

Proposal to federate “St Paul with St Luke’s” and “St Saviour’s” Schools

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| Federation name: | “St Paul with St Luke’s” and “St Saviour’s” Schools Federation |
| Date of proposed federation: | September 2024 |
| Names of all governing bodies proposing to federate: The named governing bodies hereby confirm agreement to the proposal to federate | St Saviour’s Church of England Primary School and St Paul with St Luke’s Church of England Primary School |
| Address and deadline for responses to the consultation: | St Paul with St Luke’s CofE Primary School, Leopold Street, London, E3 4LA St Saviour’s CofE Primary School, Chrisp Street, London, E14 6BB 1 st April 2024 at 4pm |
| Contact email address for queries: | Chrislc1969@gmail.com Johnhm.alty@gmail.com Rkhatun101.211@lgflmail.org |

Message from the Chairs of Governors

St Paul with St Luke's (SPSL) CofE primary school has always been proud to serve its diverse community where all children feel loved and cared for. Following the retirement of our substantive headteacher, we as a governing board spent a considerable amount of time researching the options available to determine the future leadership and direction of the school.

It is important to us for our school to continue to serve our local community while at the same time ensuring that the school remains sustainable for future generations of children to attend.

SPSL has been working in a Partnership arrangement with St Saviours School since September 2022, sharing an Executive Headteacher. The collaboration has evolved to incorporate many excellent examples of teamwork and sharing of expertise across both schools to develop curriculum and leadership.

The governing boards of both schools believe there are many benefits to formalising the current interim arrangement and bringing the two schools together in a permanent federation. The schools will continue to have their own identity and the opportunities for pupils and staff will increase, with staff empowered to develop their professional practice and pupils benefitting from shared activities and enrichment opportunities at both schools.

Building upon the two schools' existing close working partnership will ensure continuity and stability, providing the best education for our children.

We are, therefore, proposing to build on the solid foundations established by our collaboration to create a federation for the long term, with continuing strong leadership and high standards in teaching and learning.

The consultation document sets out the case for establishing a federation between the two schools and we look forward to receiving your views on the proposal.

Rita Khatun & John Alty

Co-Chairs of Governors- SPSL

St Saviours is a school which has been at the heart of the local community for more than a century and was judged to be an outstanding school by Ofsted in 2019 and Excellent in a recent SIAMS in 2023.

Governors remain highly supportive of Mrs Smith's team and their outstanding leadership of the school and will continue to support and challenge the Leadership team to ensure that the school provides the very best education for all its pupils. Over the years a very collaborative and trust-based relationship has developed between Governors themselves, and between Governors and the school's Leadership team. This has been a significant basis for the success of the school.

More recently, St Saviours' Governors have worked closely with Governors from SPSL through the initial year of the partnership arrangement between the two schools, which began in September 2022. In this time, we have seen both schools flourish under the Executive Headteacher model. One of the big successes has been that staff across both schools have actively collaborated in sharing knowledge and skills in planning, teaching and evaluating, which has then enabled them to grow and develop their own teaching and leadership skills, further strengthening teaching and learning across both schools.

It is fair to acknowledge that children across both St Saviours and SPSL have benefitted from the partnership, with improved premises and play areas, enhanced teaching, and more motivated staff that bring stability and consistency. As Governors, we are delighted at the feedback we've received, the improvements we've seen, and how overall standards have risen.

As we move into the second year of the partnership, Governors of both schools are keen to make the arrangement a more formal one and to bring the two schools together as a Federation. The schools will continue to have their own identity, and overall St Saviour's will remain largely unchanged – it will still look and feel "St Saviours", and children will continue to receive an outstanding education from teachers who know and care about them. Parents will still engage with the same staff they currently see every day. However, as part of a Federation, there will be greater opportunities for staff to develop their expertise, and for pupils to share enrichment activities across the schools. In this way, we are confident that pupils will get even more from their time at St Saviours than they currently do.

Importantly, in the current Education climate where funding for schools is under ever-increasing pressure, we believe that formalising the partnership will help to secure the futures of both schools and provide a high-quality education for the children in both communities for many years to come. And for us Governors, this is paramount – ensuring the legacy of two wonderful schools so that future generations can enjoy and benefit from a high quality primary-level education in the same way many of us have.

We look forward receiving your views on the proposed federation.

Chris Coyle

Chair of Governors

St Saviour's

Why federate? What are the benefits?

“St. Paul with St. Luke’s” (SPSL) and “St. Saviour’s (StS)” schools have been working in a successful partnership since September 2022 so governors would like to consult on the schools forming a federation. Federations are partnerships that allow closer working together by sharing resources, expertise, and leadership across one organisation. Federation is in line with the London Diocesan plan for small schools where 50% of all church schools nationally are in a formal collaboration and 88% of all church schools in Tower Hamlets. Federating presents opportunities for SPSL and StS to closely collaborate to secure sustainability and independence. Both schools would retain their admission arrangement, individuality and ethos.

