



Fox Primary School & Ashburnham Community School

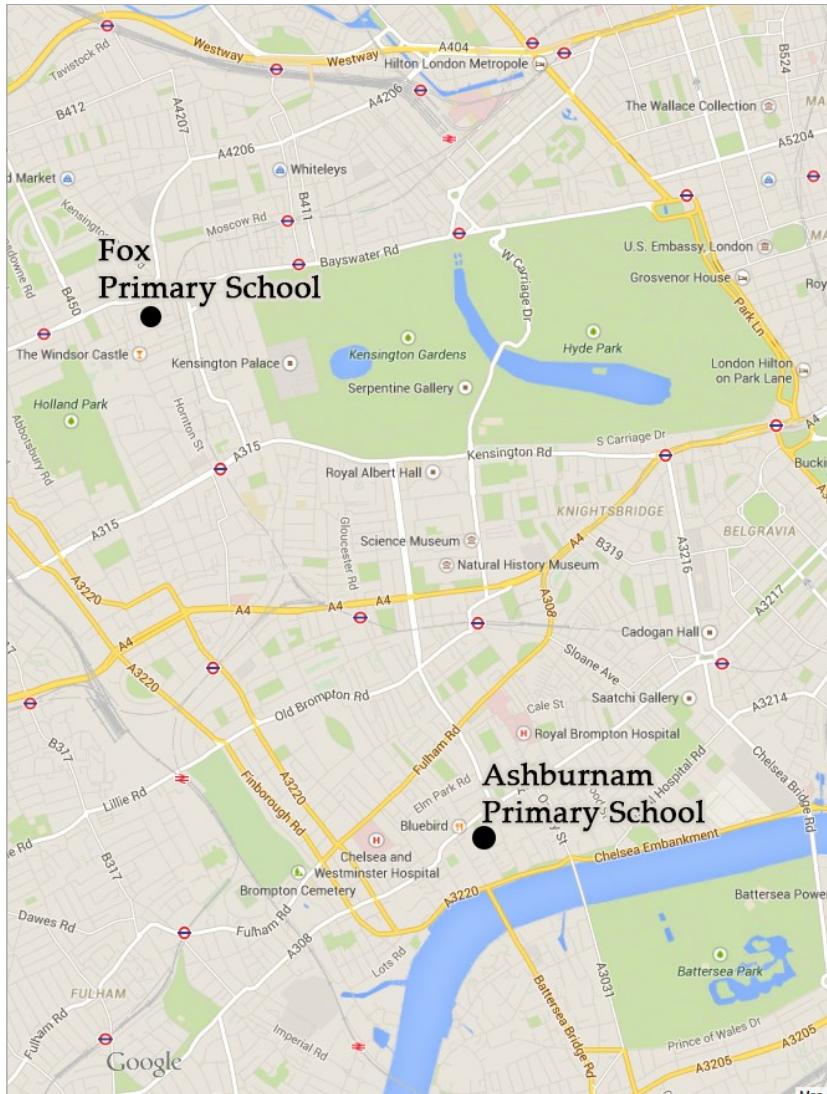
Federation Consultation

January 2015



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

Proposal and Timeline



The Governing Bodies of Ashburnham Community School and Fox Primary School - currently separate, stand-alone, state maintained schools - are proposing to join together in a federation.

This leaflet explains what this will mean for parents, pupils, staff and Interested parties and provides an opportunity for everyone to comment.

In outline, the timetable is as follows:

| | |
|-------------|---|
| 19 January | Publication of consultation document and start of 6-week consultation period (until 2 March). |
| 2 March | End of consultation period |
| March | Governing Bodies of Ashburnham and Fox meet separately to consider results of consultation and decide whether to proceed with federation. A decision to federate would require approval by a majority of each Governing Body. |
| May | If the decision is made to go ahead a joint meeting of Ashburnham and Fox Governing Bodies is held to appoint members of new Governing Body. |
| 1 September | New Federation would take effect under new joint Governing Body. |
| September | First meeting of new joint Governing Body. |

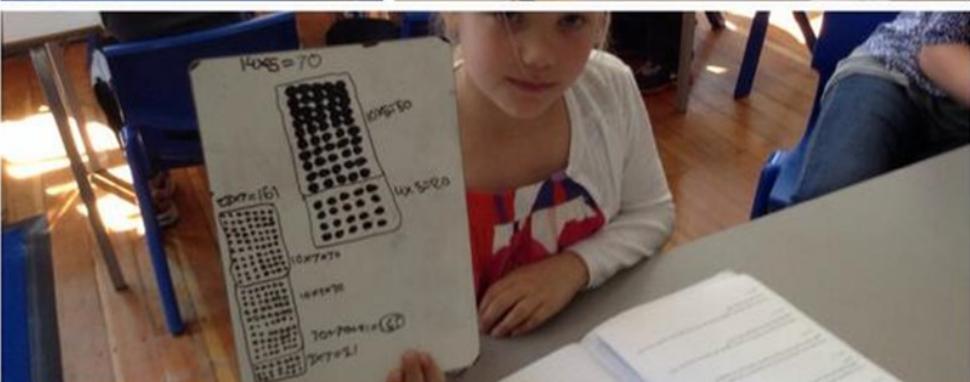
Introduction

The Governing Bodies of Ashburnham Community School and Fox Primary School are proposing to join together in a federation.

