

ST THOMAS' FEDERATION

comprising

St Clement & St James



St Thomas'



Federation Consultation March 2019

Introduction:

The Governing Bodies of St Clement & St James and St Thomas' are proposing to join together in a Federation.

St Clement & St James is a one form entry Christian school serving a multi-cultural, multi-faith community for pupils aged between 3 – 11 years of age. Currently there are 185 pupils on roll.

St Clement and St James is a school with Christian values at its heart. We are proud of its history and our strong links with the vibrant community to which we belong. We welcome and celebrate every child, helping all children to develop their character and full academic potential. We promote high aspirations and a love of learning through a rich and varied curriculum.

All members of the community are taught and expected to follow the school's Christian and shared values which are: friendship, thankfulness, excellence, forgiveness, creativity and compassion,

St Thomas' is a one form entry Christian school serving a multi-cultural, multi-faith community for pupils aged between 3 – 11 years of age. There are currently 231 children on roll.

At St Thomas' we believe that a high quality education within a Christian context is the best start a child can have in their school life. We welcome children from all faiths and backgrounds and work in partnership with parents and the Church to build a sense of belonging to our community. We have children from the Caribbean, Africa, Asia, Europe and many other countries. We value enormously the richness of experience that all our children bring with them and celebrate this regularly throughout the school year.

All members of the community are taught and expected to follow the school's Christian and shared values which are: friendship, forgiveness, respect and perseverance.

Through this document we are jointly publishing our proposal to join together in a Federation and we would like your views before the decision is made whether or not to go ahead.

We believe that Federation will benefit both schools in the following ways:

- Continued high standards and outcomes for all children
- Improved opportunities for the children, including a wider and richer curriculum.
- Shared Christian vision serving the same community.
- A desire to continue to develop parental engagement.
- Enriching the spiritual, moral, social and cultural development of the children across the two schools.
- Opportunities for collaboration across the two schools.
- Sharing expertise across the staff team.
- Recruiting and maintaining high quality teaching and support staff at all levels.
- Ensure a smooth transition from primary to secondary.
- Strengthened governance.
- Financially more sustainable.

FAQ – frequently asked questions

What is a Federation?

Federation means the following

- Both schools in the Federation will continue to be individual schools with their own senior leadership structure.
- Both schools will keep their existing Department for Education category.
- A single Governing Body is created to govern both schools.
- Admission to each school continues to be determined by the Governing Body.

Federation does not mean

- One school
- Amalgamation
- One admission policy
- Academisation

What would be different?

- The immediate day-to-day experience for parents and children would change very little.
- The governing body structure will change as there will only be one governing body running both schools
- Schools in Federations continue to be individual schools with their own character.
- The names of the schools, school uniform arrangements and identities of each school would continue as before.
- Each school would retain its own budget.

How would the leadership of the two schools change?

Taking into consideration the current leadership arrangements of both schools, the leadership model moving forward will be as follows:

- The Executive Head, Sarah Bouette, will become Head of the Federation, reporting to the single Federated Governing Body.
- Mrs Dowthwaite will continue to be Head of school at St Clement and St James.
- Mr McDonald and Mr Jones will jointly continue to be Heads of School at St. Thomas.

How would the implementation of this proposal affect staff?

- The staffing of the two schools would remain largely unchanged, though Federation would enable some staff to work flexibly across both schools in accordance with their terms and conditions of employment.
- New staff could be employed to work across the two schools.

What would be the timescale for implementation?

- The consultation timeline is detailed in this document. The process would take about four months in total, with the new joint Governing Body assuming control of both schools on the envisaged date of 1st September 2019, for the beginning of the new school year .

Can a Federation be reversed?

- Federations should be seen as medium to long-term commitments.
- Unlike academies, which require a seven-year commitment, it is possible to end a Federation at any time.
- In the unlikely event that Federation no longer offers benefits for children's learning and progress, the arrangements can be ended by the governing body.

What impact would proposals have on OFSTED inspections?

- Schools in a Federation are inspected separately and will be given an individual OFSTED report.

How would the Governing Body change?

