

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	16 September, 2019
Subject:	Federalization of Ysgol Goronwy Owen and Ysgol Moelfre
Portfolio Holder(s):	Councillor R. Meirion Jones
Head of Service:	Mr Rhys Howard Hughes
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Local Members:	Councillor Margaret M Roberts Councillor Ieuan Williams Councillor Vaughan Hughes

A – Recommendation/s and reason/s
<p>Background</p> <p>Anglesey Council's Education Department received a request from the Governing Body of Ysgol Goronwy Owen and Ysgol Moelfre on 12 March, 2019 to conduct a consultation on establishing a federation arrangement between both schools by January 2020. Following this, a request was received from the Chairs of both bodies to receive further guidance on the options and the consultation process. These meetings were held on 30 April [Goronwy Owen] and 7 May [Moelfre]. After considering a number of options, it was concluded that federalization was the best option for both schools. In their meeting on 20 May, 2019, members of the Executive approved the request and officers were authorized to begin the process of consultation.</p> <p>Action</p> <p>The Authority published a consultation document on the County Council's website and sent hard copies to a number of consultees. In line with the list of stakeholders in the School Organisation Code 2018, a link to the proposal was shared on the Council's website. Stakeholders were notified that hard copies were available at both schools and in Benllech Library.</p> <p>A joint consultation and information presentation meeting was held for both Governing Bodies, Key Stage 2 pupils and the School Council. In addition to this, drop in sessions were held on both sites on 18 and 20 June, 2019 to discuss the implications of the proposal on the organisation of both schools.</p>

No objections were received during the consultation period. The responses received from parents of both schools were complimentary of the leadership, staff and ethos at both schools. In addition to this, questions regarding federalization implications were received. This is given consideration in the attached report.

It is recommended that the Executive authorizes officers to proceed with the federalization process between Ysgol Goronwy Owen and Ysgol Moelfre.

B – What other options did you consider and why did you reject them and/or opt for this option?

The other option is to proceed with the current arrangements, however, the schools and the Governing Bodies are eager to proceed to consultation on this proposal due to the advantages of federalization. Federalization will mainly enable the schools to collaborate through a formal structured process whilst sharing one governing body, who will make decisions for the benefit of both schools, staff and pupils within that federation.

Alternative options	Advantages	Disadvantages
Multi-site school	<ul style="list-style-type: none">• One budget• One school uniform• One name• One school on two sites	<ul style="list-style-type: none">• Closing both schools• Loss of identity• Local objections
Remain in partnership, with two governing bodies.	<ul style="list-style-type: none">• Keeps the constitution of the Governing Body local	<ul style="list-style-type: none">• Unsustainable for the headteacher, time requirements are high• Isn't an attractive situation for candidates• Cannot coordinate the best use of resources• Difficult to recruit members for two governing bodies

In light of this, the Authority supports the request to federalize.

C – Why is this a decision for the Executive?

Federalization is a “regulated modification” within the process of re-structuring schools and within the requirements of the School Organisation Code, 011/2018. This is a decision for the Executive Committee and it must issue proposals on the change and consider the responses.

CH – Is this decision consistent with policy approved by the full Council?

Yes, although this is the first federalization proposal in Anglesey, it matches the modernisation vision which aims to ensure best quality education for each pupil alongside maintaining and raising standards further.

D – Is this decision within the budget approved by the Council?

Yes

DD – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	
2	Finance / Section 151 (mandatory)	
3	Legal / Monitoring Officer (mandatory)	
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	
9	Local Members	
10	Any external bodies / other/s	

E – Risks and any mitigation (if relevant)		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	

F - Appendices:
Appendix 1 – Governing Body Presentation - Federalization Appendix 2 – Responses/views of Key Stage 2 pupils and School Councils of both schools

FF - Background papers (please contact the author of the Report for any further information):
None



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

REPORT ON THE CONSULTATION REGARDING FEDERISATION OF YSGOL GORONWY OWEN AND YSGOL GYMUNED MOELFRE

**Active from
6 January, 2020**



A. BACKGROUND

On the 12th of March, 2019, correspondence was received from the chairs of both schools' governing bodies outlining an interest in federalizing Ysgol Gymuned Moelfre and Ysgol Goronwy Owen by the 6th of January 2020. Currently, both schools work in voluntary partnership under the care and management of one headteacher and one assisting head [Ysgol Moelfre]. Formalizing this partnership would mean continuing with the successful collaboration that already exists under the current headteacher's leadership.

