

Lauriston School

Daubeney
Primary
School



Consultation for the Federation of Lauriston School with Daubeney and Sebright Schools

22 November 2017 to 22 January 2018

Proposal to consult on the federation of Lauriston School with Daubeney and Sebright Federation

Consultation period: 22 November 2017 to 1pm on 22 January 2018

Proposal for consultation

For the attention of pupils, parents and staff

The governing boards of Lauriston School and the existing Federation of Daubeney and Sebright Primary Schools propose the federation of their schools from 1 April 2018. This is an important matter and before making a final decision, the governors of each school wish to seek the views of the pupils and their families, members of staff as well as stakeholders within the wider community.

Under the Education Act 2002, schools and local authorities can propose that schools join together to create a federation. A federation is formed when two or more schools agree to work together on a formal basis through a single governing board. Federation schools remain separate schools at their existing sites with their own names and own identities. They have separate Ofsted inspections and continue to report separate results.

This document sets out the reasons why the governing boards of each school believe this proposal is a good idea and the benefits for pupils, parents and staff. It also provides information about the vision that the extended federation has for its family of schools.

The survey for providing feedback is available online at:

https://learningtrust.formstack.com/forms/federation_consultation_survey_v1 and also through the schools' websites.

As part of this consultation, the governing boards invite you to attend drop in sessions where you can discuss and ask further questions about the proposal. We also encourage you to share your views by completing the feedback process no later than **1:00pm** on **22 January 2018**.

If you have any questions about this consultation, please contact:

- **Laurence Kavanagh**, Chair of Governors at the Federation of Daubeney and Sebright Primary Schools, via admin@daubeney.hackney.sch.uk or admin@sebright.hackney.sch.uk; or
- **Marisa Childs**, Chair of Governors at Lauriston School, via admin@lauriston.hackney.sch.uk.

We look forward to receiving your views on this proposal.

Message from the Chair of Governors at Lauriston School

Marisa Childs

For many years, Lauriston had a reputation of being a great school with a strong and established senior leadership team. However, when the school changed from being one-form entry to two-form entry, the challenges shifted to reflect the needs of a larger school. The governing board was advised in July 2014 that the school was at risk, due to the significant drop in standards, which had fallen well below national average.

The partnership between Lauriston, Daubeney and Sebright began in early 2015, when the current leadership team under the executive headship of Janice Thomas were invited into the school to make the changes that would improve outcomes for our pupils. The new team identified that children and staff at our school had all been through a lot of change and their main goal was to offer security and stability. Their priority was to implement the process and procedures that would provide this.

Since the partnership began, both the senior leadership team and middle leaders have developed, the school has recruited to all of its positions and expectations of teaching have been raised. The recent Ofsted report remarked on the strength of the leadership team within the school.

The leadership provided by the partnership have revised our approaches to safeguarding, behaviour and support for pupils with special needs. According to Ofsted, pupils report feeling safe, and they say that behaviour is mostly good or very good, and bullying is rare. This is thanks to the strong pastoral systems that have been established: systems for making referrals, good knowledge of the community and the learning mentor system.

The whole school has been able to celebrate a lot at Lauriston, including outstanding performances at Christmas, performing at Well Street Common for the first time and considerable sporting achievements. We are proud of our key stage 2 results for the past two years and the latest Ofsted inspection, which went incredibly well.

As a governing board we have spent a considerable amount of time researching the options available to determine the future leadership and direction of the school. We have reviewed all types of partnership and their pros and cons. When making the decision on whether to consult on federating with Daubeney and Sebright, it came down to a desire to secure the gains that the current leadership team have made. Under the current partnership Lauriston is a good school, with very good outcomes for the pupils and good career prospects for staff. We now hope to formalise the continuation of this partnership and continue to grow this school with the full support of the federation.

Message from the Executive Headteacher at Lauriston School and the Federation of Daubeney and Sebright Primary Schools

Janice Thomas

Working together in partnership has already brought about changes that have benefited all three schools, but especially Lauriston. Everyone now needs the reassurance that the solid foundations that we have put in place can be built on. Our teams are providing security and stability for both pupils and parents; we need this to continue to provide certainty about the future education and opportunities for the whole school community, including the staff.

