

<b>SUBJECT:</b>	<b>Report to Federate the Governing Bodies of Llanfoist Fawr and Llanvihangel Crucorney Primary Schools.</b>
<b>MEETING:</b>	<b>Cabinet</b>
<b>DATE:</b>	<b>6th March 2019</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>Bryn Y Cwm</b>

### **1. PURPOSE:**

To conclude the statutory process on the proposal to federate the Governing Bodies of Llanfoist Fawr Primary School and Llanvihangel Crucorney Primary School.

### **2. RECOMMENDATION:**

- 2.1 That members consider the Consultation Report in Appendix 1 and agree to federate the Governing Bodies of Llanfoist Fawr and Llanvihangel Crucorney Primary Schools with effect from 1<sup>st</sup> September 2019 and in line with the reasons stated within this report

### **3. KEY ISSUES:**

- 3.1 Following the retirement of the Head teacher of Llanvihangel Crucorney Primary School in August 2018, and is often the case in small schools, there was no leadership structure in place within the school to appoint an acting head teacher. Headteacher recruitment is currently challenging and to find a Headteacher for a small school such as Llanvihangel Crucorney School would be difficult.
- 3.2 The Education (Small Schools) (Wales) Order 2014 defines a small school as one that contains fewer than 91 registered pupils. Llanvihangel Crucorney Primary School is by definition a small school and currently has 63 pupils on roll.
- 3.3 The Governing Body of Llanvihangel Crucorney Primary School approached the Local Authority to assist with the recruitment of an Executive Headteacher.
- 3.5 The Governing Body of Llanfoist Fawr Primary School agreed to the Local Authority request to undertake a 'soft' federation with Llanvihangel Crucorney Governing Body for the academic year 2018/19.
- 3.6 The Governing Bodies of both schools agreed to look at formally federating from September 2019.

- 3.7 The Headteacher of Llanfoist Fawr Primary School became Executive Headteacher for both schools for the academic year 2018/19
- 3.6 A consultation process took place between December 3<sup>rd</sup> 2018 and January 25<sup>th</sup> 2019. A copy of the Consultation report is attached at Appendix 1
- 3.7 The overall consensus from the consultation is favourable and highlighted a great deal of support behind the proposal. There were no negative comments received.

#### **4 EQUALITY AND FUTURE GENERATIONS EVALUATION (INCLUDES SOCIAL JUSTICE, SAFEGUARDING AND CORPORATE PARENTING):**

- 4.1 Evidence suggests that federating schools and working together through a single governing body structure will help schools raise standards and maintain local education provision by sharing staff skills and knowledge expertise.
- 4.2 A single governing body provides an effective and accountable mechanism for schools to pool resources, release capacity in the senior management team and gain economies of scale and efficiencies enabling them to be viable.
- 4.3 Having an Executive Headteacher in place helps to enhance provision to the advantage of both Governing Bodies.

#### **5. OPTIONS APPRAISAL**

**Option 1** – Do nothing and request the Governing Body look to recruit a Headteacher for the school from 1<sup>st</sup> September 2019.

This option was discounted, recruitment to Headteacher posts is difficult and even more so in small schools, which Llanvihangel Crucorney School is.

**Option 2.** - Local Authority consults on the federation and does not proceed

This option was discounted. The consultation took place between the 3<sup>rd</sup> December 2018 and 25<sup>th</sup> January 2019. As a result of the consultation there were no negative comments and a great deal of support for the proposal.

**Option 3.** – Local Authority consults on the federation and proceeds

This is the preferred option. There were no negative comments and a great deal of support for the proposal. The proposal will help raise standards through sharing experience and resources. There is also the opportunity to pool resources and gain economies of scale.

#### **6. EVALUATION CRITERIA**

The Federation will provide strategic leadership and management structures that are more sustainable in the longer term. It will provide staff with the ability to learn from each other within a coherent approach to deliver professional learning communities

and focus on school improvement linking national priorities with school improvement planning.

The evaluation and effectiveness of the Federation will be through sustained and improved standards. It is not proposed that a specific evaluation of the Federation be produced annually however the federation will be considered as part of schools self-evaluation, Estyn inspections and categorisation.

## **7. REASONS:**

As part of its school reorganisation programme and strategies to improve outcomes the LA wishes to promote collaboration between schools. School federation is a more formal way of extending collaboration and promoting closer working relationships and is the principal initiative for achieving formal partnership working amongst schools.

It can be difficult to recruit headteachers to small school such as Llanvihangel Crucorney Primary School and with the other limitations on small schools they can clearly benefit from pooling resources.

Federation works on the basis that both schools have their own particular strengths and advantages, whether it is facilities, staff or resources.

## **7. RESOURCE IMPLICATIONS:**

7.1 Each school will maintain its own individual school budget

7.2 For the past two years Llanvihangel Crucorney has been awarded a Small and Rural Schools grant from the Welsh Government. This is anticipated to continue for 2019-20. Of the funding received last year £22,450 was approved to used for the federation. The bid for 2019 – 20 includes £32,159 to continue with the work of the federated schools. This bid is for support for salaries and resources. There will be savings within the school budget due to one head over two schools, however these saving have already been captured in the MTFP.

## **8. CONSULTEES:**

Cabinet Members  
DMT  
SLT

## **9. BACKGROUND PAPERS:**

The Federation of Maintained Schools (Wales) Regulations 2014

## **10. AUTHOR:**

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**11. CONTACT DETAILS:**

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