In their meeting on 20 May, 2019, Anglesey Council's Executive Committee supported the recommendation to conduct a period of statutory consultation on the proposal to establish a federation between Ysgol Moelfre and Ysgol Goronwy Owen.

B. THE CONSULTATION PROCESS

The consultation process on federalizing Ysgol Goronwy Owen and Ysgol Gymuned Moelfre ran for a course of 6 weeks, i.e. between 3 June and 15 July 2017.

The proposal was issued as part of the consultation process, which is one of the proposer's responsibilities in accordance with the statutory process set out in the Federalization Regulations 2014 and School Organisation Code 2018.

A joint consultation and information presentation meeting was held for both Governing Bodies on 21 May, and for Key Stage 2 and the School Council on 4 June. In addition to this, drop in sessions were arranged on both sites on 18 and 20 June, 2019 in order to discuss the implications of the proposal on the organisation of both schools.

No objections were received during the consultation process. The very positive responses received from the parents of both schools were complimentary of the leadership, staff and ethos at both schools. In addition to this, questions were received regarding the implications of federalization. These are fully considered in this report.

C. RESPONSES

GOVERNING BODY

Meeting on 21/5/19 [Presentation Appendix 1]

The members of both bodies were in agreement of supporting the request to consult on the proposal.

No written comments were received by members of the bodies.

PARENTS

Only one parent attended the drop in session in Ysgol Gymuned Moelfre. One positive response received from another parent requested answers to some of the following questions.

Main concerns:

- More workload for the headteacher
- Ysgol Moelfre receives less resources
- Will Ysgol Moelfre become gradually smaller and be forced to close?

RESPONSE

It was emphasised that the new arrangement would mean:

- a reduced workload for the headteacher
- a fair balance of members from both schools on the body
- both schools' finance will be separate which would mean no change but Ysgol Moelfre could benefit from sharing resources with Ysgol Goronwy Owen.
- it was explained that there are currently no plans in the works to look at the Lligwy area as part of the modernisation programme.

Following this, a written response from one parent was received:

'Do you agree with the proposal? Yes, It sounds beneficial to both schools. Thank you for the drop in session it was very helpful and informative.'

PARENTS

Five written responses were received via email.

3 Goronwy Owen parents and 2 Moelfre parents.

All three responses were very positive and complementary of the headteacher and staff's work
'..a sense of team spirit and clear direction, which I can only assume stems from the strong and supportive leadership of the current headteacher.'

'I have not personally seen any change at all in terms of standards dropping since the head has been covering both schools and see no reason why this would change, should this become a permanent arrangement.'

'in the trial period of our headmistress covering both schools over the past year I have seen benefits already.I am looking forward to seeing what further benefits the federation will have on our school.'

'Moelfre school in my opinion has gone from strength to strength over the last 18 months under the leadership of the current headteacher and I believe that this partnership would enhance the progression of Moelfre school to enable it to become more efficient and effective.'

PUPILS

The comments of Key Stage 2 pupils were gathered through a questionnaire during February, 2019. [Appendix 2]

Main findings:

98 responses were received from the schools. 76 were completely happy with the arrangements, 20 weren't sure and 2 weren't happy.

In addition to this, an education officer spent time at both schools to discuss federalization with the School Councils on 4 June.

