



Dear Parents and Carers

27th November 2020

As you aware the Devon Moors Federation has been in existence since 2014 and during this time we have been able to demonstrate some of the many benefits to our schools by being together in this formal partnership. This includes being able to support each other during challenging times and all of our school communities have appreciated this during this current pandemic. There have been a lot of changes within education recently which have challenged school communities to think more creatively to ensure that we are best placed to keep our thriving village schools open for children in future years. Financial pressures are forcing schools to look at innovative and cost effective solutions.

Our federation took the decision to form a management partnership with two schools within the Axe Beacon Federation to offer support and strengthen leadership across Kilmington and Shute primary schools. Governors have monitored the success of this partnership and would now like to propose to make the arrangement a permanent one by joining these two schools together with us to become part of an enlarged Devon Moors federation whereby all schools will continue to share the Executive leadership of Mr Steve Mellor.

Nothing will change for the schools already within the Devon Moors Federation, and most of you will not notice any day-to-day difference as a result of two additional schools joining us. However, it will make a difference to our ability to offer broader opportunities for staff and to be able to recruit successfully in the future. Our children will have access to a wider range of peers and we should be able to realise some further financial efficiencies by sharing costs across a broader number of schools. As you already know, a federation is a family of schools, with each school retaining its unique character, its own budget and performance tables and having a separate Ofsted inspection. The current admissions processes will remain the same. The schools within the enlarged federation will share one governing board made up from representatives from all school communities and ensuring that the Christian distinctiveness of Chittlehampton as a church school will continue to be upheld.

We are proposing to enlarge our federation to ensure continuing strong leadership and high standards in teaching and learning whilst maintaining each school's individual ethos and values.

What will the continuing benefits be for our schools?

- Sharing strong and proven leadership;
- Sharing teaching expertise;
- Availability of teaching resources;
- Increasing opportunities for the children to mix with a wider group both academically and socially;
- Greater access to a wider range of resources (human and physical), and opportunities to make some savings to reinvest in children's learning;
- Joint planning and curriculum development opportunities for staff;
- Ensuring our federation is an attractive and dynamic place to work;
- Joint training of staff to impact on childrens' learning;

How will this work?

There will be one Executive Headteacher with a Head of School within each school. The Heads of School will be enabled to focus their energies on teaching, learning and standards.

The federation will have one governing board composed of representatives from each school community. The make-up of the governing board has to adhere to the 2012 Constitution Federation Regulations, as amended in 2016. The governing board will need to be reconstituted to encompass the two schools we are proposing will join us.

The membership of this single governing board will continue to include representation for parents and staff, foundation (church) governors, co-opted governors, governors representing our Co-Operative Trust and a local authority governor. Together this group of people will take overall responsibility for all schools within the federation. The proposed size of the federated governing board would be 12, this would include:

- 2 Parent governors
- 2 Staff governors (including the Executive Headteacher)
- 1 Local Authority appointed governor
- 2 Foundation (church) governors (to include an ExOfficio)
- 2 Foundation (Co-Operative Trust) governors
- 3 Co-opted governors

The Governing Boards are proposing that the federation start date would be Monday 22nd February 2021, immediately after the spring half-term break.

There is a Federation consultation process

The Governors of both current boards have set up a consultation process to seek the views of parents, staff, the community, the local authority, the Diocese and other key partners. The consultation process will last 6 school weeks – excluding the Christmas holiday - starting from 27th November 2020. Governors would welcome your views and comments.

Written responses should be addressed to 'The Chair of Governors' of your federation and must be received by **Friday 22nd January 2021**. A box for written responses will be provided in each school. You can also share your comments via email, with the subject title of Consultation, to: clerk@fiilleigh-primary.devon.sch.uk

It is the Governors who will make the final decision, drawing upon a broad evidence base including the views of parents. Each governing board from each school considering federation takes its own decision. As with any governing board decision this is a simple majority taken at a meeting of the full governing body.

We look forward to hearing from you and will, of course, keep you fully informed regarding our final decision to be made, following consideration of your views, at board meetings on 25 January 2021.

Yours sincerely



Zoe Briant-Evans
Chair of Governors
Axe Beacon Federation



Chris Dack
Chair of Governors
Devon Moors Federation



Steve Mellor
Executive Headteacher
Devon Moors Federation