Our staff is committed to the federation structure and the exciting possibilities that it brings, including career development, shared knowledge, moving within the structure, training and so on. The children across all three schools have been able to work together in competitions, training days, shared summer camps, Saturday schools, and have learnt from the same teachers.

The parents of pupils at our three schools have benefitted from consistency in approach. Since each of the

senior leadership teams share an ethos, we have a similar approach to working with parents. We share policies and procedures that are common but not identical, and have worked with the school community to adapt what is put in place to suit each school's needs.

Being a group of three schools has meant that we have been able to offer positions to, and retain, our best leaders. We have an approach of growing our own leaders and we have been able to move leaders across schools within the partnership where otherwise they might have left us. We spot talent early in people's careers and offer opportunities to those that want to take them. Being a group of three schools has meant that we can train, learn from each other and plan together. These members of staff, with high quality training and strong leadership, are educating your children.

Our vision for the future is that we will continue to work collaboratively with our shared ethos, where every child achieves success but with security for our children and staff.

This proposal is not about doing anything differently. It is about continuing to do it, and doing it even better.

Message from the Chair of Governors at the Federation of Daubeney and Sebright Primary Schools

Laurence Kavanagh

Daubeney and Sebright Federation has been working in partnership with Lauriston School since January 2015. Since then, pupils and staff have enjoyed and benefited from the opportunities presented by this partnership. We have shared expertise and leadership to the mutual benefit of all three schools.

All three schools have experienced changes in their leadership teams during this time. The current management structure across the partnership works and is delivering positive outcomes for the pupils. The schools are now settled and starting to reap the rewards, as demonstrated by a strong set of key stage 2 test results this year (which will be published in December).

Daubeney and Sebright have benefited from this partnership and staff have developed their careers because there have been new opportunities available for them. The schools have shared inset training days, establishing and making use of peer networks among staff with similar jobs in the different schools. These same opportunities will not be available in the future if we decide not to federate.

We think the partnership between the three schools works and want the best parts of this to continue. The current governance arrangements of the partnership do not, however, support Mrs. Thomas and the heads of school as well as they could and cannot remain in place for the long-term. It is not effective to have a management team reporting to two separate governing boards on subjects like our common policies and the performance management for the executive head teacher. A single governing board for all three schools will provide support and challenge for the leadership teams in a way that reflects the relationship between them. The move to the federation as described in this document will provide this and offers the stability needed for each of the schools to thrive.

About the Federation

The schools share the federation vision and ambition to provide a high-quality education and promote success for all pupils, regardless of their background.

We provide a well-rounded education, developing social, emotional, creative and physical skills as well as promoting academic progress. We promote a love of learning to last beyond our schools.

We do this by providing schools with great teaching, strong leadership and tailor-made curriculums that prepare our pupils to go on to be confident, happy citizens of the world.

By working together, the schools are able to share expertise, resources, and create greater opportunities and capacity, whilst at the same time allowing each school to flourish with its own identity and community.

Leadership and Governance of the Federation and its Family of Schools

If Lauriston School were to join in federation with Daubeney and Sebright Primary Schools, the strategic leadership of the executive headteacher, Mrs. Thomas, would continue and the schools would be governed by a single board.

Each school would continue to have its own leadership structure with a head of school, who will work in collaboration with their counterparts at the partner schools, reporting to the executive head teacher, who will ensure strong and continuous strategic development of each school and the federation as a whole.

The federation would come into effect on 1 April 2018. Following federation there would be a single, newly appointed governing board responsible for all three schools.

The federation’s governing board members will be selected for their skills, expertise and understanding they bring to benefit the strategic development of the federation of schools to secure the best possible outcomes for every pupil. In doing so, the governing board will look to secure a membership which has a balance of knowledge and regular interaction with each of the three schools.

It is proposed that the new governing board will consist of 12 governors, as set out in the table below. This is smaller than Daubeney and Sebright’s current federation governing board, which has 15 members, as that is quite a large board and we think that the new board will be more effective with 12 members.

The composition of the governing board of the proposed federation of the three schools is shown in the table below. This proposed composition reflects statutory requirements.