Ashburnham is a one-form entry primary school with a separate nursery class. In total there are 200 children between 3 and 11 years old at the school. The school is located at the World's End Estate in Chelsea.

The proportion of pupils at Ashburnham known to be eligible for pupil premium funding is more than twice the national average. The proportions of pupils from minority ethnic groups and of those who speak English as an additional language are higher than the national average.

Fox is a one and half-form entry primary school. In total there are 330 children between 4 and 11 years old. The school is located at Notting Hill Gate. The school is a member of the Mayor of London's Gold Schools Club, and the leader of the London Central and West Maths Hub.



The proportion of pupils at Fox known to be eligible for pupil premium funding is lower than the national average. The school has twice the national average of pupils from minority ethnic backgrounds and those for whom English is not the home language.

Through this document we are jointly publishing our proposal to join together in a federation and we would like your views before the decision is made whether or not to go ahead.

A federation is where two schools remain separate in law but are managed together by a single Governing Body and unified leadership team.

Our two schools already have a track record of successful collaboration. We have decided to take this step because we believe it is in the interests of both schools, and the communities we serve, if we work more closely together.

We believe that coming together in a Federation under a shared Governing Body would improve outcomes for children by:

1. Having a direct impact on the ability to provide children with outstanding teaching by attracting, developing and retaining the best teachers. This impact of federation has been noted by Ofsted.
2. Motivating and retaining outstanding leadership that has made Fox the top primary school in the country and significantly raised standards and progress for children at Ashburnham in a short time.
3. Enriching the social, moral, spiritual and cultural development of children across the two schools through shared cultural, sporting and educational activities.
4. Increasing efficiencies across the two schools.
5. Providing resilience in the face of political change.

Federation would build on a track record of successful collaboration between Ashburnham and Fox. Fox Headteacher Paul Cotter is also Executive Headteacher at Ashburnham. Under his leadership together with Ashburnham Associate Head Bella Street, Ashburnham has adopted and implemented Fox's curriculum. Ashburnham teachers are being mentored by Fox teachers and many teachers at Ashburnham were trained at Fox.

As a result of these efforts over the past two years Ashburnham has moved into the top 11% of schools nationwide. It is now above average in every academic measure. During this period Fox was rated the top primary school in the country in 2013 and maintained that position for a second year in 2014.



We believe that entering into a federation, we can continue to build on the gains of the past two years, for the benefit of all pupils and their communities.

The shared governance structure of a federation will allow our schools to work together efficiently and sustainably to continue to raise standards, improve services and increase opportunities for pupils and staff.

The Governing Bodies of Ashburnham Community School and Fox Primary School are embarking on a public consultation in order to canvass the opinions of parents, staff, professional colleagues and the wider community. We want to know whether others agree that this partnership could work for the benefit of everyone. We look forward to hearing your views and hope you will feel encouraged to respond.

A handwritten signature in black ink, appearing to read "Jodie Terry".

Jodie Terry
Chair of Governors
Fox Primary School

A handwritten signature in black ink, appearing to read "Jonathan Hewood".

Jonathan Hewood
Chair of Governors
Ashburnham Community School

A handwritten signature in black ink, appearing to read "Paul Cotter".

Paul Cotter
Headteacher
Fox Primary School
&
Executive Headteacher
Ashburnham Community School

A handwritten signature in black ink, appearing to read "Bella Street".

Bella Street
Associate Headteacher
Ashburnham Community School

FAQ

What is a federation?

A federation is formed when two schools remain separate in law but are managed together by a single Governing Body. The proposed model therefore maintains Ashburnham and Fox as separate organisations, but with the management of the two schools brought together under the supervision of a single Governing Body. The arrangement would build on the strengths of the two schools.

What would be different from September 2014?

The immediate day-to-day experience for parents and children would change very little. Schools in federations continue to be individual schools with their own character. The names of the schools, school uniform arrangements and identities of Ashburnham and Fox would continue as before. Each school would retain its own budget.

What would the admission arrangements for places be?

The admissions policies of both schools would remain unchanged by this proposal.

How would the leadership of the two schools change?

