



Proposal for:

All Saints Church of England (voluntary controlled) Primary School (AS)  
East Hanningfield Church of England (voluntary controlled) Primary School (EH) and  
Woodham Walter Church of England (voluntary controlled) Primary School (WW)  
to become a federation called:

## The Beacon Federation

The governing bodies of the above three schools have unanimously voted to apply to form 'The Beacon Federation'. The meetings when this was agreed were held on 1st March 2023 at All Saints, December 14, 2022 at East Hanningfield and July 12, 2023 at Woodham Walter.

### Why are we forming a federation?

The three church schools have the same Christian values and a similar ethos and are proposing federation for the following reasons:

- To improve educational and developmental outcomes, to provide the best possible life chances for all our pupils.
- To facilitate the sharing of best practice across the schools including between Senior Leadership Teams, subject leaders and office staff.
- To be proactive about the collaborations we adopt in order to continue to protect what makes each of our schools special and unique.
- To enable each school to continue to flourish as successful church schools.
- To ensure the future financial security of all three schools.
- To strengthen the leadership structure across the schools.
- To benefit from the associated opportunities for extending staff training.
- To benefit from the opportunities to make increased and efficient use of shared resources.
- To enable the skills of Governors to be fully utilised as either a member of the Governing Board or local advisory committees.
- To improve staff wellbeing by providing colleagues in different schools with the opportunity to exchange views.
- To give children's committees (Worship Committees, School Councils, Eco Clubs etc) the opportunity to meet with children from other schools within the federation.
- To bring the schools closer together, the three schools share values and beliefs and have aligned visions. (See appendix 1)

### What is a Federation?

A federation is formed when two or more schools work together under a single governing board. Each school remains legally separate. It is not an academy. The single governing board provides strategic leadership for the federation by drawing on experiences from all three schools, utilising governors' expertise and skills in the federation's best interests. Federation can help small rural primary schools to remain sustainable within their communities.

Each school would:

- Continue to work in close partnership for the benefit of all the children.
- Have a shared governing board that sets the strategic vision across all three schools and ensures educational and financial accountability.
- Share resources including expertise.
- Continue to have its own admission arrangements, handled by Essex County Council.
- Support retention of its own high-quality staff.
- Keep its unique identity.
- Keep its school name and uniform.
- Have its separate school budget.
- Have separate Ofsted and Church school inspections.

### What would federation mean for our children?

- A consistent approach to raising standards in teaching and learning across all schools giving each child the opportunity to shine and to optimise their life chances.
- Increased capacity to meet the needs of children through the sharing of knowledge.
- Multiple opportunities for combined community activities.
- Resources can be shared and enjoyed by children across all schools.
- Increased confidence gained by links/activities with children from the other schools.
- Opportunities for children across schools to collaborate with one another through shared school responsibilities such as School Councils, Eco Teams, Junior Playleaders and Worship Committees.

### What would federation mean for our staff?

- Each school has a Head of School reporting to the Federation Executive Head.
- Further opportunities for shared staff meetings and combined staff training.
- Extra opportunities for shared ideas and planning.
- Improved retention and more opportunity for greater professional development.
- The ability to work with other schools and teachers.
- More opportunities for development across the federation.
- The development of formal and informal networks to improve support at all levels of teaching.

### What would federation mean for our governors?

- They would benefit from shared experiences and good practice; their experience and commitment will benefit all three schools.
- The structure of the board and local school committees will provide opportunities to develop governance across the three schools.
- There will be improved access/shared costs for on-going training.
- There would be shared practice and development of monitoring.
- Governor knowledge and experience would be broadened.
- Formal and informal support for governors between schools.

### How have the 3 schools collaborated up to this point?

- AS and WW have worked in close partnership since July 2021.
- They have shared an Executive Head and back-office resources.
- Senior Leadership Teams and teachers have collaborated and shared best practice.
- Children from both schools have enjoyed joint activities.
- Surveys of staff, parents and children have endorsed the benefits of this partnership.

- Stakeholders of both schools indicated to EH the benefits of partnership.
- EH applied to join the partnership in the Spring Term of 2022.
- Each school's governing body welcomed the concept of a three school partnership.
- All three schools' governing bodies worked together at a shared strategy day.
- Staff have collaborated on staff training and the sharing of expertise.
- Staff in the partnership are working across schools to support efficient practice:
  - The Executive Headteacher and School Business Manager work across all three schools
  - A Special Educational Needs Coordinator (SENCo) works across EH and AS
  - A Site Manager works across WW and AS.

