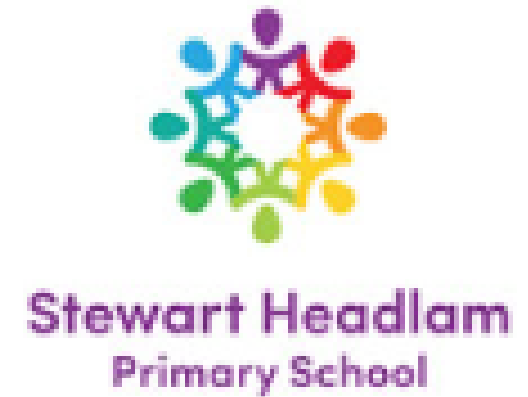
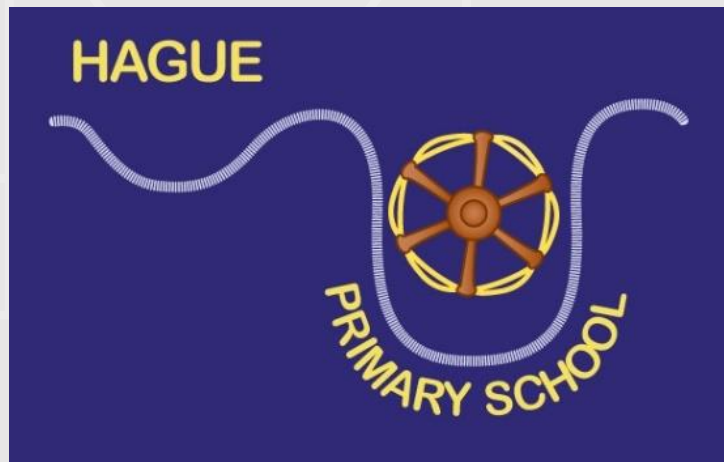


Stewart Headlam & Hague Schools Federation Swanlea Secondary School

Federation Proposal Considerations



The Consultation

- Document sent to all parents
- Staff Meetings held
- Parents Meetings held (55 parents attended)
- Virtual Meeting held (20 devices logged in at some point (at least 15 of whom were parents, with parents from all 3 schools represented)
- Local Authority Support and supportive emails received from other Local Schools
- 21 staff members, 4 governors, 19 parents and 28 students have completed the online response form (most online responses are from the primary schools)


Overall responses so far have been very positive, majority view that positives outweigh potential risks. Excellent questions have been asked in every meeting.

Clarification sought on

- Will school leadership and staffing stay the same? ✓
- Do schools keep their own budgets (and surpluses) ✓
- Will we keep our school uniform? ✓
- Would being in a federation mean Hague and Stewart Headlam pupils have to go to Swanlea / are guaranteed a place at Swanlea? ✗
- Will each school maintain its legal status? ✓
- Will parental and community voice be maintained in new governance model? ✓
- Will the schools remain Local Authority schools ✓



Benefits expressed so far

- Stronger Together
 - Improved transition to secondary school
 - Access to more expertise and resources
 - Potential to reduce costs by bulk buying
 - Greater opportunities for staff and children
 - Protection when education under pressure
 - Streamlined governance
- 

Concerns expressed

- Will it place extra time and pressure on staff?
- Will each school still be governed effectively – might just 1 Governing Body reduce attention to detail?
- Will the Primary focus be reduced because Secondary provision is larger?
- What if lots of other schools want to join in the future – will our schools maintain their independence, ethos and values. Might we be expected to take on failing schools?
- will the new structure be robust enough to protect all 3 schools' interests equally in future"
- Might it lead to more rather than less bureaucracy

Next steps timetable

| Consultation Process | | IF Not Progressing | | IF Progressing | |
|----------------------|---|--|---|---------------------------------------|---|
| Oct 20th | Governors received draft Consultation Report | IF Proposal Rejected by either school. | Federation would not progress for January | IF Proposal Accepted by December 31st | Interim Governing Body Set Up to consider Instrument of Governance for new Federation Governing Body, School based and other Committees. |
| Oct 30th | Governors receive notification of any new responses received, and updated report, if required | December | Individual GBs meet to review whether matters preventing progression can be addressed | December 31st | Current Swanlea Governing Body and Steart Headlanm and Hague Federation Board, and Interim Governing Body cease to exist |
| Nov 2nd | Zoom Meeting for Swanlea Governing Body and Stewart Headlam and Hague Federation | January 2024 | Joint GB to revisit issues and individual GBs reconsider proposal | January 1st 2024 | New Swanlea, Hague and Stewart Headlam Federation Board (Weavers Federation?) with Swanlea School Committee and Stewart Headlam and Hague Schools Committee established |
| | | | | First Meeting January 2024 | New Board makes appointments as necessary for Co-opted Governors and Associate Governors to support the effective governance of the Federation. |
| | | | | Mar-24 | Schools websites expected to be updated with new governance arrangements by the end of term after Federation |

Proposed Federation Model

Tower Hamlets LA

New Federation GB

All members appointed in line with
Instrument of Governance – LA approval

Federation Sub Committee to
support Action Plan Priorities
– School Improvement and
Finance

Approved by Federation GB

Swanlea Governing Committee
Includes Full Governors and
Associate Governors – Federation
GB approval

Hague and Stewart Headlam
Governing Committee
Includes Includes Full Governors
and Associate Governors –
Federation GB approval

Option of Future Additional
Schools Governing Committee –
only following public consultation

Each member Governing Committee would have as a minimum a Community and Standards Cttee and a Finance and Resources Cttee

Each Term – proposed model (which will develop over time). Paperwork should not need to be re-written, but maybe amended between meetings.

| First Half Term | Second Half Term |
|---|--|
| <p>1. Individual Resources and Standards Meetings Stewart Headlam and Hague (Primary) Swanlea (Secondary) <i>feeding into</i></p> | <p>3. Federation Action Plan Sub-Committee <i>feeding into</i></p> |
| <p>2. Individual School Committees Stewart Headlam and Hague (Primary) Swanlea (Secondary) <i>feeding into</i></p> | <p>4. Federation Governing Body <i>confirming strategic direction and priorities for next term, policy approval, statutory responsibilities</i></p> |

Draft Instrument of Governance Temporary (Interim) Federation GB

The Temporary (Interim) Federation Governing Body will consist of :

Headteachers (2)

Chairs of Governors (2 – One from each current Governing Body)

LA Rep

Elected parent governors (2, one from each current Governing Body)

Co-opted Reps (2, one from each current Governing Body)

Membership 9 (As Paul Gardiner is Chair at Stewart Headlam and Hague Federation, and also Deputy Headteacher at Swanlea) there would be 3 staff governors therefore 9 governors required in total) Quorum 5
Governors

The Temporary (Interim) GB meets (probably only once) before the Federation comes into practice to ensure that the Instrument of Governance for the Federation GB is approved by the Local Authority and necessary governor appointments are made before January 1st 2024.

The Governance arrangements and decision making for the schools remains with the current Governing Bodies until December 31st 2023.



The sky's the
limit!

Stronger
Together.

Any questions?