Main concerns:

- having to share resources
- worried that both schools will turn into one
- concerns that the headteacher would spend less time in Ysgol Goronwy Owen

Main hopes:

- Sharing trips
- Positive impact on sports, competitions and games
- Changing schools and teachers for a day
- Meeting other children and making new friends
- Sharing educational trips, various resources, extra-curricular activities e.g. discos and parties
- Arranging joint Welsh activities, sharing collective worship.

Following these practices, it is clear that pupils support formalizing the partnership that already exists.

ESTYN

Estyn's response to Anglesey County Council's proposal to: Federalize Ysgol Gymuned Moelfre and Ysgol Goronwy Owen.

This report was prepared by Her Majesty's Inspectors for Education and Training in Wales. In accordance with the terms of the School Standards and Organisation Act (Wales) 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn isn't a body which is required to act in accordance with the Code, nor does the Act place any statutory requirements on Estyn in terms of school organisation matters. Therefore, as a consulted body, Estyn will only provide its views on the general qualities of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has constructed the following response to the information provided by the proposer.

Introduction

This proposal is presented by the Isle of Anglesey County Council to federalise Ysgol Gymunedol Moelfre and Ysgol Goronwy Owen.

Summary/Conclusion

The proposer has provided a comprehensive proposal, including useful information which clearly explains the reasoning behind the proposal.

Estyn is of the judgement that the proposal is likely to maintain or improve the current standards in terms of education, provision, leadership and management.

Description and advantages

The proposer has provided a clear and organized rationale for this proposal. The purpose of the proposal is to formalize a partnership that already exists between both schools. This means that both schools will keep their identity in terms of name, school uniform and maintaining separate

budgets, but they would have the same headteacher and the same governing body. The proposer has carefully looked at the impact of this proposal and the advantages and disadvantages are fairly noted. For example, federalizing will mean stability in terms of the schools' leadership by sharing a governing body and a headteacher, and it will be possible to coordinate the best use of the schools' resources and budgets. The risks are fully considered in the proposal alongside managerial measures to mitigate the risk. For example, the biggest risk before federalization is a lack of clear communication and misunderstanding. This is mitigated by holding meetings, communication via letters and ensuring that senior members of staff at both schools are in regular contact with parents. The proposal has considered appropriate alternative options and has fairly listed the advantages and disadvantages. No schools will close, move catchment area nor change in size because of the federalization, therefore it is reasonable to accept that there will be no change in terms of learners' travel arrangements as a result of the proposal. It is also reasonable to accept that surplus places won't be impacted whatsoever by the proposal.

Educational aspects of the proposal

The proposer has appropriately considered the proposal based on the quality of outcomes, provision, leadership and management. For example, the potential to enable both schools to collaborate on further maintaining and raising standards through the opportunities given to pupils. The proposer has completed an Equality Risk Assessment and it's reasonable to believe that the proposal won't have a negative impact on the current provision offered to pupils with additional learning needs, nor to individual groups of pupils such as those eligible for free school meals or any protected groups.

The proposer has provided a fair comparison of both schools and considered Estyn's most recent inspection reports in addition to the local authority's views on the quality of leadership and management. They haven't provided an analysis of the school's performance.

Response to Estyn's claim

'They haven't provided an analysis of the school's performance.'

Looking at the performance of both schools in terms of outcomes/expected levels at the end of key stage, it's clear that pupils at both schools successfully meet their targets. This means that the standards are maintained at both schools despite the fact that a higher number of additional learning needs pupils now attend.

Looking at the progress of pupils between the Foundation Assessment on admission and performance at the end of the Foundation Phase in 2019, the progress of the corresponding pupils was higher than expected. 67.7% passed the foundation assessment and 94.1% of corresponding pupils passed in the Foundation Phase Indicator. This means that 26.4% of the corresponding pupils had made more progress during this period than what was expected.

By the end of Key Stage 2, the number of corresponding pupils once again made the appropriate progress between both key stages.

This means that the provision and standards at both schools meet the needs of pupils.

