

SUBJECT:	Report to Federate the Governing Bodies of Kymin View and Llandogo Primary Schools.
MEETING:	Cabinet
DATE:	3rd March 2021
DIVISION/WARDS AFFECTED:	Wyesham, Llandogo, Trellech

1. PURPOSE:

To conclude the statutory process on the proposal to federate the Governing Bodies of Kymin View Primary School and Llandogo Primary School.

2. RECOMMENDATION:

- 2.1 That members consider the Consultation Report in Appendix 1 and agree to federate the Governing Bodies of Kymin View Primary School and Llandogo Primary Schools with effect from 1st September 2021 and in line with the reasons stated within this report

3. KEY ISSUES:

- 3.1 Following the resignation of the Headteacher of Llandogo Primary School in May 2020, there was no leadership structure in place within the school to appoint an acting head teacher and this is often the case in small schools. Headteacher recruitment is challenging across all phases now and to find a Headteacher for a small school such as Llandogo Primary 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. Llandogo Primary School is by definition a small school and currently has 83 pupils on roll.
- 3.3 The Governing Body of Llandogo Primary School approached the Local Authority to assist with the recruitment of an Executive Headteacher.
- 3.4 The Governing Body of Llandogo Primary School asked the Local Authority to support a 'soft' federation with Kymin View Governing Body from May 2020 and for the academic year 2020/21.
- 3.5 The Governing Bodies of both schools agreed to look at formally federating from September 2021.
- 3.7 The Headteacher of Kymin View Primary School became Executive Headteacher for both schools from May 2020 and for the academic year 2020/21.

- 3.8 A consultation process took place between November 30th 2020 and January 24th 2021. A copy of the Consultation report is contained within the papers provided.
- 3.9 The consensus from the consultation is positive and supportive overall. A very few concerns about consistency in learning and balancing leadership capacity were raised. However, there were no negative comments against the proposal.
- 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 and sustainable.
- 4.3 An Executive Headteacher will help 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 1st September 2021.

This option was discounted, recruitment to Headteacher posts is difficult and even more so in small schools, such as Llandogo School.

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

This option was discounted. The consultation took place between the 30th November and 24th January 2021. The feedback from the consultation for the proposal was positive and supportive overall. A very few concerns about consistency in learning and balancing leadership capacity were raised. However, there were no comments against the proposal.

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

This is the preferred option. The feedback received for the proposal was positive and supportive overall. There were no comments against 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 opportunities to learn from each other within a wider professional learning community. A shared focus on

implementing the new curriculum, national priorities, and the ALN Act will reduce workload for staff and support sustained school improvement.

The evaluation and effectiveness of the Federation will be through continuous school improvement and the sustainability of the two schools. It is not proposed to evaluate the impact of the Federation annually. However, the Federation will be part of our usual arrangements for monitoring the effectiveness of our schools.

7. REASONS:

The LA wishes to promote collaboration between its schools as part of the school reorganisation programme. School federation is a structured way of extending collaboration and promoting closer working relationships and is the principal initiative for achieving a formal partnership between schools.

It can be difficult to recruit headteachers to small school such as Llandogo Primary School.

Pooling a range of resources with a larger school can reduce the limitations placed on small schools.

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

7. RESOURCE IMPLICATIONS:

7.1 Each school will maintain its own individual school budget

7.2 There will be a small saving within the school budget due to one head over two schools; however, these savings appear in the MTFP.

8. CONSULTEES:

Cabinet Members
DMT

9. BACKGROUND PAPERS:

The Federation of Maintained Schools (Wales) Regulations 2014

10. AUTHOR:

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