



|   |   |
|---|---|
| <p>Would staff get the opportunity to work at both schools?</p>                                 | <p>Over time we expect that both schools could learn from each other, sharing the best practice from each school and working together to improve teaching and learning.</p>   |
| <p>Will the federation affect the school admission policy?</p>                                  | <p>This is one of the potential benefits in terms of developing staff and sharing expertise. We would encourage this where it was beneficial and met school priorities. However, this is not something that would be imposed, decisions would be based upon consultation and negotiation.</p>   |
| <p>How would federation affect an Ofsted Inspection?</p>  | <p>No, each school will have its own admissions policy.</p>   |
| <p>What is an Executive Head Teacher?</p>   | <p>Each school will have an independent Ofsted inspection and report.</p>   |
| <p>How would parents and carers have access to communicate with the Executive Head Teacher?</p> | <p>Executive Head Teachers provide strategic leadership across two or more schools; they are supported by leadership in each individual school in the partnership.</p> <p>The Executive Head Teacher would have an overview of both schools and would be helping both to improve by:</p> <ul style="list-style-type: none"> <li>• working together to tackle shared priorities,</li> <li>• addressing individual school priorities by benefitting from good practice in the partner school,</li> <li>• streamlining practice, background management, and support functions to give a sharper focus on teaching and learning.</li> </ul> |
| <p>How would parents and carers have access to communicate with the Executive Head Teacher?</p> | <p>Parents and carers would have access to the Executive Head Teacher via the admin office in each school; email contact for something more official; and meet and greet each morning at the school gate for a casual chat with parents or carers if appropriate. However, a clear communication system will be introduced on how to contact the most appropriate Senior Leadership Team member for each type of enquiry.</p>   |

|  |  |
|--|--|
| <p>Would federation change the schools' start and finish times?</p>                    | <p>No, there would be no change to the start or finishing times to the school day as part of the federation process.</p>   |
| <p>Would there be any change to the date of inset days?</p>                            | <p>No, inset days would be set across both schools.</p>  |
| <p>Where would the Federated Governing Body hold their meetings?</p>                   | <p>The Federated Governing Body would alternate their meetings and governor training between the two school buildings.</p>   |
| <p>Does federating the schools ultimately cost them more money?</p>                    | <p>No, in fact it provides schools with opportunities to share costs and gain access to staffing and resources that might not otherwise be available to an individual school.</p>  |
| <p>Would federation mean there will be one school budget?</p>                          | <p>No, each school would still operate their own school budget. The federated governing body would be accountable for both budgets.</p>  |
| <p>Is this just a Government cost saving exercise?</p>                                 | <p>No, the proposal to federate has been reached jointly by the governing bodies of both schools; no external influence has been applied.</p> <p>The funding of schools is primarily based on pupil numbers and as these numbers would not be affected by federating, the school budgets would remain the same.</p> <p>However, it is true that economic factors have been an important element in prompting both governing bodies to consider new ways of working in the light of trends in the funding of schools.</p> |
| <p>Would federation mean one school will be taking the lead over the other school?</p> | <p>No, it would mean the current governing bodies of NAIS and NAJS would federate and work together, bringing their experience and expertise together to form a new governing body.</p>  |

|   |  |
|---|--|
| <p>Would there be any additional financial implications to parents or carers?</p> | <p>No, there would be no additional cost to parents and carers, uniforms will remain the same to keep each school's own identity.</p>  |
| <p>Would there be a change to parent organisations or pupil school councils?</p>  | <p>The Friends Association in each school are not affected by federation and would continue in their current format. Each school will continue to have their own pupil school council.</p>   |
| <p>Is the federation an attempt to create one school?</p>                         | <p>No, the governors are clear this federation proposal is not an attempt to create one school (or dispose of any property). NAIS and NAJS would retain their own identities as two separate schools with neither school leading over the other.</p>   |
| <p>Are there examples of other federations within the county?</p>                 | <p>There are hundreds of federated schools throughout the country and the number is growing. Within Hampshire some examples include:</p> <p>The Federation of Hazelwood Infant School and Lydlynch Infant School - <a href="http://www.federationofhazelwoodandlydlynch.co.uk">www.federationofhazelwoodandlydlynch.co.uk</a></p> <p>The Federation of Fordingbridge Infant and Junior School - <a href="http://www.fordingbridgefed.co.uk">www.fordingbridgefed.co.uk</a></p> |
| <p>Can a federation be dissolved?</p>   | <p>Yes, defederating is a straightforward process and could happen if the governing body decide that the federation is not working in the best interest of the two schools and the children. It is considered good practice for a federation to be reviewed every two years.</p>   |