

Federation - Vision & Values

WHAT SORT OF FEDERATION DO WE WANT TO BE?

- An outward-looking federation that engages with the emergent opportunities and challenges that present in our United Kingdom, and wider world;
- A federation that gets the core academic and behavioural basics right, so it can explore and innovate its offer to keep teachers and pupils stimulated;
- A federation that takes pleasure in its work: unlocking teacher talents to unlock children's talents, giving authority and responsibility to individuals, going the extra mile;
- A federation with a proud identity open to all those want to take part and play their part with passion, becoming an ever-stronger force for good in the community;
- A federation that represents the local community: its people, its culture, its history and future, its organisations large and small and its educational needs.
- A federation that believes in better, and knows how to deliver it.
- A federation that recognises, values and respects the Christian nature of two of its schools

BENEFITS FOR THE SCHOOLS

- Each school will retain its individual identity whilst learning from each other, working together and innovating joint approaches to teaching and learning
- Federation will facilitate the longer term strategic planning for each school and attract teachers and leaders to a wider range of career opportunities including senior leadership positions
- Working together will help unnecessary duplication of effort, support the drive for further efficient and effective use of resources and better value for money, and enable more time and resources to be dedicated to the core business of teaching and learning
- The schools within the federation will continue to work with neighbouring schools

BENEFITS FOR PUPILS

- All pupils are well supported by high quality teaching and learning, which develops in line with best practice quickly and effectively
- A rich curriculum developed across the schools, bringing more engaging and relevant learning experiences
- The opportunity to meet, interact and learn with children from other schools at special events

- A wider range of enrichment activities developed by the federation. Current examples of activities across the federated schools include: sports and singing events (Young Voices)
- Continued high ambition for all pupils and support where necessary to achieve these aspirations; in a federation support can be drawn from a school where there is the relevant expertise (SENCo)

BENEFITS FOR PARENTS

- Schools will continue to be inspected as single establishments and will publish individual test results so that parents have a clear understanding of the strengths of each individual school
- The schools will retain their own characteristics while maintaining a strong shared vision
- The robust systems to ensure the best opportunities and outcomes for pupils will be sustained across the federation
- The communities can learn from each other through shared training events for parents and carers
- Sustainability: a federation of schools is more able to meet the challenges and thrive in a changing educational landscape

BENEFITS FOR STAFF

- Enhanced learning opportunities through partnership working for the full range of staff
- Improved professional development, within the federation
- Excellent induction and support for newly qualified teachers through the federation and LA programmes
- Support from specialist teachers in education to develop teaching resources
- Greater opportunity to develop leadership
- Career pathways within the federation, leading to the retention of high quality staff
- A well planned assessment and moderation system that supports teaching and learning
- Cross federation professional development for all support staff
- No changes to terms and conditions of employment; all staff remain employees of Shropshire LA

What will it mean for the children and young people?

On a day-to-day basis there will be no change in routine or provision in any of the schools, so the transition will be a seamless one. Each school will retain their own identity.

However, there will be opportunities to share staff and expertise across the schools, giving all pupils access to a larger pool of specialists. Learning opportunities should therefore be enhanced for pupils across the federation. There may also be opportunities to provide more in the way of after-school provision, school clubs and other similar amenities through combining the resources of the three schools.

What will it mean for the staff?

Most day-to-day management will continue in its current structure. Staff will continue to be employed by Shropshire LA and their contracts of employment will be unaffected. In the future, some roles may be shared across more than one of the schools, but this would be discussed with the relevant members of staff should this happen. The governing bodies are not anticipating that any redundancies will arise as a result of the proposed federation. As vacancies arise we will review recruitment across the participating schools to identify opportunities for further career development, to share expert resources, and to achieve efficiencies and improvements wherever possible. We expect there will be opportunities for career development and for supporting and learning from others.

How will the federation be managed?

Mr Dave Tinker will be the Executive Headteacher of the federation with overall responsibility for all the schools. Each school will have its own Assistant Headteacher with responsibility for the day-to-day leadership and management of the school, reporting to Mr Dave Tinker. The Executive Headteacher will be a member of the governing body.

The governing bodies are not proposing to ask any staff to move from one school to the other, but may ask some staff to share their specialist knowledge with the other schools in the federation so that we can achieve common standards of best practice.

Schools within the proposed federation already have some experience of some sharing of roles and responsibilities, for example the sharing of a SENCo, and this arrangement is likely to continue

What will it mean for the governing bodies?

Currently, there are two governing bodies: the Governing Body of The Edge Schools' Federation and the Governing Body of Wistanstow CE Primary School. These will be replaced with one unified body, made up of representatives from each school; a new Federated Governing Body will be formed and will elect a new Chair and Committee Chairs. We anticipate that the new Federated Governing Body will be made up of representatives from each of the current governing bodies and, as two of the schools are Church of England, to include foundation governors representing the Diocese of Hereford.

How will the Federated Governing Body work?

The new Federated Governing Body will undertake the three core functions as set out in the Department for Education (DfE) Governance Handbook.

- Ensuring clarity of vision, ethos and strategic vision
- Holding leaders to account for the educational performance of the organisation and its pupils and the performance management of staff
- Overseeing the financial performance of the organisation and making sure its money is well spent.

To support the Federated Governing Body, we will establish a committee structure. This will be comprised of overarching cross-federation committees for Business Management and Curriculum and Standards. The cross-federation committees will focus on the formal

progress, oversight and the strategic long-term development of the schools. Membership of these committees will also be members of the Federated Governing Body. We anticipate that there will be one Federated Governing Body meeting, one Curriculum and Standards Committee meeting and one Business Management Committee meeting per term.