

## Frequently Asked Questions concerning the Federation/Collaborations

Q. Have you tried marketing the school?

A. Yes, we do have a working party where we discuss a number of issues. We have distributed flyers, we are looking at social media and a number of other things. This is ongoing.

Q. Have you asked other schools?

A. Yes, a number of schools have been approached, we are delighted that our two school Tonwell St Mary's and Thundridge engaging in the process.

Q. Will the budget for teaching change?

A. No. There may be opportunities in the future to share staff appointment though.

Q. Will we be required to share budgets?

No.

Q. If each head currently works 3 days and is flat out now, how will full time across both be better? A. With an Executive Headteacher working full time, even if he or she is not on site, they are still leading the school. Furthermore, we have two full time Deputy Headteachers. This has strengthened the leadership. This should be quicker and more efficient.

Q. If Ofsted inspection finds one school planning is weak will they come to the other if it is shared across two schools?

A. We are separately inspected and this will not apply. However we would be able to learn from this and address issues.

Q. How will we go about involving the students and their parents in the consultation period to ensure that their voices are heard?

A. I think the best way to do this is to keep the website up to date with regular information. We will also be putting on the questions and answers as they come in.

Q. Should we consider involving more parents in the management committee to ensure that views from both sites are appropriately represented?

A. Yes. If we go ahead and federate, we will need parent governors. They will need to either nominate themselves, or be nominated by another parent. If there is a lot of interest, there will need to be an election. The Management Committees have already expressed that it would be important.

Q. In what ways, if any, will the terms of conditions for existing employees differ from those contracted to the proposed federation?

A. The Terms of Conditions for existing or new employees will not be different. HCC is still the employer. Existing staff will not be forced to work at both sites, but if staff want to volunteer, this is their choice. For new staff appointed after the date of the federation (should it go ahead). They will be expected to have the flexibility to work where required, but agreed as part of their job.