

Feedback Responses (Updated 21/03/2025)

Please find below a summary of questions asked through the feedback form process. Please note that only questions relating to the proposal will be posted here. Any feedback about school operations or strategy that is not relevant to the proposal will be reviewed separately by the appropriate governing board and action taken where it is deemed appropriate.

Both boards appreciate stakeholders taking the time to provide their feedback.

Can we reduce the number of ParentMail/ClassDojo updates if the schools are federated?

Each school has an individual management system and account with ParentMail/ClassDojo so the communication channels will remain the same. Unfortunately, as we are two schools, this cannot be altered; messages will still be released from both schools- we are unable to merge accounts for families with a child in both schools.

How will both schools staff be represented with only one staff governor?

This is a DfE requirement. See below from [DfE Guidance](#).

4.2.2 Staff governors

The governing body **must** include one staff governor in accordance with [The School Governance \(Constitution\) \(England\) Regulations 2012](#).

The position of staff governor is open to any member of staff working in the school, including teaching and non-teaching staff, but excludes the headteacher who can take up the ex-officio position on the governing body (see [The School Governance \(Constitution\) \(England\) Regulations 2012 Schedule 2](#)).

In a federation, the staff governor position is open to all staff across all the schools in the federation.

Staff governors act as any other governor does. They are there to operate and make decisions in the best interest of their school, not their own or other staff interests.

*The governing boards are considering mechanisms to ensure staff at both schools are represented such as a staff member sitting in attendance at meetings.

Both schools are already under one exec headteacher and staff already cover both schools. Other than the change to the Governing Body, what will be different?

Governance and leadership: A unified Governing Board will simplify decision-making and enhance strategic direction, ensuring both schools benefit from a unified vision and the sharing of successful practices. This model further strengthens leadership by utilising an EHT and by sharing expertise across the governance and leadership teams.

Financial efficiencies: By combining administrative functions, joint purchasing, and centralised governance, the schools will reduce costs and maximise resource use. This is particularly valuable given the current financial educational landscape.

School improvement: Working together allows both schools to pool expertise and resources, which will maintain our high educational outcomes for pupils. Staff will also gain opportunities to collaborate, improving their professional development and overall school performance.

Community and ethos: Each school will maintain its own identity, ensuring that its unique vision, character and values are preserved. This federation model allows both schools to stay connected to their local communities while taking advantage of the broader benefits of working together. It would harness the passion, commitment and expertise of staff, children and the school communities to take the best from both and build a stronger shared future.

Admissions: We are looking into ways that we can streamline the admissions process between schools. Once federated, the new board would begin these conversations with the Local Authority and the Diocese. At present we are not certain how feasible this is.

Ability of staff to move between schools - does this also mean that the executive headteacher can move staff between schools if deemed in the best interest regardless of that staff member's wishes? Also is this limited to teaching staff or all staff regardless of role?

Staff from all departments could be seconded to the other school, however this would be done in consultation with the member of staff and with their approval.