## What will the Governing Board look like?

The federated governing board will comprise 13 members as follows:

- 3 foundation governors, including a Diocesan Board of Education appointment, a Parochial Church Council appointment and a member of the clergy.
- 3 parent governors.
- 4 co-opted governors with specific skill sets.
- 1 Local Authority governor.
- 1 staff governor.
- 1 Executive Head.

Federated governing board meetings will be held once each half term. Individual schools will establish a local advisory committee, consisting of a further group of governors to monitor and support with individual school matters. Powers delegated to these committees would be agreed by the Federated governing board.

## What is the role of the federated governing board?

- To define a shared vision and strategic direction for all three schools that places the children at its heart.
- To maintain the sustainability of the three schools to ensure that the children within each community continue to have access to the best education from their local school.
- To ensure the individual character of all three schools is maintained.
- To maintain each school's distinctive religious character.
- To ensure appropriate management of financial resources.
- To hold the Executive Headteacher to account for the educational performance of each school.

## What are the financial implications of federating?

- Each school will have greater flexibility and financial strength as part of a collective group.
- There will be some economies of scale due to sharing of resources.
- Ownership of the land and buildings will not be affected as the three schools are Voluntary Controlled Church of England schools.
- Efficient practices will be facilitated through the expertise of a shared School Business Manager and expertise within governance.

**The existing governing bodies of the three schools are confident that there will be considerable benefit to the children and staff of All Saints, East Hanningfield and Woodham Walter schools by forming The Beacon Federation.**

**The governors recommend that all stakeholders support this proposal.**

## **Responses to proposals**

The agreed proposal will be issued by all 3 schools by November 6<sup>th</sup> 2023 to:

- the local authority
- the Diocese
- the Heads of School
- the foundation governors
- all paid school staff
- all parents or carers

Responses would be welcomed by December 18<sup>th</sup>, 2023.

The proposal will be available for inspection at all three schools when the schools are open. Please send any written responses in writing or by email before December 18th to the school offices, details below. Meetings will be convened at each school for further discussion of the proposal by interested parties.

### **All Saints' C of E (VC) Primary School**

Highlands Drive  
Maldon  
Essex  
CM9 6HY  
Telephone: 01621 853519  
Email: [admin@allsaintsprimaryschoolmaldon.co.uk](mailto:admin@allsaintsprimaryschoolmaldon.co.uk)

### **East Hanningfield C of E (VC) Primary School**

The Tye  
East Hanningfield  
Chelmsford  
Essex  
CM3 8AE  
Telephone: 01245 400772  
Email: [admin@easthanningfield.essex.sch.uk](mailto:admin@easthanningfield.essex.sch.uk)

### **Woodham Walter C of E (VC) Primary School**

The Street  
Woodham Walter  
Maldon  
Essex  
CM9 6RF  
Telephone: 01245 223264  
Email: [admin@woodhamwalterschool.co.uk](mailto:admin@woodhamwalterschool.co.uk)

## Appendix 1

### What are our school visions?

	All Saints	East Hanningfield	Woodham Walter
School Vision	Our welcoming Christian school is a special place. Children are nurtured to become aspirational and responsible individuals, seizing all opportunities to use their God-given talents and abilities to make a positive contribution to our school, our local community and the wider world.	Our welcoming, Christian school is at the heart of our community.  Through memorable and meaningful learning experiences, we are committed to nurturing individuals to develop a love of learning, be an essential part of the school family and where everyone is allowed to shine.	Our welcoming Christian community nurtures lifelong learners by: knowing one another and being known; valuing those around us and being valued; providing aspiration, inspiration and celebrating achievement. Through memorable learning opportunities and experiences it enables a positive, sustainable and inclusive future for all.
	'Every Child Shines'	'Let our Lights Shine'	'To know, value and nurture God's world and one another'
The Beacon Federation Vision	Our warm, welcoming Christian partnership nurtures lifelong learners by providing inspiration and aspiration through memorable learning experiences. Through positive collaboration it values every child allowing them to seize all opportunities to shine and become responsible individuals of their respective communities both now and in the future.		