



The Wyvern Federation



Lilian Baylis
Technology School

Ashmole Primary School
Tel: 0207 735 2419
info@ashmoleprimaryschool.org.uk

Herbert Morrison Primary School
Tel: 0207 720 3439
admin@herbertmorrison.lambeth.sch.uk

Henry Fawcett Primary School
Tel: 0207 735 2764
admin@henryfawcett.lambeth.sch.uk

Vauxhall Primary School
Tel: 0207 735 4535
office@vauxhallprimary.org.uk

Wyvil Primary School
Tel: 0207 622 1164
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Proposal to expand the Wyvern Federation with the inclusion of Henry Fawcett Primary School and Lilian Baylis Technology School

Introduction

Federation is a term used by the Department for Education to describe collaborations of schools in the Local Authority maintained sector.

The Wyvern Federation has been committed to collaboration whilst ensuring that each school retains its own distinct character and features. The Federation has aimed to provide families in North Lambeth with successful and stable schools to send their children to.

The Wyvern Federation of schools has existed since a partnership was brokered by the London Borough of Lambeth between Wyvil and Vauxhall schools in 2009 when Vauxhall had been graded inadequate by Ofsted. The Federation has been a vehicle for school improvement and sustaining stability since that time which led to both Ashmole and Herbert Morrison schools joining in 2015 and 2016 respectively when they had inspection judgements of 'Requires Improvement', poor pupil outcomes and vacancies in leadership. The schools worked under a non-statutory Federation arrangement initially followed by Federation under a single Governing Board.

The London Borough of Lambeth brokered a collaboration arrangement in September 2019 between Wyvern and Henry Fawcett school which became a non-statutory Federation in 2021. The Federation entered a non-statutory Federation agreement with Lilian Baylis School in September 2021.

| School Information | | | | | | | |
|--|---------|------------------|---------------|----------|-------|---------------|----------|
| | Ashmole | Herbert Morrison | Henry Fawcett | Vauxhall | Wyvil | Lilian Baylis | National |
| Number of pupils | 221 | 224 | 232 | 227 | 475 | 845 | |
| Proportion of pupils with Special Educational Needs | 16.3% | 10.2% | 22.8% | 23.8% | 41.7% | 13.2% | 16.0% |
| Proportion of pupils whose first language is not English | 38.9% | 52.7% | 26.7% | 67.4% | 62.9% | 45.9% | 22.0% |
| Proportion of pupils eligible for free schools meals (within last six years) | 39.2% | 40.3% | 60.6% | 60.4% | 56.3% | 61.0% | 25.9% |

The Proposal

The Governing Boards of The Wyvern Federation, Henry Fawcett Primary School and Lilian Baylis Technology School are proposing that the Wyvern Federation is expanded to all six schools under a single Governing Board.

This document explains what this means for pupils, parents, staff and wider stakeholders. There is an opportunity for everyone to comment before any decisions are taken about whether to proceed.

The Timetable

| | |
|--|--|
| Monday 19 February 2024 | Consultation period with stakeholders open. All schools will issue the consultation document and arrange local mechanisms to communicate with stakeholders. |
| Thursday 28 March 2024 | Consultation period closes. |
| Tuesday 23 April 2024 | Governing Boards to meet together to consider feedback from the consultation. Governing Boards to meet separately to consider whether to proceed with the proposal to expand The Wyvern Federation. |
| Wednesday 24 April 2024 | If proceeding – publication of statutory notices. |
| Wednesday 24 April – Friday 14 June 2024 | If proceeding - election of the new members of the Governing Board. |
| Monday 1 July 2024 | If proceeding – proposed date for Federation to become permanent |

Rationale

The record of all schools working together since either form of Federation has been successful in respect of academic performance, inspection outcomes and financial sustainability. This proposal seeks to strengthen the Federation further expanding the organisation to all six schools under a single Instrument of Government and subject to the statutory Federation legislation. There is a recognition that challenges facing schools include funding, demographic change and the requirements of meeting the needs of a diverse local community.

Those involved in the leadership and governance of the Federation recognise that success has been built on ensuring that the individual character and identity of each school is paramount in order that they their communities' needs. There are areas of commonality that can be used to strengthen all schools which has included efficiencies, joint working and shared projects. There is a sense of collective ambition and taking responsibility for all children in the locality.

The expanded Federation gives the opportunity for the schools to support each child's educational pathway through academic achievement, emotional development and wellbeing.

The growth of the Federation to include a popular and successful local secondary school provides opportunities to support the transition from primary school into secondary education – whichever school that is.

Working in Partnership

Whilst working under the current statutory and non-statutory Federation arrangements the schools have developed a number of shared activities.

- Working with providers to provide a range of funded after school activities.
- Primary / secondary transition projects to help children in upper Key Stage 2 experience the specialist teaching and facilities they will experience in Year 7.
- Working together to achieve external recognitions of success including rights and responsibilities, inclusion and environmental education.
- Shared professional development across the schools.
- Combined work on managing workload and promoting wellbeing for staff.
- Staff working across the schools to provide support and expertise.
- Developing shared policies and procedures that can be personalised to each school.
- Joint purchase to support efficiencies.

Leadership and Management

Each school has a Headteacher who holds the statutory duties of that role. Each Headteacher works with professionals, governors and the school community to ensure there is strategic direction, specific systems and accountability for the performance of each school.

The Federation enables leaders to work together, share experience and develop expertise that provides robust management that aims to secure the continued success of the schools.