We will do this by:

- ❖ **Promoting greater financial resilience**; seeking opportunities for efficiencies by pooling resources, and sharing training to ensure sustainability and best practice.
- ❖ **Enhancing curriculum design and quality of education**; by developing teacher expertise, and ensuring school-to-school collaboration, being stronger together.
- ❖ **Improving educational experience**; from shared enrichment opportunities, specialist provision, recruitment and retention of staff with opportunities for innovation, development and promotion.
- ❖ **Strengthening partnership**; enabling collaboration so that we are stronger together, supporting connection and belonging in our wider school, rooted to place and reaching out to each other.

Envisaged additional benefits to the federation include but are not restricted to:

- Shared continual development and professional growth that improves the quality of education for pupils, including shared training, coaching, collaboration, and cross-school work. Collaboration allows the ongoing progression of innovative and effective teaching and learning practices that lead to improved outcomes for pupils including specialist provision and specialist services.

The governors of both schools believe that these benefits will have a tangible impact on the continuous improvement of the schools and will directly improve the quality of education, well-being, and curricular and extracurricular opportunities for all pupils.

What are the financial and wider implications

Funding pressures and increased costs present additional risks to the quality of education a one form entry school can provide. Financial efficiencies impact directly on quality of education from:

- Shared staffing, expertise and shared continual professional development
- Shared procurement, resources, bulk purchasing
- Shared external specialist support, SEND resourcing and staffing

Savings made will be reinvested back into the schools and the provision of quality education for all.

What will be the Federation ethos, vision and strategic priorities be?

The federation ethos will remain consistent with the mission for all Church of England schools to serve our local communities by providing high quality education to those of the Christian faith, those of other faiths, and those of none. We are fully aligned with the Church of England vision for 2030, of *“living life in all its fullness”*, seeing the child as a whole person – with physical, emotional and spiritual needs that require nurturing and developing. SPSL and StS successfully deliver this within their respective, distinct communities, as confirmed by the latest SIAMS inspections.

The Strategic priorities for our schools are to have excellent outcomes for our children and enable all to flourish in high-performing organisations.

- ❖ **Continuous improvement of teaching and learning** through robust professional development for staff, in deploying evidence-based teaching & learning strategies. A co-constructed ambitious curriculum, regularly reviewed to meet the needs of the pupils. Strengthen the use of assessment to inform teaching strategies and implement effective assessment practices that impact pupil progress and outcomes. We would like our children to be ready to make a meaningful contribution to society and be successful, adaptable, creative, compassionate, resilient, local, national and global citizens.
- ❖ **Inclusive education, behaviour and wellbeing** through the provision of an inclusive learning environment and specialisms that support our neurodiverse communities with compassion and care. The implementation of programs to enhance pupil wellbeing, support their social-emotional development and mental health.
- ❖ **Leadership development** through collaboration and professional development that empowers staff, including teachers, middle leaders, senior leaders that promotes stability and succession planning. Cultivate a professional learning culture within the federation and within our partnerships providing opportunities to share best practice and learn from one another.
- ❖ **School infrastructure and resources:** Plan for and invest in the maintenance and improvement of school facilities ensuring sufficiency in resources between the schools to enable best practice. Implement initiatives that promote environmental sustainability including eco-friendly practices within the curriculum.
- ❖ **A community where all are seen, heard, belong and thrive** through a compassionate Church of England organisation based on love, eudemonia that leads to flourishing for all.

Proposed leadership & staffing arrangements

It is proposed that SPSL and StS will form a federation with effect from September 2024. There will be one Governing Board across both schools who will become the legal employer for all staff in both schools. All staff retain their existing terms, and conditions of employment and continuous employment will remain unchanged. As both schools are voluntary aided, they are supported by the LDBS policies and procedures enabling consistent expectations and practice in terms of people and culture.

A formal transfer of undertakings (TUPE) occurs when there is a change of provision or business transfer which requires a consultation. The only proposed change under TUPE is that in order to ensure both schools, staff and pupils benefit from the federation opportunities the federation management are able to deploy staff across both schools. This may be due to progression opportunities, professional development opportunities and needs of the children in our collective care. The schools are within fifteen-minute walking distance making this is a reasonable expectation. We appreciate that staff may wish to take the opportunities for greater collaboration, connection and collective identity sooner than September 2024. Staff seeking opportunities to work across prior to that date will be supported and enabled to do so if in line with the pupil and school needs as determined by the EHT and leadership team.

The Federation staffing structure will be determined organically by the strengths within the leadership team, however as a guide the following is ideal:

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| Executive Head teacher | |
| Head of School – Quality of Education | Head of School – Quality of Education |
| Assistant Head for Behaviour & Wellbeing Assistant Head for Curriculum Development | Assistant Head for Behaviour & Wellbeing Assistant Head for Curriculum Development |
| Admin, premises, HR, finance | |

Shared pastoral team with SENDCo, specialist staff and bought in services such as SALT, OT, EP therapists

What will be the size and constitution of the proposed governing body be?

The proposed composition of the federation governing board is shown in the table below:

| Governor Type | Number |
|---|---------------|
| Executive Headteacher | 1 |
| Foundation governors consisting of <ul style="list-style-type: none">• 2 London Diocesan Board Schools• 2 Tower Hamlets Deanery Synod• 1 Parochial Church Council of St Paul with St Luke's• 1 Parochial Church Council of All Saints and St Nicholas.• 1 Ex-officio: Minister of St Paul with St Luke's, Bow Common• 1 Ex-officio: Principal Officiating Minister | 8 |
| Parent Governor | 2 |
| Staff governor | 1 |
| Local authority governor | 1 |

Admissions authority for schools within the federation

The federation is its own admissions authority in line with the LDBS and can set a distinct Admissions Policy for each member school.

These policies will remain available on each school's website.

The Admissions is also supported by the Local Authority (Tower Hamlets).

Other potential items to consider....

Consultation Process:

Your views are important. We encourage you to:

1. Attend any scheduled consultation meetings.
2. Submit any questions and feedback through the feedback form.
3. Engage in discussions with staff, governors, and fellow parents.

Consultation Meetings:

We will be hosting meetings to discuss the federation proposal. Please check the school newsletters and communication channels for dates and times. Your attendance and participation are highly encouraged.

Next Steps:

After the consultation period, the governing bodies of both schools will carefully consider all feedback before making a final decision. If the decision is made to proceed with the federation, the necessary steps will be taken to implement the changes gradually.

How to Provide Feedback:

1. Attend the consultation meetings.
2. Submit written feedback through the provided form.

Conclusion:

We appreciate your involvement in this important decision-making process. Together, we can create a stronger educational foundation for all our children. Thank you for your ongoing support and commitment to the success of our schools.

Frequently asked questions**What will happen after this consultation?**

The consultation period starts on Monday 19th February 2024 and closes Monday 1st April 2024 at 4.00 pm.

The governing boards of St Paul with St Luke's CofE Primary School and St Saviour's CofE Primary School will meet to consider the views gathered from the consultation. They will then decide as separate governing boards whether to proceed with the proposal.

If both governing boards decide to proceed, the intention will be for St Paul with St Luke's CofE Primary School and St Saviour's CofE Primary School to form a federation from the start of the autumn term in September 2024.

Alternative courses of action

After considering everyone's views, if the governing board of one or both of the schools decides not to federate, the existing partnership will need to be reviewed as it is not a long-term arrangement and governors of both schools will need to consider the future.

Will the names of the schools' change?

No. There is no requirement or intention to change the name of the schools. [The federation will be called "St Paul with St Luke's" and "St Saviours".]

Do the pupils belong to the federation or to a single school?

The children belong to a single school within the federation. The schools are part of the federation.

Will there be any change to admissions arrangements?

No. The Governing Body will continue to be the admissions authority for both schools. Parents would apply for the named school of their choice using Tower Hamlet's e-admissions portal when starting school in Nursery or Reception or within the year. Both schools will continue to manage admissions for nurseries independently of each other.

How would this proposal affect my child's education?

The children will not see any significant changes in their day-to-day school life. However, they will all benefit from additional opportunities and expertise. They will also enjoy being part of a wider community.

How will the school and children benefit from this process?

We believe that the federation of the schools will give the staff at each school access to high-quality collaborative professional development, offering the opportunity to share expertise and reduce costs as a result of our pooled resources. This will contribute to investing in and generating better outcomes for every pupil at the schools at a time when educational funding is decreasing in real terms.

Will children have to travel between the schools for lessons?

No. The schools may share staff, but lessons for pupils will take place on their own school sites. On occasion, pupils will visit other schools to share specialist resources or take part in joint events. Your child will be supervised at all times.

Will school start and finish times change?

No, start and finish times will stay as they are now in each of the schools. Individual school start and finish dates are relevant to each school community.

Will the school uniform change?

There is no intention to change the school uniforms as a result of the federation.

Will there be any changes in conditions of service for staff?

No. Teacher employment rights are covered by The Burgundy Book and support staff employment rights are covered by NJC conditions of employment; these remain exactly as they are.

Who employs the staff of a Federation?

Staff will be employed by the governing body of the Federation.

Who will be "in charge" when the Executive Headteacher is not in school?

The Heads of School, under the guidance of the Executive Headteacher.

Do schools in a federation have a single governing board?

Yes, in a federation the previous governing board for each school would be dissolved upon forming the federation and a new single governing board would be established for the federated schools with all governors dedicated to the success of both schools

What about collaborating with other schools?

The schools within the proposed federation remain committed members of the Deanery, Poplar Partnership and MCubed groups and the Tower Hamlets family of schools. We intend to continue to work together with the other schools beyond the federation group.

Are the schools merging to become academies?

No. As two CofE primary schools, we believe that a federation of voluntary aided schools is the best way for the schools to work together to provide the best outcomes for our pupils.

Will a federation be inspected by Ofsted?

Yes, each school will be inspected separately, and each will have their own judgements and their own report. Each school will, as now, have to respond to its own Ofsted findings.

Who will have a say on this proposal?

We have published the consultation on each of the schools' websites and are seeking views from all pupils, parents and staff. The Governing bodies of both schools will make the final decision on forming the federation and will inform the Local Authority.