

GROVELANDS C P SCHOOL



**Dunbar Drive
Hailsham
East Sussex
BN27 3UW**

HEADTEACHER: *Mr Jon Goulding
B.A. (Hons)*



25.1.2012

Dear Parents and Carers,

Proposed Federation of Hellingly and Grovelands Community Primary Schools

The purpose of this letter is to invite you to participate in consultation on a proposal from the Governing Boards of Grovelands and Hellingly CP Schools that they should form a Federation, making permanent the current interim arrangement between the two schools. This consultation commences today, Monday 25 January 2021 and closes on Monday 15 March 2021.

Why we are making this proposal

As you are aware, Hellingly and Grovelands have been working closely together since April 2020 under the leadership of Mr Goulding as our interim Executive Headteacher. Miss Swaine has been acting as Head of School at Grovelands and Mrs McKay has been acting as Head of School at Hellingly. This period has of course coincided with the restrictions and changes arising from the Covid 19 pandemic.

The partnership originally commenced when Hellingly was without a headteacher. It has provided stable and experienced leadership for Hellingly through this challenging period and enabled its teachers and other staff to develop and implement much needed improvements to its curriculum and its teaching.

For Grovelands, the partnership has allowed experienced leaders to work collegiately with another setting developing and broadening their own skill set and to bring new fresh ideas back to the school to enhance our practice. Staff across the two schools have been able to work together, sharing experience and expertise, and this has been valuable to both schools.

Both Boards foresee that Federation will allow us to maintain and develop the opportunities and benefits which we have gained during the existing partnership. Each school will retain its own unique character, traditions, uniforms and performance targets, and will have separate Ofsted inspections. The admissions process will be similar to how it is now – although Grovelands is its own admissions authority, their process aligns closely with that of East Sussex County Council, which would continue to administer the admissions arrangements on the Federation's behalf.

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EMAIL: office@grovelands.e-sussex.sch.uk
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**Dyslexia
Friendly**



More specifically, we believe that Federation offers the following opportunities to both schools:

- Leadership will be secured for the future and staff development opportunities will enable our schools to keep valued, experienced staff
- We will be more able to attract and retain high-quality teachers and leaders
- Opportunities for joint planning of the curriculum, collaborative working, joint staff training, and shared projects and visits will help us to continue to raise standards and pupil achievement
- The individual budgets of each school may be used more effectively and creatively to support children's progress
- There may be opportunities for pupils' personal development through joint pupil activities across the two schools

How the new arrangement would work

The leadership and governance of the Federation would be:

- An Executive Headteacher across the two schools, as now, with overall strategic and operational responsibility for both schools
- A Head of School in each school, as now, with day to day leadership responsibility for their school and being a member of the Federation leadership team
- A senior leadership team in each school, working with the Executive Headteacher and Head of School, appropriate to the needs and size of the school
- A single Governing Board for the Federation, which will include representation by parents of each school, staff, a Local Authority governor, and foundation/co-opted governors, and which will take overall responsibility for both schools within the Federation

In line with the School Governance (Federations) (England) Regulations 2012, the proposed size of the new federated governing body would be 13 members. This would include:

- ✓ 2 Parent governors
- ✓ 1 Staff governor
- ✓ The Executive Headteacher
- ✓ 1 Local Authority governor
- ✓ 2 Foundation Governors
- ✓ 6 Co-opted governors

In addition, we may appoint Associate Members who will bring specific expertise to the Board.

The Governing Boards are proposing that the date of Federation should be 1 September 2021.

Federation Consultation Process

The Governors of both schools have set up a Joint Committee to conduct the consultation process to seek the views of parents, staff, community, the local authority, and other key stakeholders. The consultation process will last six school weeks, starting on Monday 25 January 2021 and closing at 4.00 pm on Monday 15 March.

Governors would welcome your views and comments on our proposal. In normal circumstances, there would be public meetings where you could ask questions and make comments. As this is not currently possible, we have prepared a powerpoint which has been emailed to you with this letter about the proposal and can also be found on each school's website at www.grovelands-school.co.uk or www.hellingly.e-sussex.sch.uk. We have also arranged two online meetings, using Microsoft Teams software. Both meetings will be held on Tuesday 2 February, the first at 2:00 pm and the second at 6:30 pm. A separate meeting has been arranged for members of staff from each school.

Please notify your school using the following email federation@grovelands.e-sussex.sch.uk or federation@hellingly.e-sussex.sch.uk if you wish to attend either of these meetings, stating which time you would like to attend, so that an online invitation can be sent to you. Could you also forward any questions that you may have to this email, which will be answered at the online meeting.

We have set up a Survey Monkey questionnaire for you to provide any written responses you wish to make. The link for this can be found on each school's website under the federation tab.

Alternatively, if you prefer you may complete a paper response, using the form attached to this letter. Please return it in an envelope marked 'Federation consultation, for the attention of the Chair of Governors', to your school office.

The deadline for all responses is 4.00 pm on Monday 15 March 2021.

It is the governors who will make the final decision, drawing upon a broad evidence base including the views of parents, staff and any other responders. The Governing Board from each school will make its own decision. As with any Governing Board decision, this is a simple majority vote taken at a quorate Board meeting.

We look forward to hearing from you and will, of course, keep you fully informed regarding our final decision which will be made by the Governing Boards before the end of Term 4.

Yours sincerely

Michael Nix
Chair of Governors
Hellingly Community Primary School

Paul Young
Chair of Governors
Grovelands Community Primary School