As part of the process of considering the proposal to expand the Federation, the Governing Boards will review the role of the Executive Headteacher and how that post supports the Governing Boards and facilitates the development of shared activities that support the schools.

School Budgets

Each school in the Federation receives an individual delegated budget that is reported to the London Borough of Lambeth's finance department. Assets remain the property of each school.

The additional capacity of the schools would be expected to deliver greater efficiencies.

Personnel

There are no changes to personnel that arise from the proposal to expand the Federation.

The expansion of the Federation does not affect the staff structures conditions of service. Ashmole, Henry Fawcett, Herbert Morrison and Lilian Baylis are community schools where the London Borough of Lambeth is the employer. This will continue to be the case under the Federation. Vauxhall and Wyvil are Foundation schools and the Governing Board of the Federation will continue to be the employer.

Pupil Admissions

Admissions are not affected by the proposal to expand the Federation.

Parents at the primary schools will continue to choose which secondary school they want their son or daughter to attend and will follow the secondary school transfer process in Year 6.

The schools will continue to work closely with the Local Authority Admissions Team and follow local procedures.

Membership of the Federation does not give pupils at any of the primary school any additional rights of entry to Lilian Baylis Technology School. Typically, up to 45 families choose to send their children to Lilian Baylis Technology School which represents around a third of the Year 7 cohort.

Ashmole, Herbert Morrison, Henry Fawcett and Lilian Baylis are community schools and their admissions policy is set by the Local Authority. As Foundation schools, Vauxhall and Wyvil will have their admissions policies approved by the Governing Board.

Proposed Governance Structure

| | | | | | | | |
|---|--|--|--|--|--|------------------------------------|-----------------------------------|
| Full Governing Board Elected parents – 2 Elected Staff – 1 Local Authority – 1 Partnership – 2 Co-opted – 14 Total – 20 | | | | | | | |
| Lilian Baylis Technology School Committee | Henry Fawcett School Committee | Ashmole School Committee | Herbert Morrison School Committee | Vauxhall School Committee | Wyvil School Committee | Secondary School Finance Committee | Primary Schools Finance Committee |
| Full Board members – 3 Additional members - 9 | Full Board members – 3 Additional members - 9 | Full Board members – 3 Additional members - 9 | Full Board members – 3 Additional members - 9 | Full Board members – 3 Additional members - 9 | Full Board members – 3 Additional members - 9 | Full Board members – 3 | Full Board members – 3 |

| | | | | | | | |
|--|--|--|--|--|--|------------------------|------------------------|
| | | | | | | Additional members - 9 | Additional members - 9 |
|--|--|--|--|--|--|------------------------|------------------------|

Full Governing Board membership

In consideration of the membership, the Board will ensure that there is appropriate range of skills and expertise. The Board will also take into account the need to ensure that all schools have representation on the board (in order to populate the school specific committees) as well as having sufficient non stakeholder (parent or staff) governors.

There will not be an ex officio governor from the schools' executive leadership. A written report will be delivered to the Board by at least one of the Headteachers. Any Headteacher may attend the Board meeting (but may not vote).

The Board holds all statutory responsibilities for the schools including approving all required policies.

Committees of the Governing Board

Standing committees

Individual School Committees will be formed of at least three full board members and additional governors from each school's stakeholders (parents, staff and community). Additional governors will have voting rights at the committee. In order to be quorate a committee must have at least 50% of the membership in attendance and at least one full board member.

The school committees will have terms of reference that reflect their focus on education, standards, welfare, parent liaison, attendance, premises and enrichments.

Each committee will produce a termly report for the full board.

A Primary Schools' Finance and Resources Committee will be formed of at least three full board members. The committee may include additional governors appointed to it, in order to secure representation from governors affiliated to each school. The committee will have terms of reference that outline oversight of the schools' budgets, health and safety, income generation, personnel and buildings policies. The Finance and Resources Committee will be responsible for forming a pay committee when required of non staff governors. Head teachers are expected to attend and contribute to discussions about their respective schools.

A Secondary Schools' Finance and Resources Committee will be formed of at least three full board members. The committee will have terms of reference that outline oversight of the school's budgets, health and safety, income generation, personnel and buildings policies. The Finance and Resources Committee will be responsible for forming a pay committee when required of non staff governors.

An Admissions Committee will be formed to meet annually to agree the admissions for Vauxhall and Wyvil Primary Schools.

Comments and Feedback

Comments, questions and feedback should be addressed to the Governing Board and be received by Thursday 28 March 2024.

Responses can be returned by:

- Using the response form.
- Sending a letter to the Chair of the Governing Board of the school you are associated with.
- Responding via email (type Federation expansion response in the subject box)

Ashmole: info@ashmoleprimaryschool.org.uk

Herbert Morrison: admin@herbertmorrison.lambeth.sch.uk

Henry Fawcett: admin@henryfawcett.lambeth.sch.uk

Lilian Baylis: school@lilianbaylis.com

Vauxhall: office@vauxhallprimary.org.uk

Wyvil: office@wyvil.org.uk

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Response Form

Name:

Circle the following which apply:

1. I am a:

Pupil Parent/Carer Staff member Governor Other

2. I am associated with:

Ashmole Herbert Morrison Henry Fawcett

Lilian Baylis Vauxhall Wyvil

I have the following comments or questions about the proposal to expand The Wyvern Federation:

I have the following comments or questions about the proposals in respect of the structure of the Governing Board: