

FST PRIMARY SCHOOLS FEDERATION - CONSULTATION

1.0 PURPOSE OF REPORT

- 1.1 This report details the outcomes of the public consultation carried out by the Governing Bodies of Stillington Community Primary School and Foston and Terrington Church of England Federation on the proposal to together form FST Primary Schools Federation, in order that the Governing Boards can consider the responses and decide whether they wish to proceed with forming a federation.
- 1.2 This report will be considered alongside other relevant information at Full Governing Board meetings on 28 February 2023 (Foston and Terrington) and 6 March 2023 (Stillington).

2.0 EXECUTIVE SUMMARY

- 2.1 Since August 2020 Foston and Terrington CE Federation have been working in close collaboration with Stillington Community Primary School. In Autumn 2022, following individual Governing Body discussion and consideration by a Joint Working Group, both boards resolved to enter into a public consultation around the potential for the schools to become a new federation – FST Primary Schools Federation.
- 2.2 This report details the responses to this consultation in order for Governors to decide whether to proceed to the new federation starting 28 March 2023.
- 2.3 The report is supported by a number of Appendices as listed below:
 - Appendix 1: Consultation Paper
 - Appendix 2: List of the Consultees
 - Appendix 3: Notes of the Staff Meeting
 - Appendix 4: Notes of the Terrington Public Meeting
 - Appendix 5: Notes of the Foston Public meeting
 - Appendix 6: Notes of the Stillington Public meeting
 - Appendix 7: Consultation Responses

3.0 CONSULTATION UNDERTAKEN AND ANALYSIS OF RESPONSES

- 3.1 The decision to consult on the proposal was taken by the Governing Body of Foston and Terrington Church of England Federation on 30 November 2022; and the Governing Body of Stillington Community Primary School on 5 December 2022.
- 3.2 A consultation paper setting out the proposal was sent to staff of the schools as well as parents and other interested parties and individuals. A copy of the consultation paper is attached as Appendix 1 together with a list of the consultees at Appendix 2.
- 3.3 The consultation commenced on 4 January 2023 and closed on 22 February 2023.

- 3.4 A Staff meeting, for staff from across the three schools, was held on 12 January and was attended by Governors, the Headteacher, a NYCC HR business partner, Union representatives, and members of staff. 3 staff were in attendance in person with 4 joining the meeting online. (a record of that meeting is attached as Appendix 3).
- 3.5 A Parent and Community public meeting was held on 16 January at Terrington Village Hall which was attended by Governors, the Headteacher and some Staff members. No parents or interested parties attended. (a record of that meeting is attached as Appendix 4).
- 3.6 A Parent and Community public meeting was held on 16 January at Foston Village Hall which was attended by Governors, the Headteacher, and a number of Staff members. 4 parents/ interested parties were in attendance (a record of that meeting is attached as Appendix 5).
- 3.7 A public meeting was held on 19 January at Stillington School and was attended by Governors and the Headteacher. 5 parents/interested parties were in attendance (a record of that meeting is attached as Appendix 6).
- 3.8 By the closing date of the consultation, 8 consultation responses had been received to the proposal and these are shown in Appendix 7. The following section of the report summarises the main issues raised in the consultation responses and at the staff and public meetings.

4.0 ISSUES RAISED AND GOVERNOR RESPONSES

- 4.1 All the responses to the consultation were supportive of the proposal, however one consultee expressed 'conditional' support based on clarification of the Governance arrangements. The key issues raised during the consultation process are listed below alongside relevant responses.
- 4.2 Comments on the draft Instrument of Government

2 responses to the consultation made reference to the proposed Governor representation on the new Governing Body: one consultee pressing for an increase of parent governors to equal the number of schools in the new federation with a mandate that each school must elect one parent governor; whilst the other was additionally questioning how Stillington (as a Community School) would be represented with the majority of Foundation Governors on the new Board.

Response

The number of Parent Governors is fixed at 2 by regulation. The Gov.UK 'Federations: Guidance on the governance processes' (Updated Sept 2022) quotes: The School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016 states that the governing body of a federation must include only 2 parent governors. Under these regulations, a federation cannot stipulate that a parent is elected from each school in a federation. The 2 parent governors can come from across the parent and carer body, which could mean they can be from the same school. All governors, including parents, are responsible for all schools within the federation and do not represent a single school.

Foundation Governors are appointed by York Diocese Board of Education (YDBE) following consultation with the relevant Parochial Church Council/s (PCC) – this is the vehicle by which Foundation Governors are ‘recruited’. In the case of the new Federation Governing Board, 3 Foundation Governors would be appointed following consultation with the PCC for Terrington and 3 following consultations with the PCC that covers Foston. Proposed Foundation Governors do not need to live in the PCC area, so prospective Foundation Governors from Stillington (or anywhere else) can be considered. The YDBE has committed to working with the schools in making Foundation Governor appointments to ensure the new Governing Board has ‘the right people around the table’ for effective governance. Like every type of school Governor, Foundation Governors will act in the best interests of all schools in the proposed federation.