LEA

The EA supports the request to federalize both schools because:

- A successful partnership and collaboration has already been established
- Standards in both schools are good
- Parents and pupils support the proposal
- Clear advantages to the pupils and staff of both schools

'This is an exciting evolution in terms of developing our schools in Anglesey to meet the expectations of the Curriculum and the National Vision. Maintaining a partnership between both schools has clearly proven to be successful under very strong leadership. By maintaining these conditions and sharing the very good practice that already exists, it is expected that both schools will aim for excellence in future.'

D. MAIN MATTERS TO CONSIDER

Consideration will have to be given to how Ysgol Goronwy Owen and Moelfre will fit into Anglesey's school modernisation programme.


Ensuring that the Governing Body's constitution and members have been selected in accordance with the National guidelines.

That the organisation, action programme and timetable of the new body has been established before January 2020.


E. CONCLUSIONS

1. The Council should proceed to issue a proposal in the form of a statutory notice to federalize Ysgol Goronwy Owen and Ysgol Gymuned Moelfre to take effect from 6 January, 2020.
2. In proceeding to issue a statutory proposal, the Council should consider permitting officers to move forward with the proposal immediately if no objections are received during the period of 28 days to submit objections. This would facilitate arrangements for the schools. This will be followed up by a report to the Council.



APPENDIX 1



FEDERALIZATION OF YSGOL GORONWY OWEN AND YSGOL MOELFRE



CONSULTATION PERIOD
3th June to 15th July



Presentation 21/05/19

WHAT IS A FEDERATION ?

The term 'federation' describes a formal and legal agreement where more than one school share governing arrangements and a single governing body.

Federalization is an opportunity for schools to work together closely whilst keeping their individual ethos and characters.

Here is a summary of the main characteristics of formal federalization:

- One governing body is established, which has an overview of both schools
- Although both schools will continue to be separately funded in accordance with Anglesey Council's formula, a federation's governing body has the flexibility to use budgets by means which best meet the needs of both schools;
- Staff appointments, including any leadership and management posts, will be jointly agreed by the Federalized Governing Body;
- The federalized schools keep their individual identities;
- The schools are individually inspected by Estyn, and the timings of both schools' inspections are likely to run concurrently.

A SUCCESSFUL FEDERATION HAS:

- A feeling of shared identity and an inclusive community in geographically close areas;
- A strong feeling of common purpose and joint vision to improve the attainment, achievement and progress of children;
- A strong managerial structure which enables the governing body and the headteacher(s) to look strategically at improving schools and being creative in considering development and change for the benefit of the children and their communities;
- Leaders and managers who trust each other, are open, are sincere and are prepared to act together for the benefit of everyone in the federation;
- Schools that are prepared to dedicate time and resources;
- A strong commitment to raising standards and achievements, and continuously takes action to improve the progress of its children.

WHAT WILL FEDERALIZATION MEAN FOR YOUR SCHOOL?

- Federalization is a way of supporting the pupils, staff and communities of the schools associated with the proposal in the long term;
- Stability in terms of the schools' leadership as they share one governing body and one headteacher;
- The ability to coordinate the use of school resources and budgets;
- Federalizing the schools won't mean any significant changes for parents nor for children;
- Although both schools will share a governing body, they will continue as two separate schools and will keep their personal names;
- Children will continue to be educated at the same schools by the same staff;
- There will be no change in the school uniforms.

THE FEDERALIZATION PROCESS

In order to establish a Federation, certain specific steps must be followed:

Step 1: Considering the potential of the Federation

- An agreement between the governing bodies of two schools and the Local Authority that they wish to consider the options in terms of establishing a Federation
- A request to the Council's Executive Committee to go to consultation
- Co-creation of a formal proposal which will be subject to consultation with all stakeholders, including parents and pupils
- Construction of a report on the responses for the Executive Committee
- Informing staff and any other key stakeholders at both schools of the process and progress
- A statutory notice on the proposed change and the action timetable
- A period of 28 days for objections
- Issue of final intentions.

Step 2: Preparing the Proposal Consultation

The Governing Bodies will fulfil the proposal with the support of the Local Authority.

