

**THESE FREQUENTLY ASKED QUESTIONS (FAQ) SHOULD BE READ IN
CONJUNCTION WITH THE CONSULTATIVE DOCUMENT**

**PROPOSAL TO FEDERATE BOWES HUTCHINSON'S CHURCH OF ENGLAND
VOLUNTARY AIDED SCHOOL AND COTHERSTONE PRIMARY SCHOOL**

Frequently Asked Questions

1. Will one of the schools be closed and a new school created on the site?

No. The proposal is for the two schools to work together under a single Governing Body as a Federation.

2. Will the name of the schools change?

No. Each school will keep its own name, but there will be a separate overarching name for the Federation which will be the Bowes Cotherstone Federation (BCF).

3. Do schools in a Federation share a Head Teacher?

Our proposal is for the existing Headteacher Mrs Chris Matthewman, currently working under shared Headship arrangements to be appointed by the Federation as Headteacher to oversee both schools. The Headteacher will be supported by one Deputy Headteacher in each school.

4. Will there be any change to admission arrangements?

No. The current admissions' policy will continue to apply for each school.

5. Will the schools have the same Inset/training days?

Yes, wherever possible. Each school will be able to choose when to hold these days, as they do now, and it is likely that they would take the opportunity to have the same Inset/training days.

6. Will school start and finish times change?

No. Please note that COVID-19 arrangements for staggered start and finish times have been in place from 2 September 2020. However, it is hoped that start and finish times will revert to their pre-COVID-19 pattern as soon as practicably possible.

7. Will pupils be registered to the Federation or a single school?

Pupils will be on roll at an individual school within the Federation; the schools will belong to the Federation.

8. Is there any research on the impact of Federations?

Ofsted has reported that, where schools work together and share leadership, standards have been raised and there have been improvements in children's achievement and behaviour.

Sources: Leadership of More than One School; Ofsted, September 2011. Governance of Federations National College for Teaching and Leadership 2014

9. Will the schools share a single budget?

No. Each school will continue to receive its own funding, manage separate budgets

and keep separate records of its accounts. However, there may be occasions when the two schools share costs or combine purchasing if this means that they will be able to get better value for their money.

10. Will the federated schools combine their pupil results

No. Results will continue to be attributed to the individual schools.

11. Will the Federation be inspected by Ofsted?

No. Each school will have separate Ofsted inspections and be graded separately, as they are now.

12. Who employs the staff of a Federation?

Staff will continue to be employed by each of the two schools, but managed by the single Governing Body.

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

Existing staff will continue to be employed on the same conditions of service in their present schools. Newly appointed staff post the date of Federation can receive a Federation Contract to work in either school

14. Will staff work across both schools in the Federation?

Existing members of staff cannot be directed to work in a school where they were not originally contracted to be employed. However, there may be opportunities for staff to work across schools. We hope that staff will be able to take these opportunities as Continuing Professional Development (CPD) and sharing of good practice to improve the pupil outcomes. In the future, vacancies will be advertised as working across both schools.

15. Can schools in a Federation share CPD arrangements?

Yes. This already happens, where the two schools can choose to have shared training days and training sessions.

16. Will school uniforms change?

No. Each school will keep its current uniform.

17. Do schools in a Federation share a Governing Body?

Yes. The previous Governing Bodies of each of the schools will be dissolved and a new single Governing Body will be set up. The single Governing Body (GB) composition will be as shown in the Consultative document. The approach will be to maintain a Church sponsored majority within the GB (Foundation Governors outnumbering the other Governors by two) and retaining the school's religious character, whilst ensuring that the ethos of the Community school remains unaffected.

18. Will one school take the lead over the other?

No. The schools in the Federation will collaborate and work together as equal partners.

19. What difference will I see if the two schools Federate?

Our Schools have successfully worked together over the last Academic Year with a Shared Headteacher so parents/carers would see little difference in the way the schools operate going forward.

20. How long do people have to make comments or ask questions about the proposal to Federate?

Everyone has six weeks in which to comment and submit a written response. The consultation starts on Friday 23 October.

21. What happens at the end of the six-week consultation?

At the end of the consultation period the Governing Bodies of the two schools will make a final decision on whether to Federate, with due regard to everyone's views and comments. This decision will be communicated to children, parents/carers, staff, stakeholders, and others with an interest in the schools, by Friday 8 January 2021.

22. If Federation of the schools goes ahead, when would this happen?

If a decision is made to Federate, this would take effect from 11th January 2021.

23. Can a Federation be dissolved?

Yes. The Governing Body can choose to end a Federation if it is believed that it is no longer in the best interests of the pupils. This is not an action that would be taken lightly or without due diligence and consultation.

24. How can I comment on the proposal to form a Federation?

During the consultation period written representations via email may be made to either Governing Body regarding the proposals at the following address/es:

Mrs C Matthewman Headteacher
Bowes Hutchinson's C of E Aided Primary School/Cotherstone Primary School

The email address is: bhcfed@gmail.com

25. What about the future?

Whilst it is difficult to anticipate what challenges the future will bring, the new single Governing Body would always make decisions that are in the interests of both school communities and consult, as necessary with parents/carers, staff, and other stakeholders.

If, at the end of the consultation period, the decision taken is not to proceed with the Federation, it would be the Governing Bodies' intention for both schools to continue as previously, under the shared Headteacher arrangements and with separate Governing Bodies.

If you have any other questions that have not been answered here, then you can:

- Email the Schools at the above address and your questions will be addressed.

The deadline for submitting questions is noon on Friday 4 December.

23 October 2020