5.0 Next Steps

- 5.1 Governors should consider other relevant information - including any liabilities currently held individually by either board which would transfer to the new FST Federation Board. Brief details for discussion at Appendix 8
- 5.2 Should Governors decide to proceed, they must:
 - decide whether to proceed with the proposals as published, or with any appropriate modifications
 - give notice to the local authority and diocese within one week of the decision, and inform all stakeholders by sending letters to parents, carers, staff and professional associations, and any others subject to the consultation
 - give notice to the Secretary of State of their decision on the proposals within one week of the decision

APPENDIX 1 – Consultation Paper

See separate file

APPENDIX 2 - List of Consultees

Across the 3 schools:	<ul style="list-style-type: none">• All staff• All parents and Carers• All Governors• Each website
NYCC – CYPs	<ul style="list-style-type: none">• Amanda Newbold - Assistant Director of Education• Andrew Dixon - Strategic Planning Manager• Mark Ashton - Strategic Planning Officer• Dave Cox - HR Business Partner
York Diocese DBE	<ul style="list-style-type: none">• Andrew Smith - Director of Education• Claire Graham-Brown - Deputy Director of Education
NYCC – Recognised Trade Unions / Professional Associations	<ul style="list-style-type: none">• ASCL• NAHT• NASUWT• NEU• VOICE• UNISON
DfE	<ul style="list-style-type: none">• Secretary of State• Regional Director (Yorkshire and Humber)
Parish Councils	<ul style="list-style-type: none">• Stillington• Terrington• Foston
District Councillors	<ul style="list-style-type: none">• Stillington (Hambleton)• Terrington (Ryedale)• Foston (Ryedale)
NYCC County Councillors	<ul style="list-style-type: none">• Stillington• Terrington• Foston
Parochial Church Councils	<ul style="list-style-type: none">• Terrington• Foston

APPENDIX 3 – STAFF MEETING NOTES

Staff Meeting 12.1.23 at Stillington School (and on TEAMS)

Attendance in person: Dave Cox, Corrine Cross, Sarah Moore, Vicki Allon, Liz Cole, Chiu Yip, Anne Swift (NEU), Michele Jones (unison) Attendance online: Emma Hendry, Philippa Scaife, Emily Baker, Louisa Cooke

Introduction

Helen Introductions to the meeting

- Dave Cox (HR business partner for NYCC)
- Anne Swift (NEU)
- Michelle Jones (Unison)
- Sarah Moore (Headteacher)
- Corinne Cross (CofG Stillington)
- Helen Ashdown (CofG Terrington and Foston)
- Katie Stringer (taking notes)

Apologise: Some union reps

Consultation Process and timetable Governors have been working on this proposal for over a year. Timescale was shared and the process from the slides. The Current Situation Maintained small community primary schools with nursery provision. Same headteacher and same senior leadership team. Slide notes were shared. Stillington has been in collaboration since 2020 and improvements have been made. Proposal To move the three schools to a federation model. Shared slides. Instrument of Government Two governing boards. New instrument of government. The old governing bodies will dissolve and a new governing board. The new board will be a VA model with the majority being foundation governors. Shared slides. Existing Staff Shared slides. No changes to the terms and conditions for the staff. Stillington still appointed by NYCC. Benefits Shared slides

Questions and discussion Shared by Dave Cox: TUPE – transfer of undertakings protection and employment regulations? This is an unusual scenario as it is usually used when schools transfer to a multi academy trust. Example given of catering staff.

The point of TUPE is to ensure there are no disadvantages to staff- redundancy, pay. The terms and conditions will be as good as the previous employer. Foston and Terrington staff are currently reporting to the governing body. The staff at Foston and Terrington school will be reporting directly to the new employer, which will be the new governing board. With Stillington staff we are observing the TUPE principles. Staff won't notice any difference in their role. No changes to payroll and date, pension arrangements. The staff data will be up to date at the point of transfer, for example emergency contact, continuity of service date. New employers will need informed of any disciplinaries. There won't be any changes to structures or working patterns. There could be reorganisation down the line. Existing school policies will also transfer, for example redundancy, staffing levels. Same policies used across all three schools.

Foston and Terrington staff- if you can choose not to transfer, there will be no redundancy. You would be inadvertently resigning. The leadership of the school are likely to sign new federation

contacts. Under the federation contract there will be a mobility clause. Staff can be instructed to work at any of the school. New staff will be signing a contract with the broader federation. A new member of staff could be asked to work at an alternative school. This is only presently the case for Katie, Sarah and the business manager.

Dates Dates shared from the slide. February 22nd- consultation ends for staff consultations

Questions No questions asked. Anna Swift shared her contact details for NEU members to contact her. Michele Jones also shared her contact details for unison members.

Louisa Cooke- I am proud to be part of our federation and good luck with everything. I have worked with Sarah for 12 years.

Meeting to a close at 17.42

APPENDIX 4 – PUBLIC MEETING (TERRINGTON) NOTES

Public Meeting 4.30pm 16.1.23 at Terrington Village Hall

Present: Corinne Cross, Christine Cookman, India Tordoff, Sarah Moore, Nic Clarke and Helen Ashdown

There was no presentation as no parents or members of the community were present.

