



monmouthshire
sir fynwy

CONSULTATION REPORT

Federation of the Governing Bodies of
Llanfoist Fawr and Llanvihangel Crucorney
Primary Schools.

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1. Introduction

As part of its school reorganisation programme and to improve outcomes the Local Authority (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 thus helping to improve performance and narrow the attainment gap.

The Federation of Maintained Schools (Wales) Regulations 2014 revoke and replace the 2010 Federation Regulations and additionally provides LAs with a mechanism to federate schools.

The 2014 Federation Regulations set out how the governing bodies of between two and six maintained schools can federate. In addition, they set out how LAs can federate schools. The regulations prescribe how federation may be proposed, established, constituted and how one or all schools may leave it.

Monmouthshire County Council has a statutory duty to secure sufficient and suitable school places for children within its County, and in doing so ensure that resources and facilities are efficiently utilised to deliver the education opportunities that our children deserve.

The purpose of the consultation was:

To federate the Governing Bodies of Llanfoist Fawr Primary School with Llanvihangel Crucorney Primary School.

This consultation report now represents the council's responsibilities in line with the Federation of Maintained Schools (Wales) Regulations 2014 to produce a report outlining the date of the publication of the proposal, the date of return of responses, the length of the period for stakeholders to submit a response and a summary of the responses.

2. Distribution of the Consultation Report

The Consultation report was distributed to the following:

- Pupils attending Llanfoist Fawr and Llanvihangel Crucorney Primary Schools
- Parents/ carers of pupils attending Llanfoist Fawr and Llanvihangel Crucorney Primary
- All staff employed at Llanfoist Fawr and Llanvihangel Crucorney Primary Schools
- Governing Bodies of Llanfoist Fawr and Llanvihangel Crucorney Primary Schools
- Trade Unions for Teaching and Support Staff
- County Councillors for Bryn y Cwm area
- Headteachers Abergavenny Cluster
- Chair of Monmouthshire Association of School Governors
- Welsh Government

3. Background to the proposal to federate Llanfoist Fawr and Llanvihangel Primary School Governing Bodies

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.

As of the 1st September 2018, Llanvihangel Crucorney Primary School did not have a Headteacher or a Deputy Headteacher to act up until a new a new Head could be appointed. It is widely known that Headteacher recruitment is currently challenging and finding a Headteacher for a small school such as Llanvihangel Crucorney would be particularly difficult. Therefore, in the short term the Governing Body of Llanvihangel Crucorney School in conjunction with the Local Authority looked to appoint an Executive Headteacher for the academic year 2018/19.

In June 2018, the Governing Body of Llanfoist Fawr Primary School agreed to release their Headteacher to undertake the role of Executive Headteacher of Llanfoist Fawr Primary Schools and Llanvihangel Crucorney Primary School for the academic year 2018/19. In addition to this, there was an agreement to commence the process to federate the two Governing Bodies from September 1st 2019.

Both schools have similar aims, values and ethos which make them ideal for federation..

Llanfoist Fawr is a state of the art Primary School situated in the village of Llanfoist, near Abergavenny for pupils aged 4 to 11. The School has a strong belief in the moral purpose of education and is committed to ensuring that education is child centred and inclusive. The staff and Governing Body are passionate about ensuring that every child is recognised and valued and their talents and abilities nurtured and

developed to their full potential. Inspiring learning is at the heart of the schools vision.

The School's mission is that all members of the school community "Achieve to Grow" and to enable this mission to be realised the school values, nurtures and motivates all members of its community.

Llanvihangel Crucorney Primary School is a primary school for pupils aged 4 to 11 years. Staff and governors create a happy, healthy and stimulating environment, where children are inspired to learn. The staff are committed to the development of each individual through a creative and imaginative approach, to inspire individuals to work independently and collaboratively, and to develop an excitement for learning.

The school aims to create a family environment where everyone can develop positive values and attitudes and to encourage an appreciation of the natural environment, heritage and culture.

The School is at the centre of the community and ensures it remains at the heart of the community by fostering links with local people and organisations.

