



Wyvern Federation and Ashmole Primary School

Public consultation on a proposal to create a Federation

Introduction

The Wyvern Federation (made up of Wyvil Primary School, Vauxhall Primary School and Aurora House ASD Centre) and Ashmole Primary School have been working closely together as part of a temporary or 'soft' Federation since January 2015. The arrangement was brokered and supported by the London Borough of Lambeth's Children and Young People's Service. The schools have enjoyed a period of academic success, staff stability, development of creative and pastoral care projects. Ashmole Primary School was inspected by Ofsted in October 2014 and was graded as 'requires improvement'. The governing bodies have considered and agreed a proposal to consult on a 'hard' Federation under a single governing body. The schools would retain many key features of self-determination and retain their own distinct characters but benefit from the stability and efficiencies of a larger organisation.

The Proposal

The Governing Bodies of Ashmole Primary School and the Wyvern Federation are proposing that the schools join together in a permanent (or 'hard') Federation under a single Governing Body.

This leaflet explains what this will mean for parents, pupils, staff and friends of the schools; and provides an opportunity for everyone to comment before a decision is taken on whether or not to proceed.

The Timetable

Monday 5th September 2016	Consultation begins
Monday 17th October 2016	Consultation closes
Thursday 20th October 2016	Governing bodies meet and decide whether to proceed and if proceeding the date of Federation
Friday 21st October 2016	If proceeding – publication of statutory notices
Monday 31st October 2016 (proposed date)	If proceeding – Federation becomes permanent

Rationale, reasons and benefits

The governing bodies of the schools have considered the potential benefits to all the schools working together as a Federation for the benefit of learners, parents and staff. The schools have demonstrated a willingness to work together to achieve improved outcomes for both institutions individually and collectively. Each has enjoyed periods of sustained improved attainment at each of the three key stages in school.

Leadership & Management

Leadership of the schools is enhanced by working together and the leadership structure allows each school to share expertise and provide robust management that will continue to secure the long term success of all schools. Under the new Federation, Heads of School will be re-designated as Headteachers.



Working in partnership since 1 January 2015.

1. **Extended Services.** The schools all continue to play a significant role in the Oval Cluster which is chaired by the Executive Headteacher. Current shared activities for children include sports, music, art and school journeys. 'Inspirational Teaching Fortnight' and cluster INSET sessions contribute to staff Continued Professional Development. The cluster also jointly sources and commissions further services such as Speech and Language Therapy.
2. **Gifted and Talented programme.** Federation schools are members of the local schools cluster. Identified pupils have taken part in a range of mathematics, science and arts events. Most recently all schools were involved in an Athletics competition at Tooting Bec Athletics Track.
3. **Culture and cohesion.** The schools have developed a shared programme of assemblies and festivals and have jointly sourced speakers and partners. Events to date have included: Harvest, Black History Month, Diwali, Eid and Christmas. All schools have participated in the Massed Ensemble performance at the Royal Albert Hall and have recently taken part in the Oval Cluster Shakespeare Festival.

4. **UNICEF Rights Respecting Schools Award**

The schools are working towards achieving this reward which looks to embed children's rights into their ethos and culture to improve well-being and develop every child's talents and abilities to their full potential. Each school has already achieved the Recognition of Commitment and is continuing working towards Level 1.

5. **Sports.** The schools have developed programmes of training and competing with and against each other. All schools are actively participating in local events and leagues across a range of sports.

6. **Teacher coaching and support.** Colleagues from each school have offered a programme of support for class teachers across the Federation. There is also the opportunity for teachers to support schools across the country through the Lambeth Teaching School Alliance's school to school support programme.

7. **Human Resources.** The schools have made use of staff to offer career opportunities that meet the needs of the schools. A number of staff have worked between each school or been seconded to schools within the Federation to fill staffing needs.



8. **Administration.** All schools to adopt common platforms and share best practice.

9. **Special Educational Needs.** All schools have adopted common systems and policies. Led by Ms Carol El Rasheed (Vauxhall), Ms Rachel Da Silva (Wyvil), Ms Anna Brady (Aurora House) and Mr Keith Chambers (Ashmole). The importance of this link cannot be stated too highly since each school has amongst the highest proportion of pupils with statements of Special Education Needs in the Borough.

10. **Shared goals in provision development.** The schools plan their individual priorities together and identify shared needs and how these can be achieved in partnership.

11. **Joint Professional Development.** Staff have undertaken combined training in a range of aspects, including Child Protection, First Aid, and E-Safety

12. **Behaviour management:** Each school has adopted the Good to be Green Behaviour Management System.

Future issues & efficiency savings

1. The schools will consider appointments of staff across the Federation which may enable cost savings.
2. Administration savings can be generated through managing capacity across all school offices.
3. The schools expect to gain economic benefits from bulk purchase or joint commissioning.
4. The schools will continue to have individual budgets delegated by the Local Authority and these will be ring fenced for the needs of the pupils of each school. However, the schools may be involved in joint purchase of goods, services or share staff provided an audit trail is maintained showing the balance of cost to access.
5. Existing staff will retain their contracts of employment and conditions of service. New staff will be appointed by the Federation and deployed to an individual school. All staff may be offered the opportunity to work in a Federation school.



Admissions arrangements

Admissions arrangements for the current Wyvern Federation schools will continue as they stand. At Ashmole Primary School, prospective parents will continue to apply for a place through the Local Authority.

Proposed new Governing Body structure

Category of governor	Number of governors	Notes
Parent	2	2 parent governors elected by the schools
Headteacher	1	Executive Head teacher (ex officio)
Staff	1	1 elected staff member from any school
Co-opted	8	Co-opted members will represent a balance of parents, staff and members of the community. Co-opted governors will be appointed by the Governing Body through interviews and will demonstrate relevant expertise and/or experience.
Partnership	2	Appointed by the Governing Body. Partnership members will need to demonstrate an area of relevant expertise and/or experience that will contribute positively to the schools.
Local Authority	1	Nominated by the Local Authority and appointed by the Governing Body.
Associates (non-voting)	3	Heads of School/Headteachers

Proposed Governing Body Committee Structure

Combined Finance & Resources Committee	Ashmole Achievement & Welfare Committee	Vauxhall Achievement & Welfare Committee	Wyvil Primary Achievement & Welfare Committee	Aurora House Achievement & Welfare Committee
School budgets	Attainment & progress	Attainment & progress	Attainment & progress	Attainment & progress
Premises	Attendance & punctuality	Attendance & punctuality	Attendance & punctuality	Attendance & punctuality
Health & Safety	Liaison with families	Liaison with families	Liaison with families	Liaison with families
Human Resources & recruitment	Extended services & partnerships	Extended services & partnerships	Extended services & partnerships	Extended services & partnerships

Context of the schools

	Wyvil	Vauxhall	Ashmole
Roll	533	233	218
Teaching staff	36.1	15.4	12.2
Special Educational Needs – statements or EHC plans	6.2%	5.6%	1.8%
Children eligible for Free School Meals (at any time during past 6 years)	50.1%	63.5%	39.6%
Pupils with English as an Additional Language Stage 1-4	69%	68.2%	59.9%
Attendance	95.7%	96.4%	95.5%



Details for receiving representations

In addition to this document, meetings will be held with parents where you may address any further queries you have.

If you have any comments or questions about this proposal please let the Governing Body know (in writing) by midday on Monday 17th October 2016. You can respond by:

- Returning the response card
- Responding by letter to the Chair of Governors of each school via the school office
- Responding via email to office@vpscc.org.uk