Meeting closed at 5pm.

APPENDIX 5 – PUBLIC MEETING (FOSTON) NOTES

Public Meeting 7pm 16.1.23 at Foston Village Hall

Present: Katie Stringer (Note-taker), Helen Ashdown, Corinne Cross, Nic Clarke, Sarah Moore, India Tordoff, Helen Shields, Tom Clarke, Steph Rutherford, Frances Foster.

1. Introductions from Sarah
2. Helen and Corine go through the prepared slides
3. Corine explained the instrument of government and representation from each school. Can have multiple governors who are staff members. 8 foundation governors.

Questions and discussions

- The social side- for one parents' boy it has broadened their circle of friends. (Frances Foster)
- As a staff member you see the connections at the sport events. (Frances Foster)
- o Corinne agreed with these points.
- One per family or husband? (Frances)
- o both parents can put a response in
- In terms of gathering feedback- do we need to try and persuade organisations? (Tom)
- o Response: We don't need to have a certain number. We already have the support of the RSC, LA and diocese to get to this stage. This will then be discussed by governors. When the schools whitepaper was scrapped, it was then reaffirmed that the LA and diocese that they still supported this.
- Will foundation governors be reaffirmed? (Helen Shields)
- o This will be discussed at governors.

Meeting closed at 8pm

APPENDIX 6 – PUBLIC MEETING (STILLINGTON) NOTES

Public Meeting 6pm 19.1.23 at Stillington School

Present: Katie Stringer (Note-taker), Corinne Cross, Helen Ashdown, Nicola Clarke, Sarah Moore, Christine Cookman, Graham Cookman, Sian Lacy, M Price, Adryenne Hope

1. Introductions from Sarah
2. Helen and Corine go through the prepared slides
3. Corine explained the instrument of government and representation from each school.

Questions and discussions

CC clarified the position with regard to the make up of the proposed Governing Body in line with the information provided in the Proposal Consultation Document, in response to questions in a written response from a community member present at the meeting.

HA and SM explained how a merged budget would work and the possible benefits for the schools, in response to a question from a community member present at the meeting.

The meeting closed at 7pm

APPENDIX 7 – CONSULTATION RESPONSES

	Do you support the proposal?	Comments	Interest / Status
1.	Yes	I believe this to be the best decision for the schools future	Parent (Stillington)
2.	Yes		Staff (Stillington)
3.	Yes		Parent (Foston)
4.	Yes	My support is conditional on the number of Parent Governors. This are currently only 2, which is not sufficient to ensure representation from each of the schools in the proposed federation. Currently, the membership of the Governors does not include current parents at the school and this is clearly detrimental as one of the parent governors no longer has a child attending school, and is no longer in a sufficient position to represent parents. This may become worse if the regulations restrict the total number of parent governors to 2. I would press for an increase of parent governors to equal the number of schools in the federation, and mandate that each school must elect one parent governor at most. I note that there is space for a co-opted governor that could be a parent, but I feel strongly that an equitable governance arrangement from parents as above should be enshrined in the regulations, if possible.	Parent (Terrington)
5.	Yes	I get good support and advice across the board from staff from each of the schools and already feel as though I am improving in my job. I feel confident from the sharing of ideas and resources i.e. for intervention work. I feel my child (at one of these schools) benefits from the social side and also the pool of curricular enhancement opportunities which are co-ordinated through the three schools. I feel the schools have strength in their own abilities but are stronger together under an excellent leadership team and whole team.	Parent / Staff
6.	Yes	I have worked for Sarah Moore for 12 years. I can honestly say Sarah puts her heart and sole into everything she does for all the schools. She has built up a fabulous team around her including having Katie Stringer as assisstant head. Sarah and our team have worked hard to have the fantastic schools we have got and this includes working with Stillington. I have had the pleasure of working at Stillington and really enjoyed my time there. What i enjoy most about our collabaration with Stilington is that our children come together for regular enhancement days. We have regular Pe Enhancement days, the different key stages have days where they come together for topic	Staff

		work - KS1 fire of London Day, Ks2 have had a Stone Age Day and Eyfs have all come together to learn about Rama and Sita, as well as many trips. I must not forget when all three schools came together for Christmas dinner, the children thoroughly enjoyed themselves and have made many new friends. What a fantastic team we have and we all make sure that all the children have the best education and are happy in what they do.	
7.	Yes	Foston & Thornton-le-Clay Parish Council supports the proposal to federate Foston, Terrington and Stillington Schools, to secure the future of the village school in their parish.	Community (Foston)
8.	Yes	This proposal for federation is really good news for Stillington School, giving more long-term stability and further improvement in standards. I am really impressed by what has been achieved so far through collaboration. But how is Stillington School to be represented on the Governing Body? It seems to be dominated by the 8 Foundation Governors, who are all drawn from Foston & Terrington. The only chance for Stillington representation seems to be via Parent Governors – and wouldn't it be best to have 3 of those, one from each school? I am pleased to see the Christian ethos, but Governorship seems to be dominated by Foston & Terrington. How does Stillington get its representation?	Community (Stillington)