

Questions regarding proposed federation raised so far

I would like to know what the specific intentions or benefits/drawbacks are for Youlgrave under the federation rather than general benefits that can be obtained.

1. What changes would we actually see in day to day running of the school?

There will be no changes to the current day to day running of the school. We have a well-established leadership team involving the Governors, Headteacher and teachers across both schools in place supported by a capable and committed business team and have been working towards this for the last 2 years.

Federation will enable us to formalise our current arrangements and enable us to seek further efficiencies to secure our long-term future.

2. Would teachers be shared?

No.

The staffing structures for both schools will remain as they both are, however, there are opportunities to share subject leadership roles across both schools enabling more people to look in greater depth across more of the curriculum. This provides opportunities for career progression, maintains sensible workloads and increases professional dialogue between teachers. This also supports mental health and wellbeing of our staff team.

We hope that enhanced leadership roles for teachers will enable us to provide competitive roles for any future recruitment ensuring we are and attractive to recruit good teachers.

3. What additional resources are we envisioning?

There will be a positive impact on the budget from streamlining and sharing administrative and governance functions which will enable funds to be directed towards improving outcomes for all our children across both schools.

The budgets will not be combined as each school will receive their own budget share as now and funds from one school will not be used to address budget shortfalls in the other (both schools are currently in a strong financial position and do not have a budget shortfall).

4. Are there specific losses for the school?

There are no losses envisaged. The agreement would enable us to increase the level of teaching and teaching support across all classes. Sharing our Headteacher and streamlining administration functions will result in increased efficiency, sharing purchasing capacity and reducing costs will improve value for money for both schools.

Bringing the governing bodies together will enable leadership functions to be streamlined resulting in more focus on educational outcomes. Whilst the teaching structure remains the same for both schools there are opportunities to develop across leadership functions such as safeguarding, SEND and the curriculum.

The shared admin function increases resilience should we need cover at either school enabling both schools to deliver on their statutory functions as well as directing focus towards important school developments and priorities.