Paul Cotter, the Headteacher of Fox and Executive Headteacher of Ashburnham would become Executive Headteacher for both schools, reporting to the single federated Governing Body. The Associate Headteacher of Ashburnham, Bella Street, and Associate Headteacher of Fox, Emma Madden, would continue in the current roles.

How would the implementation of this proposal affect staff?

For September 2014, the staffing of the two schools would remain largely unchanged, though federation would enable some staff to work flexibly across both schools, in accordance with their terms and conditions of employment.

What would be the timescale for implementation?

The consultation timeline is detailed on the inside cover of this booklet. The process would take seven months in total, with the new joint Governing Body assuming control of both schools on 1 September 2014, for the beginning of the new school year.

Can a federation be reversed?

Federations should be seen as medium to long-term commitments. However, unlike academies, which require a seven-year commitment, it is possible to end a federation at any time. This means that in the unlikely event that federation no longer offers benefits for children's learning and progress, the arrangements can be ended by the governing body.

What impact would proposals have on OFSTED inspections?

Schools in a federation are inspected separately and will be given an individual OFSTED report.

How would the Governing Body change?

If the federation proposal is agreed by the separate existing Governing Bodies of Ashburnham and Fox they would both be dissolved on 1 September 2015 and a new joint Governing Body would be created on the same day to govern both schools.

The proposed structure for the federated Governing Body is outlined below. It is in line with the 2012 Regulations, and will be responsible for governance and management of the two schools. If a decision to federate is taken, the existing governing bodies will jointly appoint a Chair of the new governing body.

The governors elected, together with the Chair and the Executive Headteacher, will then appoint the nominated local authority governor and co-opt the remaining members of the Governing Body. Governors will be co-opted by majority decision on the basis of the knowledge, skills and commitment they are able to bring.

The term of office of all governors will be four years.

| Category of Governor | Proposed number of Governors | Notes of Federation legal requirements |
|------------------------|---|--|
| Parent | 4 (2 from Ashburnham and 2 from Fox) | The Governing Body must include at least 1 parent elected by and from each school |
| Headteacher | 1 (Executive Headteacher of Fox and Ashburnham) | The Headteacher of the federated schools must be a member of the Governing Body |
| Staff | 1 | Nominations are invited from both schools and if there is more than one nomination an election must be held. The total number of staff governors, elected or co-opted, including the Headteacher, must not exceed one-third of the total number of governors |
| Local Authority (RBKC) | 1 | Nominated by the local authority and appointed by the Governing Body |
| Co-opted | 8 | There is no limit on the number of co-opted governors and they can include both parents and members of staff. Co-opted governors are appointed by the governing body. |
| Total | 15 | |

Summary of proposals and consultation questions

The Governing Bodies of Ashburnham and Fox have independently considered both the potential benefits and drawbacks of federating alongside the alternative of remaining as we are.

To ensure that we consider the views of parents, carers, staff and the wider communities our schools serve, the Governing Bodies have resolved to launch this federation proposal and to consult on the proposal from 19 January 2015.

The Governing Bodies of both schools unanimously feel that formally joining forces under one Governing Body with one leadership team and one Executive Headteacher will strengthen the ability of both schools to deliver outstanding services to the communities we serve.

If, after consideration of the consultation responses, the federation proposal is agreed by the Governing Bodies of both schools, the existing Governing Bodies would be dissolved and a new joint Governing Body created for both schools, with the new arrangements in place for 1 September 2015.

The future Governing Body would include four parents (two from Ashburnham and two from Fox), one staff governor, the Executive Headteacher of the federated schools and a local authority representative, as well as eight co-opted governors. The structure is broadly similar in make-up to the existing separate Governing Bodies.



Question 1 Do you agree with the proposed federation of Ashburnham and Fox schools?

Question 2 Do you agree with the proposed structure of the new single Governing Body?

There will be opportunities to discuss the proposal at public meetings at both schools for all parents, carers and interested parties. These meetings will take place in January and February 2015. Details will be communicated to parents and carers by the schools. Staff will be invited to their own meetings at each of the schools. The decision will be made by both Governing Bodies.

You can make your views known by completing the response slip overleaf and returning it to either of the schools or by posting it to the addresses below.

The consultation document and response slip can be downloaded at:

<http://ashburnhamcommunityschool.org.uk>

<http://www.fox.rbkc.sch.uk>

You can also respond with your comments by writing or emailing to these addresses:

Ashburnham and Fox Federation consultation

Ashburnham Community Primary School

17 Blantyre Street,
London SW10 0DT

Email: eloise.abrahams@ashprimary.co.uk

Fox Primary School

Kensington Place,
London W8 7PP

Email: info@fox.rbkc.sch.uk

Please make sure we receive your response by **2 March 2015**

Complete our survey online at: www.fox.rbkc.sch.uk/FoxAshSurvey