Category of governor	Number of governors in each category	Method of selection
Executive head teacher	1	Appointed due to the nature of their role.
Parent governors	2	Elected by the parents and carers of children registered at the schools. This is the highest number of parent governors allowed by government regulations.
Staff governors	1	Elected by staff employed across the three schools. This is the highest number of staff

		governors allowed by government regulations.
Local authority	1	Nominated by the Hackney Learning Trust and appointed by the governing board. This is the highest number of local authority nominated governors allowed by government regulations.
Co-opted	7	Appointed by the governing board and selected for the skills, expertise and understanding they bring to benefit the strategic development of the federation of schools. There must be at least 2 co-opted governors but there is no maximum limit determined by regulations.
Total	12	

The shared governance structure of a federation will allow the schools to:

- work together efficiently and sustainably to raise standards, improve services and increase opportunities for pupils and staff;
- monitor performance across the three schools, alongside honest conversations with heads of school about any differences;
- compare curriculum interventions across the schools and promote good practice quickly; and
- share resources, staff, expertise and facilities.

The priority for the federation in its first year will be to secure and embed the new governance structures, while maintaining the strong academic performance currently demonstrated by each of the schools.

The schools will each retain their own identity. The teachers will remain the same and pupils will continue to learn each day at their current school site. Parents and pupils will experience no immediate impact of a decision to federate but will, in time, benefit from the links that will exist between the three schools.

The pupils, staff and wider communities have already benefited from our partnership. We want to strengthen this relationship, by establishing a permanent three-school federation.

Benefits for pupils

- Formalising the current relationship would avoid disruption to the education of the pupils. Entering into a formal federation will provide stability to the pupils in all three schools, allowing them to continue to feel safe and secure in their schools and with their education.
- Continued cross-school relationships will provide pupils with opportunities to take part in inter-school competitions, to gain broader experiences through inter-school working and to feel part of a wider cross-borough school community.
- The pupils will continue to experience the strong, kind and consistent leadership that the current senior leadership team provide.

- Pupils will have access to shared teaching expertise employed across the schools, such as the Spanish teacher and Pastoral Care Manager who currently works at all three schools.

Benefits for staff

- Opportunities for staff to move between the three schools to further their career development, making the schools a better employer .
- Staff networks with two other schools with whom they can share ideas and develop practice.

Benefits for parents

- Security and stability for parents' children.
- Their children will continue to experience the strong, kind and consistent leadership that the current senior leadership team provide across the schools.
- Assurance that their children are part of a broad cross-school and cross-borough community, with access to greater opportunity and wider experiences.
- Better oversight of the most vulnerable pupils and their safeguarding that working as a federation enables, ensuring that parents' children are safe throughout their time in school.

Benefits for the schools

- Stability and security for everyone in the schools' communities, pupils, parents and staff.
- Making permanent the temporary leadership structures that have been put in place during our current partnership will allow processes introduced over the past two and a half years to develop fully and embed.
- Governance arrangements will reflect the reality of a leadership team that works across three schools. This will provide better support and challenge for the leadership team and will make accountability stronger. A particular advantage of federation is the ability of the executive headteacher to track the progress of the schools in the federation against one another, inspiring higher aspirations and better outcomes.
- Avoidance of unnecessary duplication of effort and the continued drive for more efficient and effective use of resources and better value for money, allowing the schools' teams to focus on achieving the best for the pupils.

What will happen after this consultation?

The consultation period starts on 22 November 2017 and closes at **1:00pm on 22 January 2018**.

The governing boards of Lauriston School and the Federation of Daubeney and Sebright Primary Schools 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 Lauriston School, Daubeney Primary School and Sebright School to form a federation on 1 April 2018.

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 between Lauriston School and the Federation of Daubeney and Sebright Primary Schools will end in July 2018.

As such, Daubeney and Sebright Primary Schools would remain in their current federation. The Governing Board of Lauriston School would need to consider other options going forward.

Frequently Asked Questions

How would this proposal affect my child's education?

Lauriston, Daubeney and Sebright are happy, stimulating caring schools and this will not change. The teachers will remain the same and the pupils will continue to learn each day at the school site as they do now. Most will not notice this change at all.

This said, pupils already benefit indirectly from the links that our leaders and staff have established and we want these links to be maintained.

