

## Federation Consultation Process - Frequently Asked Questions

*1) Why is there only one staff governor? There should be a staff governor from both schools.*

One of the co-opted governors will be a staff governor. They will have the same voting rights as the staff governor. We are hoping to have a fairly even balance of governors on the new Board that are current governors from the Infant and Junior School.

*2) Are we following a blue print in terms of federation? Did we know of schools in similar circumstances where it had worked well and we could just follow what they had done?*

We have employed Kathy Dunnet from Herts for Learning as a consultant and she has a wealth of experience of schools federating so knows the pitfalls and positives as well. She has put together a timeline for us to work through and provides us with template documents. We then adapt those documents so that they are bespoke to our schools and meet the needs of the schools.

*3) Will there be joint staff meetings once federated?*

The operational side of how the schools will work is matter for the Executive Head. The schools are still separate schools, although we envisage there will be closer links going forward.

*4) Staff are taking on extra work at the moment to get the school through this period. Will the Executive Head come in and expect us to continue working like this?*

It will be important for staff to feedback concerns to the Executive Head. It is in the interests of the schools that the staff are happy and so this will be an important factor in how operational issues are dealt with.

*5) Will the present governors resign?*

Yes- the current governors of both schools are now being asked whether they would like to continue as governors on the federated governing board. It is important for continuity that many of the present governors are subsequently governors on the new board. It is hoped to have equal number of governors from both schools on the new FGB, along with a parent governor and a staff representative from each school.

*6) How does federation impact on the schools budgets?*

Schools retain their individual budgets which are ring fenced. We may agree to pool some resources for joint projects.

*7) How does federation impact staff? Will they have to work in the other school as well?*

Contracts for current staff will remain the same. It will be the decision of individual staff members as to whether they want to work across each school or remain in their current school.

*8) Will we have visibility of the Executive Head? Where will they be based?*

It is the intention is that Executive Head should spend equal times in both schools and be based in both schools. Full details will need to be agreed by the Executive Head and the new FGB.

*9) What happens in the interim before the board federates?*

We have 2 Acting Head teachers.

*10) How is the decision taken to federate? Do parents get a vote?*

Governors take into account all feedback from consultation and then make a decision. It is not a vote by stakeholders.

*11) Is there a move to academisation?*

None planned. The Chair of Governors of the Infant School, David Miveld, did attend a meeting of all Catholic primary schools in the St Albans area and none have any current plans to join a Multi Academy Trust (MAT). Although all schools did want to seek opportunities to establish where we can work collaboratively on an informal basis sharing good practice between teachers and governors.