Both schools are categorised as 'Green' and are stable and well run schools. The following information provides the comparative performance of the two schools over the past 3 years

Foundation Phase Indicator O5+

	2016	2017	2018
Llanfoist	86.7% (26/30)	96.7% (29/30)	96% (28/29)
Llanvihangel Cruc.	88.9% (8/9)	100% (7/7)	90% (9/10)

Foundation Phase O6+

	2016	2017	2018
Llanfoist	30% (9/30)	30% (9/30)	36% (11/29)
Llanvihangel Cruc.	33.3% (3/9)	57.1% (4/7)	27% (3/10)

Key Stage 2 Core Subject Indicator L4+

	2016	2017	2018
Llanfoist	96.7% (29/30)	96.7% (20/30)	90% (27/30)
Llanvihangel Cruc.	90.9% (10/11)	87.5% (7/8)	100% (6/6)

Key Stage 2 Core Subject Indicator L5+

	2016	2017	2018
Llanfoist	36.7% (11/30)	53.3% (16/30)	49% (15/30)
Llanvihangel Cruc.	54.5% (6/11)	62.5% (5/8)	50% (3/6)

Both schools currently have surplus budgets, projected to continue in surplus.

Numbers on roll projected to remain static at Llanfoist Fawr School over the next 5 years whilst numbers are projected to increase slightly at Llanvihangel Crucorney before steadily dropping back down over the same period.

School	Actual NOR 2018	Jan 2019	Jan 2020	Jan 2021	Jan 2022	Jan 2023
Llanfoist	210	210	210	210	210	210
Llanvihangel	68	71	70	66	63	59

The proposed Instrument of Government for the Governing Body of Llanfoist Fawr and Llanvihangel Crucorney Primary Schools are attached at Appendix 1.

4. A reminder of our proposal

The proposal is formally federate the Governing Bodies of Llanfoist Fawr Primary School and Llanvihangel Crucorney Primary Schools.

It is proposed an Executive Headteacher will head up the Federation should it go ahead.

Currently following the retirement of the Headteacher of Llanvihangel Crucorney Primary School in 2018 there is a 'soft' federation in place and the Headteacher at Llanfoist Fawr Primary School is currently Acting Executive Headteacher of both schools.

5. Consultation Arrangements

Methodology

Consultees listed above in Section 2 were provided with a copy of the consultation document in readiness for the consultation to commence on 3rd December 2018.

Consultees were advised of the following opportunities to respond to the consultation proposals:

- In writing using the pro forma at Appendix 5 to Cath Saunders, Monmouthshire County Council, County Hall, The Rhadyr, Usk. NP15 1GA
- By Email strategicreview@monmouthshire.gov.uk
- By attending a consultation meeting

The consultation closed on 25th January 2019

Consultation Meetings

As part of the consultation process, the Council held consultation sessions which were open to staff, governors, parents and members of the community to ensure engagement with all interested parties who may wish to learn about the proposal

School Council Llanfoist Fawr School	Friday 7 th December 2018
School Council Llanvihangel Crucorney Primary School	Friday 7 th December 2018
Drop in Session at Llanfoist Fawr Primary School	Tuesday 15 th January 2019
Drop in session at Llanvihangel Crucorney Primary School	Wednesday 16 th January 2019

Senior officers of the Councils' Directorate attended all of the consultation meetings for Children and Young People. The consultation meetings provided interested parties with an opportunity to learn more about the proposals and ask any questions / raise any concerns.

Officers in attendance at the consultation meetings provided reassurance that any comments / concerns raised were recorded and fed into the consultation outcomes. Consultees were also encouraged to submit their formal responses through one of the preferred available methods.

The comments raised and key themes of concern raised during the consultation meetings have been summarised and included as part of the overall responses received on page ? of this document.

Consultation with children and young people

A consultation session was held with both school councils. This consultation was led by the Executive Headteacher with a LA Officer present.

A summary of the feedback received from children and young people can be found on page 12 of this document.

6 Results and Comments

The Council has received a number of responses to the consultation exercise. A broad profile of the respondents are outlined in the table below

	Total
Parents	5
Staff	0
Governors / Governing body	0
Trade Unions	0
Other organisations	0
Total	5

The below table shows a summary of the comments / concerns raised during the consultation period together with the Council's responses. The comments / concerns have been drawn and summarised from any written responses received together with the feedback given during the consultation meetings.