While we will not force this, opportunities for pupils at one school to collaborate with pupils and staff at the other schools within the federation may arise. This will be in addition to, and not instead of, the connections that already exist across the family of Hackney schools.

How will the school and children benefit from this process?

We believe that the federation of the schools will give staff at each school access to high quality collaborative professional development, offering the opportunity to share expertise and to 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.

Why are there only two parent governors proposed when the federation will include three schools?

Government regulations place a limit on the number of parent governors in federations. Parent governors bring a particular perspective but, like all governors, should act in the interests of all schools in their federation. They are not meant to act as representatives of a particular constituency or school.

Many of the co-opted governors within the current Federation of Daubeney and Sebright Primary Schools are also parents. The restriction on parent governors hasn't stopped them from joining the governing board.

It is highly likely that this will also be the case within the proposed federation involving Lauriston. We are fortunate to have active and skilful parents at each of the three schools and it makes sense that we would want to involve them in governance.

Will there be separate committees to consider the affairs of each of the three schools?

We have not yet decided on sub-committee arrangements for the federation. However, it is unlikely that we would allow sub-committees to focus only on one school. There are real advantages to being able to compare issues and performance across different schools and we would want to be able to make best use of these.

Will the admissions process change and could children be forced to change schools?

No. The admission arrangements will remain exactly as they are at present. Parents will apply on behalf of their children to the school of their choice.

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.

Will the arrangements be fair to all schools?

Yes. Any arrangements made as part of the federation will be completely fair to all three schools. There may be some funding for innovation, which the schools can share. Obviously, the more pupils who will benefit from a project, the bigger the projects that we can consider.

Will the staffing change?

The terms and conditions for staff will not change, nor will staff policies or procedures.

In some cases, staff may move between the three schools to pursue their own career development and also to implement specialist knowledge in other schools. This will be made easier as we apply the same policies across the federation.

What changes would occur to the governing boards once the schools join the Federation?

Following federation there would be a single governing board covering all three schools. The leadership and governance arrangements for the proposed federation are explained in the earlier sections of this document.

What about cooperating with other schools?

The schools within the proposed federation remain committed members of the Hackney family of schools and we intend to continue to work together with the other schools beyond the federation group.

Are the schools merging to become academies?

No. We believe that a federation of maintained schools is the best way for the three schools to work together to provide the best outcomes for our pupils.

What happens if we want to de-federate later on?

If the proposal to federate is accepted, the governing board will review the arrangement in five years' time. One or more of the schools may leave the federation at any time if the governing board agree this and there is a standard process for this.

Who will have a say on this proposal?

We have published the consultation on each of the three schools' websites and are seeking views from all pupils, parents and staff.

How can I find out more and let you know what I think?

The events detailed below, designed as drop-in meetings, will provide parents, carers and the wider community with an opportunity to speak to the governors and the executive headteacher of the partnership about the proposal to form a federation between the three schools. If you are unable to attend one of these scheduled dates, please get in touch with the office of one of the schools and we will do our best to arrange for someone to speak to you.

Venue	Audience	Date	Time
Lauriston School	Parents	4 December 2017	15:45-19:00
Sebright School	Parents	5 December 2017	15:45-18:00
Daubeney Primary School	Parents	13 December 2017	15.45-18:00

Where will I find the schools?

- **Lauriston School**, Rutland Road, London, E9 7JS
- **Sebright School**, Audrey Street, Goldsmiths Row, London, E2 8QH
- **Daubeney Primary School**, Daubeney Road, Clapton, London, E5 0EG

This consultation document is also available online on the schools' websites along with the link to an online survey form. Feedback from the survey will be collated so governors of each of the three schools can consider every response submitted.

If you need support with accessing this consultation in another language, please contact your school office who will be able to provide you with assistance.

If you have any queries regarding this consultation, please get in touch with.

- **Laurence Kavanagh**, Chair of Governors at the Federation of Daubeney and Sebright Primary Schools, via admin@daubeney.hackney.sch.uk or admin@sebright.hackney.sch.uk; or
- **Marisa Childs**, Chair of Governors at Lauriston School, via admin@lauriston.hackney.sch.uk.

This stage of the consultation will close at 1:00pm on 22 January 2018

Thank you for taking part in this consultation and sharing your views.