



The Federation of Maytree Nursery & Infant School and Mount Pleasant Junior school

The governing boards of the Maytree Nursery & Infant School and Mount Pleasant Junior school are considering federation. We will jointly consider any responses to these proposals and will make a final decision on whether to proceed with the proposals as published. We have drawn together a list of FAQs to support you with understanding the process.

Frequently Asked Questions

What is a Federation?

Federation is a means where schools can make a formal agreement to work together. It is different to the academy process because the schools agreeing to federate remain as Local Authority Community Schools where they will continue to be regarded as individual schools, keeping their existing DfE category and their funding structure etc. The change to their status only comes at governance level, as the governing boards of the schools federating become a single governing board.

Why have the governors decided to take this route?

Initially, the schools approached each other with the idea that they had a need for a more formal level of support. They agreed that 'working together' in this way would embrace the ethos of both schools to provide the best possible education to their communities and continuity and consistency in education for children throughout the majority of their time in school.

Why didn't both schools decide to become Academies?

This is an option that both schools have looked at individually and together. The federation model met the aims of both schools best as it will provide a firm mechanism for partnership whilst keeping both School and School autonomy and individuality. The schools are also both part of the Aspire Community Trust.

However, the decision to federate will not prevent both schools becoming academies should that be viewed as the best route forward in the future and we continue to monitor the situation carefully. The process for this cannot happen without full consultation of all staff, parents, carers and all other stakeholders.

Are there financial implications?

Both schools will continue to be funded individually by the local authority and on the same basis that they are now. There may be some areas where it will prove advantageous and demonstrate good practice to share services which could draw some financial savings

How will it alter the management structure?

Both schools will continue to be run with a similar management structure with a head teacher at each school.

Will there be opportunities for staff to work across both schools?

Yes, the partnership will encourage an open sharing of knowledge and skills across both schools that could offer opportunities for staff to gain experience and expertise in both primary and nursery sectors.

Are either school going to change its uniform or name?

School days and Inset days will align. We will keep our names and be part of a new federation. There will be no change to the uniforms or names of either school.

Will the admissions policy be affected?

Admission to each school will remain unchanged and continue to be determined by Southampton City Council. Just as it is possible today, the new Governing Board has the opportunity to review the admissions policies of both schools in consultation with the local authority.

How are the staff being consulted?

The staff will be consulted in the same way as all stakeholders and will be able to feedback directly to their respective governing bodies through the existing Staff Governor representatives.

Can this decision be reversed?

A federated school can decide to leave the federation or all schools within the federation may decide to dissolve the arrangement, but not without a full consultation much the same as this one to bring us together.

How would the two schools recruit?

The schools would advertise as normal.

Will staff have to work in the other school if they were appointed before the Federation is agreed?

Staff who change their location will do so voluntarily.

Who will employ the new members of staff?

New members of staff will be employed by the Governing Board of the new Federation as opposed to the two separate Governing Boards. S/he will be allocated to a particular workplace as their predominant workplace, but a clause in the workplace will say that they can be asked to work across both or either site and depending on requirements will be deployed accordingly.

Will any posts reduce as a result of the Federation?

This is not a driver for moving into a Federation. The existing staff structures will continue to be reviewed (as they are now) dependent on need.

Where can I get more information?

Both schools will be holding open meetings where presentations will be made and questions can be raised.

What are the benefits for my child?

Collaboration between the schools means a continuity for children structures and processes will align more over time and policies will be consistent. Children will over time get to know staff in both schools. Sharing of resources will mean greater opportunity.