Announce the consultation on the proposal to all stakeholders including pupils, staff, parents, the community and the wider community

The proposal must include:

- The reasons for federalization and the benefits of doing so
- The size and constitution of the single Governing Body
- Senior Staff Arrangements
- Admissions
- Closing date for submitting comments
- The proposed date for establishing the federation
- Consultation arrangements

Step 3: After the consultation ends

- A meeting between the Governing Body and the Local Authority to consider the responses from the consultation process
- Preparation of a concise report for the Executive Committee and consideration/approval from stakeholders

Step 4: Deciding and Taking Action

- Executive decides whether to continue with establishing the Federation or not
- Inform stakeholders of the decision
- 28 days for further objections
- If relevant, the Local Authority will work with the Governing Bodies to form and appoint the new single Governing Body

Step 5: Development

- The governing body will meet to elect a Chair and Vice-chair for the Federation
- Consider any new sub-panel structures, and form them where required
- Confirm Senior Leadership Teams
- Review systems, policies and practices

Step 6: Moving Forward

- Establish and root any new policies, practices and systems
- Put monitoring and evaluating systems in place

PROPOSED GOVERNING BODY CONSTITUTION

Regulation 25 of the Regulations for Federation of Maintained Schools in Wales (2014) declare that “The instrument of government for a federation must specify the size of the membership of the governing body of the federation being no fewer than 15 and no more than 27 governors.”

Governor Category	Number allowable
Parent (elected)	2 - 4
Teacher (elected)	1 - 2
Staff (elected)	1 - 2
Local Authority	2 - 4
Community	2 - 4
Additional community governors	1
Headteacher	1-2

FEDERATION PROCESS OF MAINTAINED SCHOOLS IN WALES




This document is available on the Welsh Government’s website:

www.cymru.gov.uk/addysgasgiliau

APPENDIX 2

The response of the schools' KS2 pupils

35 responses were received from the pupils of Ysgol Gymuned Moelfre and 63 from the pupils of Ysgol Goronwy Owen. Here is a summary of the comments/responses of Ysgol Gymuned Moelfre and Ysgol Goronwy Owen's pupils.

School	1. How do you feel?		
			
Ysgol Gymuned Moelfre	26	7	2
Ysgol Goronwy Owen	50	13	0
Total	76	20	2
2. Does anything worry you about this?			
Ysgol Gymuned Moelfre	<ul style="list-style-type: none">30 responses were received noting that they didn't have any concerns, and 5 responded noting that they had concerns.1 responded that they had some concerns but didn't go into detail.2 responders noted that they were worried that they would have to share too much.2 responders noted their concerns that Ysgol Moelfre and Goronwy Owen would become one school but on two sites.		
Ysgol Goronwy Owen	<ul style="list-style-type: none">62 responses were received noting that they didn't have concerns and 1 responded noting that they were concerned.2 responders noted the concern that the Headteacher would spend less time in Ysgol Goronwy Owen.		
3. What would you like to see happen as part of this change?			
Ysgol Gymuned Moelfre	<ul style="list-style-type: none">Many responses were received noting the hope for joint school trips.In addition to this, some responders hoped that the change would have a positive impact on activities such as sports, football games, gymnastic competitions and rounder games.One response was received noting that changing schools for one day would be a good idea and one response proposed changing teachers for a day.One response noted that the change would give an opportunity to meet different pupils and make new friends.		
Ysgol Goronwy Owen	<ul style="list-style-type: none">Many responses were received noting the hope for joint school trips.Many noted the desire to share more with Ysgol Moelfre such as educational trips, various resources, extra-curricular activities e.g. discos and parties.One response was received noting that arranging joint Welsh activities would be a change they would like to see.One responded that they would like joint collective worship sessions which would give pupils the opportunity to share presentations with each other.One responder proposed their wish for both schools to build a joint school.In addition to this, it was noted that seeing more of the Headteacher would be a change they would like to see.		