<u>Question/Comment</u>	<u>Council Response</u>
I am concerned about teacher contact time and the level of consistency especially for the Deputy Head and I am looking for reassurance.	<p>The Federation would not interfere with the current teacher contact time if they are undertaking school-to-school working.</p> <p>There is currently set management time for the Deputy Head and any work undertaken outside of teaching and learning is within dedicated management time. Presently, the Deputy Head undertakes his management time at Llanvihangel School and this has had no impact on his class at Llanfoist school. The Deputy Head does the core curriculum lessons with his class.</p> <p>The main person affected by the Federation is the Headteacher</p>

<p>If there are specific circumstances with a pupil and parents need to make contact with senior staff, what would happen if the Headteacher is at the other school – some parents need that reassurance.</p>	<p>Either the Headteacher or Deputy Headteacher are always available. There is a strong Senior Leadership Team at Llanfoist and there is always one person on site. If the Head or Deputy are at Llanvihangel and there is a critical incident at the school, they are exactly 12 minutes away and can return to school if necessary.</p> <p>Headteachers are out of school more often than parents actually realise at meetings etc. but there is always a member of senior staff available. If parents need to speak to the Executive Head when he is at Llanvihangel School parents are still able to speak to him on the telephone.</p>
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<p>What does sharing teachers mean?</p>	<p>Llanvihangel School will benefit the most from the Federation as it is difficult to recruit to head teacher posts in small schools such as Llanvihangel and they then become unsustainable. Sharing teachers will benefit Llanfoist School as sharing responsibilities across both schools avoids repetition and can ease workload for staff. An example being the introduction of the new curriculum currently being developed between the two schools and joint staff meetings are being undertaken after school rather than affecting teaching and learning time. For example, we now have a Wellbeing and Equity Coordinator who works across both schools.</p> <p>There will not be any cross over of staff between schools, only normal management moves to help schools and staff with their continuous professional development.</p>

	<p>The Governing Body will change and all Governors will have to apply to be a Governor as dictated by legislation</p>
<p>Will there be any joint events together?</p>	<p>There will be joint events and at present, we are looking at the summer for this to be introduced however, football and netball is currently undertaken together, not school against school, but the teams mixed from both schools. The Year 6 pupils getting together helps the pupils make friends and gives other opportunities for transition. The Federation also gives opportunities to the pupils which they may not have had previously for example the children went to the Pantomime together this year whereas the Llanvihangel pupils have not been previously due to cost and both Year 6 classes will go to London together in the summer, if more pupils go the cost is reduced.</p>
<p>I can see the benefits to Llanvihangel Crucorney School but how will it benefit Llanfoist?</p>	<p>The Federation has to benefit both schools and work effectively between the two. Staff are visiting each other and working together after school hours so there is no impact on teaching and learning. There is not, and will not be going forward, staff spending half days in different schools. The Federation recognises distributed leadership amongst staff, which is beneficial to staff as leaders. The Headteacher has a presence in both schools each day and is also visible to parents everyday.</p>

<p>If Mr Murphy leaves, will other Headteachers be able to sustain this model in the future and how will the Governing Body recruit another Headteacher?</p>	<p>Many Headteachers are already interested in being Headteacher of Federated Schools. It gives experienced Heads an opportunity to move and will attract a high calibre of applicants.</p> <p>Two schools have come together and that was 70 additional pupils, both schools have come together when they were in a good position; it is a very desirable position.</p>
<p>Is there an opportunity for the Deputy Headteacher and SLT to have more release time and would you give them a Year 6 class?</p>	<p>It is difficult to do that without affecting teaching and learning, they already have dedicated management time and PPA – this is the same whether the school federated or not. They could be given time to undertake task and finish pieces of work but that does not happen too often.</p>
<p>My concern and that of other parents is the security of the schools future</p>	<p>Welsh Government current policy is to maintain small schools where possible. By federating the school with Llanfoist the Council is complying with WG Policy and securing the schools future.</p> <p>It would be difficult to recruit a Headteacher to a small school such as Llanvihangel Crucorney however if it were federated with another school, should the need arise, it is a very attractive opportunity.</p> <p>The Federation also gives the pupils at Llanvihangel opportunities they will not have should the federation not go ahead and pupils at both schools will have shared experiences and will assist with transition for pupils at both schools. The number of parent governors would reduce and this is something that both Governing Bodies questioned, however the Instrument of Government directs the number of Governors, so this cannot be changed.</p>

	Both schools will maintain separate budgets but other resources shared and savings can be made because of economies of scale. Both schools are successful and one will not be propping up the other – both are categorised as Green Schools.
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Comments from School Councils

Llanfoist Fawr School Council at Llanfoist School.

