity of individual teachers would continue to be shared by all schools as it is now. In future, some staff could move or work across sites as part of their career development or talent sharing.

A top priority for the New Wave Federation would be to continue to work collaboratively; delivering 21st century education through our innovative curriculum that challenges the minds of all our pupils. Our passion is for all pupils to be the best that they can be through our expertise, knowledge and specialist teaching and learning which will enable them to thrive in their futures.

The Benefits of Federation

As well as continuing the successes we have achieved in partnership with Thomas Fairchild Community Primary School, the New Wave Federation would bring long-term certainty about the senior leadership and strategic direction of all schools. By joining the New Wave Federation, all schools agree to work together for the benefit of all pupils and their communities. The shared Governance structure of a hard 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 federation would operate one budget and keep clear audit trails for all income, expenditure and assuring value for money.

Changes to the Governing Board that would occur

Following the expansion of the New Wave Federation, there would be a newly constituted single governing board covering four schools. To ensure continuity the new federation governing board would include members drawn from the current New Wave Federation Board and also from Thomas Fairchild Community Primary School board.

On the proposed commencement date, the separate existing governing boards of the New Wave Federation and Thomas Fairchild Community Primary School boards would be dissolved and the proposed governing board for New Wave federation would be incorporated.

The proposed Governing Board for New Wave Federation would be constituted with **11 governors**, as set out below with Headteachers of the respective schools attending as Associate Members:

Category of Governor	Number of Governors in that Category	Method of Selection
Executive Headteacher	1	Membership on the Board by virtue of the position
Parent Governors	2	Nominations drawn from and elected by the parents and carers of children registered at any of the four respective schools. (Maximum of two parent governors are permitted)
Staff	1	Nominations drawn from and elected by staff employed to work at any of the four respective schools. (Only one Staff Governor is permitted)
Local Authority	1	Nominated proposed by the governing board and confirmed by Hackney Education
Co-opted	6	Appointed by the governing board - persons selected for skills experience and understanding that contribute to the effective governance and success of the federation
Total	11	

Changes that do not occur under a federation

Under a federation, the four schools would continue to operate as individual schools.

- The schools would retain their existing character and identity;
- Admission and catchment boundaries would not be affected;
- Admissions to each school would continue to be determined by the Local Authority;
- Uniforms would continue to be unique to each school, with individual logos and colour schemes;
- Pupils would remain at their existing school sites for classes and lessons.

Who will decide whether or not the expansion of the New Wave Federation should go ahead?

Once the consultation process is complete, a report setting out the consultation findings will be presented to a joint meeting of New Wave Federation and Thomas Fairchild Community Primary Schools' Governing Boards. Each Governing Board will then meet on its own to decide whether or not it supports the expansion of the federation. Both Governing Boards have to be in agreement for the proposal to go ahead.

What happens if we decide not to expand the federation?

In this case, both Governing Boards would need to decide whether to end the current partnership or seek to continue with an informal partnership arrangement.

What if we want to de-federate later on?

If the expansion of the federation is agreed, the Governing Board will review the arrangement in five years' time to see if it has been successful. If at any time the schools wished to break away from the federation, there is a standard process they could follow, with a final decision to be made by the New Wave Federation's Governing Board.

This consultation will close on Friday 30th June 2023.

Consultation Response Form - Consultation on a proposal to federate Thomas Fairchild Community Primary School with New Wave Federation

Please return to Afua Opoku by Friday 30th June 2023

Hackney Education
1 Hillman Street
London E8 1DY
Email: afua.opoku@hackney.gov.uk

Name of person responding:

Please tick boxes as appropriate:

Thomas Fairchild Primary School

Pupil Parent of child at school Member of staff Governor

Shacklewell Primary School

Pupil Parent of child at school Member of staff Governor

Grazebrook Primary School

Pupil Parent of child at school Member of staff Governor

Woodberry Down Primary School

Pupil Parent of child at school Member of staff Governor

Other (please specify)

Please comment on the proposal below using additional paper if required. You may respond electronically, if you have access to the internet at: <https://education.hackney.gov.uk/content/consultations>

Agree with proposal Disagree with proposal neither agree nor disagree

Please comment on the proposal outlined in the paper (continue overleaf if necessary)

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[Empty consultation box]

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[Empty response box]

Thank you for completing this response form

Hackney Education Monitoring Form

Monitoring equality information in our consultation process is important in our work to promote equality. The information you provide will help us to build on successful actions, identify the needs of those experiencing inequality and help us to decide where to target our resources.

This information will not be used in a way which allows individuals to be identified.

All information is used under the strict controls of the 2018 UK Data Protection Act. We are aware of the sensitive nature of this information and assure you that it will not be used for any other purpose.

We would therefore ask you to help us by completing the questions

Gender, please state

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Ethnicity

- White or White British
- Black or Black British
- Asian or Asian British
- Chinese, South East Asian, South East Asian British
- Mixed Parentage, please specify
- Other

Do you have a disability? Do you consider yourself to have a disability?

Disability: Under the Equality Act you are disabled if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. Do you consider yourself to be disabled?

- Yes No

Faith or belief - Please specify/do not wish to say

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