



Proposal to consult on the federation of Camden Centre for Learning and Haverstock School



Consultation period: Thursday 2nd February - Friday 17th March 2023

Dear Parents, Pupils and Colleagues,

Since January 2022, CCfL and Haverstock have been working in collaboration under a shared partnership agreement under an Executive Headteacher. The collaboration has been very successful with all schools and their pupils benefitting from our shared working.

From the start of the summer term, we are proposing to move into a 'hard federation' with a single governing body, named the H³ Federation. Our schools will retain their own unique character and will be led by their own Heads of School under the leadership of the Executive Headteacher. They will also retain separate budgets and will be inspected independently of each other by Ofsted.

Before this happens, we are engaging in a six week consultation with staff, parents and pupils. We want your feedback on our plans before the governing bodies of CCfL and Haverstock make a final decision. You can submit your feedback via this [survey](#).

This document sets out the reasons why the governing bodies of Haverstock and CCfL schools believe this proposal is a good idea and the benefits for pupils, parents and staff and has the support of Camden Local Authority. It also provides information about the vision that the federation has for the schools. Please come along to one of our information events to find out more. We look forward to receiving your feedback

The Governing Bodies of Camden Centre for Learning & Haverstock School.

Current Arrangements

Since January 2022, CCfL and Haverstock have been working in collaboration under a shared partnership agreement under an Executive Headteacher for an initial trial period of two years.

Current School Name	Current Governance Arrangement	Headteacher
Haverstock School	Haverstock School Governing Body	Haverstock's Executive Headteacher
Camden Centre for Learning SEMH Special School (Harmood).	Camden Centre for Learning Governing Body	Haverstock's Executive Headteacher
Camden Centre for Learning PRU (Agincourt)	Camden Centre for Learning Management Committee	Haverstock's Executive Headteacher

Since the beginning collaboration in January 2022, there have been numerous developments in curriculum provision, staffing and leadership between the schools. As we approach the end of the two-year trial period, the governing bodies of Haverstock and CCfL would like to make the arrangements permanent and utilise the additional benefits of a federation to further improve the educational opportunities for all the pupils at Haverstock School and The Camden Centre for Learning.

As a result of this success, the governing bodies of **Camden Centre for Learning (CCfL)** and **Haverstock School** now propose the federation of their schools from **17th April 2023**.

H³ Federation Proposal

The proposed federation would be called 'H³ Federation' arranged as per the table below:

School Name from April 2023	Governance Arrangement from April 2023	Headteacher
Haverstock School	H ³ Federation Governing Body	H ³ Executive Headteacher
Harmood School* (formerly CCfL Special School)		
Heath School* (formerly CCfL Agincourt)	H ³ Federation Management Committee	

**Separately to this consultation, we are also consulting with the CCfL community on a change to the names of our CCfL Schools*

Before making a final decision, the governors of each school want the views of the pupils and their families, members of staff, as well as stakeholders within the wider community.

Under the Education Act 2002, schools and local authorities can propose that schools join together to create a federation. A federation is formed when two or more schools agree to work together on a formal basis through a single governing body. Federated schools remain separate schools at their existing sites with their own names, budgets and own identities. They have separate Ofsted inspections and continue to report separate results.

1. Timeline of Events

As part of this consultation, the governing bodies invite you to attend drop-in sessions where you can discuss and ask further questions about the proposal.

The dates for this are below:

Key Event	Dates - CCfL	Dates - Haverstock
Formal Consultation circulated to all stakeholders	Thursday 2nd February 2023	
Meetings for professional associations	Tuesday 8th February 11am - Noon. Haverstock School	
Staff Feedback Meetings	Weds 22nd February 5-5.30pm at Harmood Fri 24th February 9-9.30am at Agincourt	Tues 21st February 10-10.30am Thurs 23rd February 5-5.30pm
Parent Feedback Meetings	Weds 22nd February 5.30-6pm at Harmood Fri 24th February 9.30-10am at Agincourt	Tues 21st February 10.30-11am Thurs 23rd February 5.30-6pm
Consultation Ends	Friday 17th March Noon	
Individual governing bodies separately to consider the consultation responses and vote on the proposed federation.	Haverstock – 23 rd March 2023 CCfL – 28 th March 2023	



Announcement on the outcome of the vote	Thursday 30th March 2023
Proposed Date for Federation	First day of the summer term (17th April 2023)

We encourage you to share your views by completing the feedback process no later than 12 noon on **Friday 17th March 2023**.

This consultation document is also available online on the schools' websites along with the link to an online [survey](#). Feedback from the survey will be collated so governors of the schools can consider every response submitted.

If you need support with accessing this consultation please contact your school office who will provide you with assistance.



