

Proposal for Federation of Marsh Hill Nursery School and Perry Beeches Nursery School Under One Head Teacher and One Governing Board

The Governing Boards of Marsh Hill Nursery School and Perry Beeches Nursery School have been working closely together with a Service Level Agreement in place since 01/09/2019 and wish to propose the federation of both schools.

The opportunity to consider Federation has resulted from our concerns with regards to the sustainability of the two Nursery Schools. This is a national concern for Maintained Nursery Schools, some of which have recently had to close or are facing closure. The Governing Boards have both voted to undertake consultation with regard to federation.

This document sets out our proposal and how we think this federation could work. It sets out what federation would mean for children, parents, staff and the local community, and it forms part of a six-week consultation process, during which we are seeking the views of everyone who has an interest in the school. It includes a response form for you to complete and return.

At the end of the consultation period, the Governing Boards of the two schools will make a final decision on whether to federate, taking into account everyone's views and comments.

Background

Birmingham City Council is the admission authority for both schools within the proposed federation.

Since September 2019 the two schools have been working together, with one Head Teacher; sharing good practice, making cost savings and with the two Governing Boards working closely together to enable this to continue.

What is a Federation?

When two or more schools work together under a single Governing Board, this is called a federation. This single Governing Board can share resources and expertise across the schools and work to raise standards and improve teaching and leadership of the schools. Our vision for the Federation is two distinct schools, each with their own unique character, working together to ensure the best possible outcomes for all our pupils.

This would mean:

- The two schools would remain as separate schools but under the leadership of one Head Teacher;
- A single, shared vision and ethos;
- A single Governing Board responsible for governance and staffing in both schools;
- Shared leadership of the two schools;
- Shared policies and procedures.

Each school would:

- Keep its own name, identity and uniform;
- Have its own separate budget;
- Keep the current arrangements for admissions;
- Be accountable for children's attainment in the EYFS;
- Have separate OFSTED inspections.

What would federation mean for children?

- A consistent approach to teaching and learning for all children;
- Increased capacity to meet the needs of children through sharing of knowledge and resources;
- More opportunities to share and manage expertise and facilities effectively thereby enriching the children's learning experience;
- The possibility of combined community activities

What would federation mean for parents?

Reassurance that your child will benefit from:

- A sustainable Maintained Nursery School in their local community;
- Quality of practice/education across both schools;
- Share expertise and resources across both schools;
- Consistency of communication and policies;
- The opportunity for shared activities, e.g. school trips.

What would federation mean for staff?

- The proposal is for shared leadership between the two schools: this will mean one Head Teacher;
- It is proposed that there will be a team of Assistant Headteachers working together to provide a strong leadership team and reporting directly to the Head Teacher;
- All Staff will continue to be employed on the same conditions of service;
- Stronger collaboration and the size of the combined schools will allow for increased opportunities for continuing professional development and career development;
- A common approach to teaching and learning, along with a single system of target setting, assessing, moderating teaching and learning, and tracking pupil progress;
- Development of continuity and quality by identifying best practice from both schools and applying it across the federation;
- It is anticipated, however, that staff will continue and extend partnership working with staff from both schools, and take advantage of the additional CPD opportunities that the federation will provide, in terms of shared expertise and resources, and shared training etc.

What would federation mean for our local community?

- Two schools, under one leadership, will draw wider and improved community links, which would be strengthened by joint community partnerships and events;
- Other service providers, in the positive support of children and families, will be used more effectively in the work that they do;
- A commitment to a stable, sustainable provision in the immediate local area.

What would change for the Governing Boards of each school?

Under federation the two Governing Boards would cease to exist and a new federated Governing Board of 10 members would be formed, comprising:

- 1 Local Authority
- 1 Head Teacher
- 1 Staff Governor (maximum number allowed per regulations)
- 2 Parent Governors
- 5 Co-opted Governors, (of which 1 is staff, to allow for each school to have a member of staff on the Governing Board)

The members of the Governing Board will be appointed with due regard to their skills (per current regulations), and the needs identified by the skills' audits undertaken.

Opportunities to discuss the proposal and ask questions

- This consultation starts on 3rd January 2023 and ends on 14th February 2023.
- Consultation sessions will be held for parents, staff and others with an interest in either school.

These will be informal sessions where people can speak to school Governors and staff from both schools, look at the information about the proposed federation, make comments and fill out the Federation Response Forms. Anyone is welcome to attend any session.

This proposal, and the Federation Response Form are also available on both school websites:

www.marshiln.bham.sch.uk

perrybeeches.sch.life

Additional paper copies of these are also available from both school offices.

How to comment on the proposal

- Please complete the Federation Response Form and return it to either school office by 14th February 2023, or you can use one of the Federation Post Boxes outside each of the school reception areas.
- You can email or write to the Chair of the Governing Board at either school as follows:

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Erdington,
Birmingham
B23 7HG

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Perry Beeches Nursery School,
256, Beeches Road,
Great Barr,
Birmingham
B42 2PX

The deadline for submitting written representations is 14th February 2023

What happens next?

After the consultation period ends on 14th February 2023, the Governing Boards will meet to review all the responses before making an informed decision. This will be communicated to children, parents, staff and others with an interest in the school by 1st March 2023.

If a decision to proceed with the proposal is made, the intention is for federation to take effect from 17th April 2023.