- If the Federation proposal is agreed by the separate existing Governing Bodies of St Clement & St James and St Thomas', it is envisaged they would both be dissolved on 1st September 2019 and a new joint Governing Body would be created on the same day to govern both schools.
- The proposed structure for the Federated Governing Body is outlined below. It is in line with the 2012 Regulations and will be responsible for governance of the two schools.

The proposed governing body structure:

Federation: St Clement & St James and St Thomas'

(Subject to LDBS and LA legal opinion)

Proposed Governing Body of 14 comprising of:

- 2 elected parents
- 1 elected staff member
- 1 appointed LA
- 1 Executive Head (ex- officio)
- 1 x co-opted governor

Total 6

Foundation:

- 2 appointed PCC (one from St Clement and St James and one from St Thomas')
- 2 appointed by the Kensington Deanery
- 2 appointed LDBS
- Vicar of St Thomas' (ex-officio)
- Vicar of St Clement & St James (ex-officio)

Total 8

The term of office of all governors except ex -officio governors is **4 years**.

Proposal and timeline

29th April 2019: Publication of consultation document and start of a 6-week consultation period ending **10th June 2019**.

Governing Bodies meet separately to consider results of St Clement & St James and St Thomas' consultations and decide whether to proceed with Federation. A decision to Federate would require approval by a majority of each Governing Body. St Thomas' will meet to review the results of their consultation at 11am on Tuesday 18th June. St Clement and St James will meet to review their results on 11th June 2019.

July 2019: If the decision is made to go ahead, a joint meeting of St Clement & St James and St Thomas' Bodies is held to appoint members of the new Governing Body.

1st September 2019: New Federation would take effect under the new joint Governing Body.

October 2019: First meeting of the new joint Governing Body.

How to make your views known:

There will be opportunities to discuss the proposal at public meetings at both schools for all parents, carers and interested parties. These meetings will take place as follows:

St Clement & St James at 9 am Tuesday 7th May 2019
St Thomas' at 9 am Wednesday 8th May 2019

Staff will be invited to their own meetings at each of the schools. The decision will be made by both Governing Bodies.

You can make your views known by completing the questionnaire and returning it to either of the schools or by posting it to the addresses below:

St Clement and St James CE Primary School
Penzance Place
London W11 4PG

Email : info@scsj.rbkc.sch.uk

St Thomas' CE School
Appleford Road,
London W10 5EF

Email: info@st.rbkc.sch.uk

The consultation document and response slip can be downloaded at:

www.scsj.rbkc.sch.uk/news-events/letters.php

www.st.rbkc.sch.uk/news

Please make sure we receive your responses by 3.30pm on 10th June 2019

To note: Questionnaire can be found on the next page down.

Parent/Carer questionnaire

Please complete and return to the school office by 3.30pm on 10th June 2019

Question 1:

Please circle:

I am a:

- Parent/Carer
- Teacher/Staff member
- Governor
- Other (Please specify): _____

Question 2:

Please circle:

Associated with:

- St Clement & St. James
- St Thomas'
- Both schools

Question 3:

Please circle:

Do you agree with the proposed Federation of St Thomas' and St Clement & St James schools?

- Definitely agree
- Tend to agree
- Tend to disagree
- Definitely disagree
- Don't know

Please state your reasons:

Question 4:

Please circle:

Do you agree with the proposed structure of the new single Governing Body?

- Definitely agree
- Tend to agree
- Tend to disagree
- Definitely disagree
- Don't know

Please state your reasons:

Any further observations or comments you wish to make concerning the proposed Federation:

We believe that by entering into a Federation, we can build an even more meaningful working relationship that will benefit both St Clement & St James and St. Thomas' as we seek the best for our children, young people, parents, carers and staff.

We look forward to hearing from you all.

Chair of St. Thomas' C.E Primary School



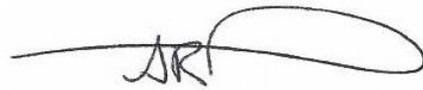
Chair of St. Clement & St James C.E Primary School



Executive Head Teacher St Clement & St James and St Thomas'



Heads of School St Thomas'



Head of School St Clement & St James