Consultation for H³ Federation

About the federation

By working together, our schools are able to share expertise, resources and create greater opportunities and better outcomes for young people, whilst at the same time allowing each school to flourish with its own identity and community.

Our joint aims and aspirations for an integrated and connected way of working so that our Federation:

- Brings clear benefits for the young people attending our schools and other schools in the borough
- Allows us to share and develop staff expertise across the schools;
- Raises the aspirations of children, staff, parents and governors;
- Allows our schools to use their resources more efficiently.

Guiding Principles shared by all of our schools:

- Each school retains its own identity and functions
- Trust and good relationships are not compromised
- The quality of education at each school is improved
- The confidence and support of parents is retained

Key points about a potential federation

- The schools will remain as individual schools, as they are now. The schools will each retain their own identity. The teachers will remain the same and pupils will continue to learn each day at their current school site
- There will be a name for the federation, which we are proposing is H³ Federation.
- There will be no changes to admission arrangements.
- There will be one governing body and one Executive Headteacher with strategic responsibility for our schools. The governing body will also perform the management committee function required for all Pupil Referral Units (PRUs).

Please see the full structure of the federated governing body below. Whilst the new governing body will be completely new and there will be elections for key roles within it, we expect the new governing body to be largely comprised of current CCfL and Haverstock governors so that our schools can benefit from the skills and experience of these colleagues.

The pupils, staff and wider community have already benefited from our partnership. We want to strengthen this relationship by establishing a permanent federation.

Benefits for pupils

- Sharing staff teaching expertise will lead to better teaching and learning for children in all subjects and the federation
 - Sharing staff leadership will support the development of the quality of education across our schools.
- A Federation-wide special needs team will improve support for children and families in a diverse and inclusive partnership.
- The children will be part of a wider community, with opportunities to personalise their curriculum where appropriate.
- Efficiencies between the schools will mean there is more money to spend for the children's benefit.

Benefits for staff

- Opportunities to share good practice and expertise will improve the education and outcomes for our children.
- Opportunities for high quality shared professional development amongst the schools, including improved training opportunities for support staff.
- Improved leadership development opportunities and training will be available for all staff
- There will be potential opportunities for promotion due to changes to leadership structures, enabling us to retain our best staff.
 - There will be opportunities, for current staff who wish to, and for all staff appointed post-federation, to work across the schools, increasing their knowledge and expertise of different phases, or aspects of the schools' work, enhancing outcomes for children.
- For existing staff, contractual arrangements will remain the same.

Benefits for parents

- There will be wider access to extended services for all children.
- Increased access to professionals and expertise to support families will develop.
- Our schools working closely together as a federation will offer their children opportunities beyond that which one single school can provide.

Benefits for the schools

- A stronger governing body will combine skills and experience.
- The federation will provide a structured way for the schools to collaborate further, to the benefit of their school communities.
- There will be an opportunity to co-ordinate curriculum, teaching and learning strategies
- The federation will be cost effective and will enable coherent budget management in terms of procurement across our schools to ensure best value.

Leadership and Governance of the Federation

If Haverstock and CCfL were to join in a federation, the strategic leadership of the Executive Headteacher will be made permanent and the schools will be governed by a single body.

Each school will continue to have its own leadership structure with a Head of School, who will work in collaboration with their counterparts at the partner schools, reporting to the Executive Headteacher, who will ensure strong and continuous strategic development of each school and the federation as a whole.

The federation would come into effect on **17th April 2023**. Following federation there would be a single, newly appointed governing body responsible for our our schools.

The composition of the governing body of the proposed federation of the schools is shown in the table below with all current CCfL and Haverstock governors moving into the new governing body when it is formed. 20 of the Federation governors will also form the Management Committee for the PRU. This proposed composition reflects statutory requirements. The new body will be limited to two elected parent governors by law. When appointing co-opted governors, however, we will be keen to seek expertise of the parent community. It will be the responsibility of the new governing body to decide on its future composition and we are likely to reduce numbers to around 15 members by September 2024.

Governor Type	Number
Executive Headteacher	1
Staff Governor	1
Parent Governor	2
Local Authority Governor	1
Co Opted Governor	20
Total	25*

The PRU Management Committee, will have 15 co-opted governors, with 20 in total (the statutory maximum number for a Management Committee).

The consultation period starts on **2nd February 2023** and closes on **17th March 2023** at 12 noon

What will happen after this consultation?

The consultation period starts on **2nd February 2023** and closes on **17th March 2023** at 12 noon.

The governing bodies of Camden Centre for Learning and Haverstock School will meet to consider the views gathered from the consultation. They will then decide, as separate governing bodies, whether to proceed with the proposal.

If both governing bodies decide to proceed, the intention will be for Camden Centre for Learning and Haverstock to form a federation on **17th April 2023** (the first day of the summer term).

