



**5 January 2018**

Dear Parent/Carer

**Consultation for the Federation of the Governing Boards  
of Aylsham Learning Federation (Aylsham High School and Bure Valley School) and  
John of Gaunt Infant and Nursery School**

We are pleased to recommend this proposal to federate the governing boards of **Aylsham Learning Federation (ALF) and John of Gaunt Infant and Nursery School (JoG)**.

Our current partnership over the last 9 months has been very successful, ensuring the children receive the best possible teaching and educational opportunities.

Both governing boards and staff teams believe that the partnership is working very effectively and want to strengthen the arrangement still further.

Federation will allow for the benefits achieved so far with the partnership to continue, and this is our reason for recommending it.

The accompanying consultation paper outlines what we as governors believe are the benefits of federation. We welcome your views and feel it is important that you as stakeholders play a part in shaping the future of education in our area. The schools have arranged a series of informal drop-in sessions for people to find out more and ask relevant questions of the governing boards of ALF and JoG. You can attend either of these sessions, which will take place as follows:

Monday, 5 February, 7pm at John of Gaunt Infant and Nursery School

Tuesday, 6 February, 7pm at Bure Valley School

If you wish to comment on this consultation, please send your response in writing to 'clerk of governors' via any of the school offices. Letters should be clearly marked 'federation consultation' and sent in a sealed envelope. These should be received at the schools no later than **Friday, 23 February 2018**. All responses should be signed (anonymous responses will not be considered) and will remain confidential to the clerk who will report to the governing boards.

We wish to stress that federation is considered by the governing boards as a way of securing the future of our schools. This is not a bid to merge or amalgamate the schools and we would stress that each school will continue to maintain their individual identities, as they have up to now.

Yours faithfully

Jenny Youngs  
Chair of Governors  
**Aylsham Learning Federation**

Mike Downes  
Chair of Governors  
**John of Gaunt Infant and Nursery School**

## **CONSULTATION DOCUMENT**

**Consultation start date: Friday, 5 January 2018**

**Consultation end date: Friday, 23 February 2018**

### **The Federation of the Governing Boards of Aylsham Learning Federation (ALF) and John of Gaunt Infant and Nursery School (JoG)**

The governing boards of the above schools have resolved to seek federation through a shared, strategic vision of each schools' future.

#### **Our vision**

We celebrate the unique qualities and characteristics that each school brings to the federation. All schools have common aims and values, together with a mission to serve all the families and children who attend the schools. All schools are committed to the long-term success of education in the town and the wider Aylsham cluster.

#### **What does federation mean?**

Federation means the formation of one governing board, with representation from all schools. Each school will remain legally separate whilst retaining their individual characteristics and ethos. Federation works on the basis that all schools have their own particular strengths and advantages whether it is facilities, staff or resources.

#### **Why form a federation?**

The governing boards of our schools wish to sustain and continue to improve education for children in the schools and to protect educational provision. We feel federation is the best way to achieve these goals.

The schools are in an excellent position to federate for the following reasons:

- A successful partnership has existed since **1 April 2017**
- Our current partnership has been fully discussed with and owned by major stakeholders – staff, governors, the local authority, parents and children
- Senior leaders are working together across all schools
- The schools are close enough to allow us to continue sharing our resources and working together
- Some school policies have been reviewed and shared
- Resources and experiences have been shared and joint activities have been undertaken
- Increased governor liaison has taken place and has helped each school to develop
- Additional financial resources have been secured and used for the benefit of all schools
- Some staff work across more than one school
- Extended joint professional development has been undertaken
- Some governors' committee meetings are already held on a joint basis, serving all schools

## **Benefits of federation**

- To strengthen the viability of all schools
- Avoiding duplication of effort and resources will allow more time to devote to the core business of teaching and learning
- To continue to improve standards in teaching and learning
- A structured way for all schools to continue to collaborate
- Opportunities for staff, children and governors at each school to interact, learn from each other and share best practice
- Access for children to teacher specialist expertise from each school
- A varied and co-operative approach to staff development
- Further development of a joint curriculum and sharing of existing good practice
- Flexible and more efficient use of resources and better value for money
- More efficient use of management time
- To extend the range of services and opportunities available to children and their families
- A coordinated vision for the use of pupil premium

## **Admissions**

There will be no further changes. The admission arrangements for each school from September 2019 will remain in place.

## **Staffing**

Federation in itself will not imply any change in each schools' current staffing teams. Staffing levels will continue to be determined by the school budget. Federation will allow employment of specialists and potentially new staff across all schools.

## **The governing board**

A new governing board will be formed as detailed below:

### **Name of the Federation: Aylsham Learning Federation**

- 1 executive headteacher
- 1 elected staff governor
- 2 elected parent governors
- 1 local authority governor
- 3 trust governors representing The Aylsham Cluster Trust (one from each school)
- 11 co-opted members

This would give the governing board a total of **19** members. The total number of staff governors will not exceed more than one third of the total number of governors.

It is the intention of the federation working party to have from the co-opted members:

- 1 head of Bure Valley School
- 1 head of John of Gaunt School
- A parent from each school that does not have an elected governor
- A staff member from each school that does not have an elected governor

**Proposed date for the start of federation: 27 March 2018**

### **How do I contribute?**

We are very keen to hear your views about this proposal. We would therefore be grateful if you would return the attached form by **4pm on Friday, 23 February 2018**. The governors of ALF and JoG will then consider the responses to the consultation.

### **How can I find out more?**

The schools have arranged a series of informal drop in sessions for people to find out more and ask relevant questions of the governing boards of ALF and JoG. These sessions will take place as follows:

- Monday, 5 February, 7pm at John of Gaunt Infant and Nursery School
- Tuesday, 6 February, 7pm at Bure Valley School

Parents/carers/stakeholders are welcome to attend either session.

### **What do you think?**

Please complete the response form and return it by **4pm on Friday, 23 February 2018** to one of the following:

- Clerk of Governors, School Office, Aylsham High School (Aylsham Learning Federation)
- Clerk of Governors, School Office, Bure Valley School (Aylsham Learning Federation)
- Clerk of Governors, School Office, John of Gaunt Infant and Nursery School

Remember, all responses should be signed (anonymous responses will not be considered) and will remain confidential to the clerk who will report to each governing board.

**Do you support the proposal to federate Aylsham Learning Federation and John of Gaunt Infant and Nursery School?**

Yes   No Please tick one box

Comments:

---

---

Name:

Address:

Sign:

**Please tick one box that you feel most appropriately represents your interest in this matter:**

- parent/carer of a child at Aylsham High School
- parent/carer of a child at Bure Valley Junior School
- parent/carer of a child at John of Gaunt Infant and Nursery School
- member of staff at Aylsham High School
- member of staff at Bure Valley School
- member of staff at John of Gaunt Infant and Nursery School
- local resident
- parent/carer of a child at another local school (please specify)
- other (please specify)

This response form should be sent in a sealed envelope, clearly marked 'federation consultation' by **4pm on Friday, 23 February 2018** addressed to one of the following:

- Clerk of Governors, School Office, Aylsham High School (Aylsham Learning Federation)
- Clerk of Governors, School Office, Bure Valley School (Aylsham Learning Federation)
- Clerk of Governors, School Office, John of Gaunt Infant and Nursery School

**Thank you for your time**