



The Federation of Maytree Nursery & Infant and Mount Pleasant Junior schools

The governing boards of Maytree Nursery & Infant School and Mount Pleasant Junior school are considering federation based on the following proposals.

We will jointly consider any responses to these proposals and will make a final decision on whether to proceed with the proposals as published.

What is a federation?

A federation is defined in law as two or more maintained schools operating under the governance of a single governing body. The statutory context for federations is the [Education Act 2011](#), and [The School Governance \(Federations\) \(England\) Regulations 2012](#). These set out what a federation and its management should look like, how schools may join and leave, and how a federation may be dissolved.

A federation is a legal governance structure where between two and six schools share a single governing body. The schools will retain their individuality, their own name, ethos, budget and school uniform but could share resources, facilities and good practice.

Key Reasons that schools federate:

- Improved standard of education, links between transfer, support under performing schools.
- Evidence that schools working together can drive up standards and improve outcomes.
- Cost savings and efficiencies to back-office systems and admin functions
- Improved opportunities for staff – good practice and CPD, career progression
- Strengthen governance, overview of 2 schools, focus on improvement in both. Opportunity to develop further strategic perspective.

In schools that have federated successfully, standards have risen across the board. **Improved quality of education** is a major benefit, largely because federation allows schools greater flexibility with staffing, such as being able to distribute staff across schools, whether for cover or to share specialist skills.

Jan Goatley, Headteacher at Maytree Nursery & Infant School has announced that she will be retiring at the end of the academic year (August 2023). This provides an opportunity to look at the possibility of federation across the 2 schools to help ensure smooth succession planning and consistent and high-quality teaching across both schools.

PROPOSAL	
Reasons for Federating	<p>Quality of Education is paramount to both schools. Maytree Nursery & Infants is currently Ofsted good, and Mount Pleasant is Ofsted Requires Improvement. A lot of work has been taking place in both schools to develop the quality of education and to support all the children with ensuring that they develop the skills and resilience needed to function within an ever-changing society.</p> <p>The 2 schools have been part of the Aspire Cooperative Trust for some time and have been working alongside other schools within the trust to develop the quality of</p>

	<p>education and for all children. To further enhance this, the federation of MNIS and MPJS would enable a strengthening of educational experience offered to children across both schools</p> <p>In addition, the federation of the 2 schools would enable a sharing of resources, there would be an opportunity to further develop joint contracts for services provided to the school which would mean better value for money. The sharing of school resources – equipment, transport etc that could mean that there is full utilization of materials and resources.</p> <p><u>Range of Professional Knowledge</u> -The federation would bring with it a broader range of professional development opportunities, opportunity for all staff both support staff and teaching staff to develop their skills and knowledge. There will be enhanced CPD opportunities and opportunities to develop skills across both eKS1 and KS2 which would allow for transferable skills.</p> <p><u>PAN Reduction</u> – The Pupil Admission Number for MNIS has decreased from an intake on 90 pupils per year to 60 per year. This is due to the declining national birth rate and a need for the reduction in school places both nationally and across the city. This reduction will follow few to MPJS in a few years as the trend continues to decline. The federation of the 2 schools will support the management of this process. Developing the skills of staff across the 2 schools will allow for the needs of the children to be further enhanced across the 2 schools and for knowledge of children to be better shared.</p> <p><u>Smoother Transition</u> – The transition from Infant to Junior will become much smoother for those moving from MNIS to MPJS. With the work that will take place across both schools and the staff knowledge of pupils, especially those with SEN (Special Educational Needs) will mean that support will be in place for these children and the planning can take place a lot earlier and both schools will have an awareness of needs which can be planned for in staffing and budgeting.</p> <p><u>Continuity of experience for families</u> – Many children transfer from MNIS to MPJS, although 2 separate school, the federation will allow for the more collaborative working, for example, INSET days will take place at the same time, with cross school CPD, many policies and procedures will be federation policies which will ensure consistency across the 2 schools. There will be a knowledge of staff for families which will also help with transition and consistency.</p> <p><u>Succession Planning</u> - The Headteacher at MNIS will be retiring in August 2023 and the governing boards need to ensure that both schools are stabilised. There is a national shortage of headteachers and recruitment in Southampton has been exceptionally challenging. Having a federation, means that there are a broader range of options that can be explored moving forward. There will be opportunity for staff to move across both the schools and to develop skills so that they have the opportunity to progress through their careers. Succession planning is key in continuing to drive and secure improvement across both schools.</p> <p><u>Align the curriculum</u> – Opportunity for the schools to align the curriculum offer so that there is continuity from infants to juniors/</p>
<p>Financial Reasons for Federating</p>	<p>The Budget</p> <p>Both schools would still receive their own funding from the DfE via Southampton City Council. Both school's budgets would be reported separately to the federated governing board and would need to be treated as separate budgets, following Local Authority financial regulations, timelines, processes and procedures.</p> <p>The advantage that the federated governing board will have is the overview of both budgets. Benchmarking and comparisons would be transparent. Funds held by one school would not be able to be used by the other but working closely together the schools, through their financial representatives, would be able to renew existing contracts matching dates and potentially negotiate favourable costs. Any new</p>