Alternative courses of action

After considering everyone's views, if either or both governing bodies decides not to federate, our existing partnership agreement will remain in place until December 2023, after which both governing bodies would need to consider other options going forward.

Frequently Asked Questions

1. Will the names of the schools change?

No. There is no requirement or intention to change the name of the schools. It is proposed that the federation be called 'H³ Federation'.

2. Do the pupils belong to the federation or to a single school?

The children belong to a single school within the federation. The schools are part of the federation.

3. Will the school sites be shared?

There are no plans to do this, though our collaboration may provide opportunities for students to access aspects of their education at our different sites.

4. Will staff who are currently working across the collaboration continue to do so?

Staff who are seconded can continue to work in these roles, with the Federation now making it possible for seconded roles to become permanent following the appropriate HR process.

5. Will the Local Authority still maintain its statutory function to provide pupil referral unit (PRU) places for permanently excluded pupils?

Yes - with oversight delegated to the Federation's Governing Body, who will become the 'Management Committee' for the PRU. The Governing Body will have a separate Instrument of Government to the PRU Management Committee, mirroring the current arrangements where the CCfL Governing Body performs the PRU Management function. The total number of governors on the Management Committee will be 20, including two parent governors, one staff governor and one Local Authority governor

6. How will governors ensure they have oversight of each school?

Each school will have 'link governors' who will become experts in each school and its provision, ensuring that close oversight and scrutiny is maintained.

7. Will there be any change to admissions arrangements?

No. Camden Council, which is our Local Authority, will continue to be the admissions authority for Haverstock. Places at Harmood Special School are decided through the

Educational Health Care Plan (EHCP) consultation process and places at the PRU are guaranteed for students resident in Camden who have been permanently excluded.

8. Will pupils from the schools have opportunities to work together?

Yes. As well as personalising the curriculum for some pupils, we are developing an enhanced Sixth Form offer which will provide the possibility of a place within Haverstock's Sixth Form, regardless of ability.

9. Does the school day, term or lesson times of schools in a federation have to be the same?

No, although we may make changes to the timings of the school day to enable staff training to take place at the same time.

10. Do schools in a federation have to have the same training days?

No. Such decisions will be within the federation/schools' discretion. It may be helpful for some training days to coincide so that staff training could be shared, but there is no compulsion.

11. Will there be any changes to the curriculum as a result of federation?

All mainstream and Special schools in England follow the National Curriculum. Each of the schools will continue to teach its curriculum in a creative and engaging way designed to meet the needs of the children in each school. Pupil Referral Units have additional freedoms to deliver the curriculum alongside English and Maths.

12. What changes will the children see?

The children will not see any significant changes in their day-to-day school life. However, they will all benefit from additional opportunities and expertise, as have already been provided under the initial partnership agreement between the schools.

13. Who employs the staff of a federation?

Members of staff continue to be employed by the Local Authority via the governing bodies of the federation. Therefore, there is no need for TUPE transfer (Transfer of Undertakings – Protection of Employment). This means that there will be no changes to the employment of existing staff.

14. Will there be any changes in conditions of service for staff?

No changes. All employment rights, pension arrangements etc. remain exactly as they are.

15. Can schools in a federation share continuing professional development arrangements?

Yes, when they wish to, this is one of the distinct advantages of belonging to a federation.

16. Who will be “in charge” when the Executive Headteacher is not in school

The Heads of School.

17. Do schools in a federation have a single governing body?

Yes, in a federation the previous governing body for each school would be dissolved upon federation and a new single governing body would be established for the federated schools.

18. Do federated schools have a combined budget allocation?

The federation governing body is responsible for the budget of our schools, but each school continues to receive its budget share from the Local Authority, in accordance with the formula funding rules and Service Level Agreements.

19. Can governors combine funding from each school?

Governing bodies of federations often have a relatively small proportion of shared funds, which may be the outcome of shared grants or donations for the benefit of all schools in the federation. The salary costs of the Executive Headteacher and any other shared staff would be shared between schools, as they are now.

20. Will a federation be inspected by Ofsted?

Ofsted sometimes inspect federated schools at the same time, but each school is inspected separately, and each has their own judgements and their own report. Each school will, as now, have to respond to its own Ofsted findings.

21. Can a school leave a federation?

Both governing bodies support the federation to help secure the long-term future of the our schools and further develop and sustain the improvements / benefits for the children’s education and staff development. However, Government regulations allow for the dissolution of a federation.

22. How will everyone be informed of progress?

We have organised meetings with parents, staff, unions and the community during the consultation period to explain and discuss the proposals. Once the governing bodies have considered the responses to the consultation we will let you know our decision by Thursday 30th March by letter, e-mail and on school websites.

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