Positives

- I like sports and it's good that we can play each other and this also make it easier for the Headteacher to organise matches between the 2 schools
- I think it is a good idea because we can share buses with the other school like we did for the London trip
- I also think it's a good idea because we can share trips
- I think it may be a problem if Mr Murphy is not here and Sunshine's Playgroup have their concert and Mr Murphy isn't here because he can't be in two places at once, I think they may be upset. But Mr Aylett went this year and that was ok
- I think it's good that they can lend us staff and we can lend them Llanfoist staff
- It will save money on buses to go to the pantomime.
- We will get to know the children and in Year 6 when we leave to go to King Henry we will have a bigger friendship group when we get there

Negative:

- The 2 schools maybe too far apart and Llanvihangel maybe too far for the children to go to, say, Newport but Llanfoist is closer

Llanvihangel Crucorney Primary School Council at Llanvihangel School

Positives

- It's good that the 2 schools get to know each other better and we may inspire each other
- Do you get paid more Mr Murphy?
- We can do more school trips and do more stuff with them, like going to the pantomime
- It has made no difference not having a head teacher here all the time.
- It teaches us independence and when Mrs Speak is in charge she does a good job
- We get to meet completely new people who we never have seen before.
- We are getting new experiences
- We will already know Year 6 and already have friends at King Henry when we get there
- I like everything about Mr Murphy

Negatives

There were no negative comments.

8 General overview and consensus

The consultation process highlighted a great deal of support behind the principles of the proposal.

Parents at Llanfoist Fawr were keener as to how the school would benefit from the Federation and that it would only be Llanvihangel Crucorney School that could benefit. However when parents were informed in more detail of the benefits of federation such as pupil achievement, extra-curricular opportunities, transition, staff CPD and financial benefits they were more reassured.

Parents at Llanfoist Fawr were also concerned around the availability of the Headteacher, however they were reassured around Leadership Team arrangements that were/ are in place.

Parents at Llanvihangel Crucorney School were concerned around the future viability of the school but following the drop in session were reassured that the Federation would make the schools future more secure.

The feedback received behind the proposal was overall positive and supportive. There were no negative comments.

Appendix 1 –Proposed Instrument of Government

INSTRUMENT OF GOVERNMENT: FEDERATED SCHOOLS

1. The name of the federation is THE GOVERNING BODY OF LLANFOIST FAWR AND LLANVIHANGEL CRUCORNEY PRIMARY SCHOOLS.

2. The names and categories of the schools in the federation are:

Name	Category
1. LLANFOIST FAWR PRIMARY SCHOOL	COMMUNITY SCHOOL
2. LLANVIHANGEL CRUCORNEY PRIMARY SCHOOL	COMMUNITY SCHOOL

3. The name of the governing body is THE GOVERNING BODY OF LLANFOIST FAWR AND LLANVIHANGEL CRUCORNEY PRIMARY SCHOOLS.

4. The governing body shall consist of the following:

Category of governor	No. in each category
Parent Governors: 1. LLANFOIST FAWR PRIMARY SCHOOL 2. LLANVIHANGEL CRUCORNEY PRIMARY SCHOOL	TWO PER SCHOOL
Headteacher (except at any time when he/she has given written notice to the clerk to the governing body of the School that he/she chooses not to be a governor).	ONE
Staff Governor: 1. LLANFOIST FAWR PRIMARY SCHOOL 2. LLANVIHANGEL CRUCORNEY PRIMARY SCHOOL	ONE PER SCHOOL
Teacher Governor: 1. LLANFOIST FAWR PRIMARY SCHOOL 2. LLANVIHANGEL CRUCORNEY PRIMARY SCHOOL	ONE PER SCHOOL
LA Governors	FOUR
Community Governors	FOUR
Additional Community Governors	ONE

5. The total number of governors appointed in accordance with Part 4 of the Federation Regulations shall be EIGHTEEN (except any time when the

headteacher has given notice that he/she chooses not to be a governor, when the total number of governors will be 17).

6. The Additional Community Governor will be a governor for whose appointment nominations are to be sought from the minor authority.
7. In accordance with Part 4 of The Federation of Maintained Schools (Wales) Regulations 2014 this instrument of government comes into effect on 1ST SEPTEMBER 2019
8. This instrument was made by order of LA on

THE COMMON SEAL of)
MONMOUTHSHIRE COUNTY COUNCIL)
was hereunto affixed in the presence of:)
Authorised Officer

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