	contracts would, similarly, be worked on by both schools, where appropriate, to seek best value.
<p>Size of the governing board</p> <p>Number of governors for each category of governor</p>	<p>Currently we have 2 governing boards. One at each school. It has been very difficult to recruit governors across the city and both boards have been running with governor vacancies for a number of years.</p> <p>A federation would provide the opportunity to have 1 governing board where we could focus on training and developing our governors with the support of Southampton Governor Services to ensure that we provide strong and effective governance across the schools.</p> <p>Proposal for a Constitution of 13 governors made up as follows –</p> <p>2 x Headteacher Governors (1 from each school) 1 x Local Authority Governor 1 x Staff Governor (elected from across the schools) 2 x Parent Governors (ideally one from each school but would depend on interest – elected) 1 x cooperative trust governor 2 x foundation governors 4 x coopted governors.</p>
<p>Arrangements for staffing the schools within the federation</p>	<p>All staff would TUPE across on their existing terms and conditions with a variation to their contracts stating that they are employed by the Federation. Staffing structures and roles will continue to be reviewed as they are under the current arrangements.</p> <p>New members of staff will be employed by the Governing Board of the new Federation as opposed to the two separate Governing Boards. Staff 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.</p> <p>Current staff will be given the opportunity to voluntarily have the clause about working across both schools inserted into their contracts of employment.</p> <p>There will be no detriment to staff pay or pension and the existing performance and pay policies and procedures will continue to apply as part of this transfer.</p> <p>A review of the leadership will be undertaken as part of the succession planning outlined earlier. A consistent and formal link between the schools and will afford opportunities to share best practices across both environments. Where applicable natural successor rules will be applied.</p> <p>Where there is clear benefit to the children of both schools, systems and processes may be reviewed and staff may need to use different systems to the ones currently used, where this is the case training and support will be provided.</p> <p>Employees are entitled to object to being transferred under TUPE. If an employee refuses to transfer to an available post with the new employer, then they are deemed to have resigned. This is not a redundancy situation and therefore no redundancy payment will be awarded. A refusal to transfer should be put in writing.</p> <p>Both schools have a senior leadership team and admin support which would continue in its current form. Over time as natural changes occur, there is the opportunity for the federation to review roles and to look at whether roles could be supported across both the schools.</p> <p>Staff can also support each other in relation to absence etc. for example a School Business Manager could work across the 2 schools, should one be off for any reason.</p> <p>There will be opportunities for support staff to work across both schools if they wish to.</p>

Aspire Trust	<p>The federated schools will continue to be part of a Co-operative Education Trust. Aspire Community Trust which includes Bassett Green Primary School, Bevois Town Primary School, Cantell School, Mansbridge Primary School, Swaythling Primary School as well as both Maytree Infant and Nursery School and Mount Pleasant Junior School.</p> <p>More Information about the trust can be found here</p>
Federation date	1st January 2023 (Proposed)
Admissions authority/authorities for the schools within the federation	<p>As maintained schools, both schools come under Southampton City Council Admissions.</p> <p>Currently Children from Maytree Nursery & Infant School have priority of placement at Mount Pleasant Junior School in the Mount Pleasant Junior School Admissions criteria. This will continue. There will be no changes to admissions.</p>
Key Dates	<ul style="list-style-type: none"> • Staff informed of Federation Proposal – 1st September 2022 • Parents informed of Federation Proposal – 9th September 2022 • Consultation Dates – 9th September 2022 – 21st October 2022 (6 weeks) • Public and Parent meeting – Monday 19th September 2022 @ 2.30pm – MPJS • Public and Parent Meeting – Tuesday 20th September 2022 @ 9am – MNIS • Staff Meeting – Wednesday 21st September 2022 @ 3.30pm – MPJS • Staff Meeting – Thursday 22nd September 2022 @ 3.30pm – MNIS <p>Both Governing Boards will meet to consider the outcome of the consultation – 2nd November 2022 @ 5pm</p> <p>Outcome of the Consultation will be announced on Wednesday 3rd November 2022</p>

Responding to the proposals

You are welcome to make written representations regarding these proposals. Please send your comments and questions by email to [\[insert addresses\]](#)

You should do this by **21st October 2022**.

You may not get an immediate response to your questions, but you will receive an acknowledgment. Your questions or comments will be considered by both governing boards following the consultation.