



Federation Headteacher: Mr M Elcock
Federation Deputy Headteacher: Mrs E Bourner



Proposal for the Amalgamation of Governing Boards Antingham & Southrepps, Corpusty and Foulsham Primary Schools

Empower, Explore, Excel

Dear Governors, Parents/Carers & Stakeholders,

As the Federation Headteacher, I am writing to outline a proposal for the amalgamation of the Governing Boards of Antingham & Southrepps Primary School, Corpusty Primary School and Foulsham Primary School into a single Federated Governing Board, effective from **January 2025**. This proposal has been carefully considered to streamline governance, reduce workload and ensure strategic cohesion across the federation, enhancing the quality of education for all pupils.

The Role of Governors

Governors are an integral part of the leadership of our schools. They provide strategic oversight, hold school leadership accountable, and ensure decisions are made in the best interests of pupils, staff, and the wider community. Their dedication shapes the vision, values and long-term direction of the schools, creating an environment where every child can thrive.

Governors also play a pivotal role in supporting the headteacher by scrutinising school performance, safeguarding practices, financial management, and overall leadership. Their input is crucial in ensuring that every decision reflects our collective ambition to foster excellence and inclusivity across the federation.

Rationale for the Amalgamation

The proposed amalgamation of the Governing Boards is driven by several critical factors:

- 1. Workload Reduction for Headteacher and Governors**
Currently, separate governing boards require extensive administration, multiple meetings, and duplicated reporting. This creates significant pressure on both governors and leadership. A single board would allow governors and the headteacher to focus on strategic priorities without being overwhelmed by repetitive operational tasks.
- 2. Streamlined Governance**
A unified structure would enable more efficient decision-making and better alignment of policies and practices across all three schools, ensuring consistency and shared accountability.
- 3. Enhanced Collaboration**
Bringing together the expertise of governors from across the federation will foster innovative thinking and strengthen governance. Shared insights will enable the board to address challenges more effectively and ensure that resources are utilised equitably.
- 4. Strategic Cohesion**
A federated board allows for a unified vision, aligning the strategic direction of all three schools while respecting the individuality of each school and its community.



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Proposal Details

1. Structure of the Federated Governing Board (FGB)

- **Co-Chairs:** Shared leadership to represent the interests of all schools.
- **Co-Vice Chairs:** To support the co-chairs in their duties.

Membership:

- **Antingham & Southrepps:** One parent governor and one staff governor.
- **Corpusty:** One parent governor and one staff governor.
- **Foulsham:** One parent governor and one staff governor.
- **Clerk:** A dedicated clerk to ensure compliance, communication, and record-keeping.

2. Consultation and Advice

- The Trust has provided full support for this proposal.
- HR and governance consultants have been engaged to ensure the transition aligns with best practices and statutory requirements.

3. Department for Education (DfE) Guidance

The proposal adheres to the DfE's **Governance Handbook**, which recommends efficient, representative governance structures that are adaptable to local needs. This includes maintaining a board size that supports strategic focus and effective decision-making.

Open Consultation and Feedback

We invite all stakeholders to provide feedback during this consultation period. This includes attending consultation events and sharing your thoughts through the Governance Consultation Questionnaire. Your input is invaluable in ensuring that the new structure reflects the needs and aspirations of our school communities.

<https://forms.office.com/Pages/ResponsePage.aspx?id=jPprDle3fEGYXpz55ejLv25IUARIJMBJincLvkgD7w5UNU5DQ0Q5T01CR0VPWTC4RURWSkxKWFZJQi4u>

Implementation Timeline

Autumn Term 2024:

- › Initial discussions on the proposed structure and membership.

Spring Term 2025:

- › Consultation with governors, parents and stakeholders begins.
- › Final decision by the existing governing boards.
- › Ratification of the new structure by the Governing Bodies and Trust.
- › Election and appointment of governors to the new board.
- › Official launch of the Federated Governing Board.

Summer 2025:

- › First board meeting to establish strategic priorities for the academic year.



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Recruitment of Governors

As part of this process, we are actively seeking new governors to join the Federated Governing Board. This includes engaging with existing parent governors to better understand their perspectives and encouraging other parents to consider this rewarding role. Becoming a governor offers an opportunity to contribute to the future of our schools, develop new skills and make a tangible difference to children's education.

If you are interested in becoming a governor or would like to learn more, please contact the school office for further information.

Conclusion

This proposal for a Federated Governing Board offers a significant opportunity to strengthen governance across the federation. It will enable more strategic oversight, reduce the workload on leadership and governors and foster collaboration between the schools.

Our Trust fully supports this approach, recognising its potential to enhance governance effectiveness and deliver long-term benefits for pupils, staff, and the wider community. By working together, we can ensure that our schools remain places where excellence is nurtured, challenges are embraced, and every child is given the opportunity to thrive.

Thank you for your engagement in this process and for supporting our schools. Together, we can ensure a successful transition that benefits all members of our school community.

Kind regards,

Mr M Elcock
Federation Headteacher