

CPD SCHOOLS FEDERATION

WELCOME: I would like to welcome you to our first CPD Newsletter as 3 Newham Schools. Following a consultation period and deliberation by the Governing Boards, Calverton Primary School will be joining the Federation next month. They met during the summer term and looked over all the responses and comments received by parents and staff and have decided on this positive move together. This is fully supported by the Local Authority. The LA, like us, recognise the benefits of collaboration and schools working together in a more formal way.



Central Park Primary is a 4 form entry school in East Ham.

Headteacher—Paul Taylor



Dersingham Primary is a 3 form entry school in Manor Park.

Headteacher—Lando DuPlooy



Calverton Primary is a 2-3 form entry school in Custom House.

Headteacher—Caroline Crompton



My name is Darren Williams and I am appointed Executive Headteacher of CPD Schools Federation. As the Executive Headteacher, who does not manage a school in the Federation on a daily basis, I am tasked with taking on a more strategic management position. My key role is to support ‘the school leadership team to fulfil their responsibilities ... [and to] ... carry out their duties’.

Just as when the Federation started, there should be little change to the running of any of the schools but the senior staff will be used at times to support school improvement in the whole Federation. The growth of the Federation will bring about further efficiencies and learning from another ‘Good’ school.

The majority of the feedback received from parents and staff from Calverton was positive and I would like to thank you all for your support and the continued support you will be giving us. Understandably there is some apprehension but hopefully as the weeks and months go by the tangible benefits are seen and demonstrated clearly.

We know that there were concerns that a few staff had in moving to a Federation. Those concerns focused on job losses, budget constraints, Governance arrangements and a route to academisation. With regards to the last point I can assure you this is not our intention; despite all the recent mentions of schools becoming academies by the Government. As a Federation we want to create job opportunities and any job losses will be due to the individual school’s budget position. Central Park and Dersingham have healthy budget positions whilst Calverton has struggled in recent years. We want to share our financial management acumen and aim for all schools to have fully balanced budgets. All schools will maintain their individual budget but in a scenario where a cost could be saved for all schools we would look into this.

Governance was also raised and we want to set up a local governance arrangement for Calverton, which once embedded and working well can be rolled out to all schools. Over the page, this newsletter outlines where we are in the process of establishing a new Governing Board and what Local Governance could look like.

GOVERNANCE ARRANGEMENTS



WHAT NEXT:

The plan is for the Federation Governing Board to be in place for our first meeting in October 2021. The first step is to appoint the statutory members of the Governing Board and this process is just getting underway. We now need to dissolve the Governing Boards in each school and elect parents (x2) and staff (x1) governors to create the new Federation Board. The parent nominations form has gone out with this newsletter. If we get more than 2 nominations across the Federation then it goes to a ballot process to elect the parent representatives. We will also be recruiting a Staff Governor from the Federation of schools and a Local Authority nominated Governor. Along with the Executive Headteacher, these successful nominees will fulfil the statutory appointments.

The second step is for the statutory governors to appoint the co-opted governors to make up the rest of the Board.

Being a Governor requires a high commitment with a number of meetings each term. A reminder as well that no matter which school you are elected from you are on the Board to represent all schools in the Federation. We also would like to make sure that you have the right skills to compliment the rest of the Board; key skills we have found it challenging to recruit to before is data analysis, building & construction, marketing & media and health & safety. We would warmly welcome any parents that could bring any one of these skills to our Governing Board.

If you would like to focus on the school your child attends / you work in, we anticipate as the year progresses we will introduce a Local Governance Committee in each school so you may want to wait until that point to put your name forward.

LOCAL GOVERNANCE: When the Federation was established we consulted on the basis of a Parent Council and Staff Council being set up in each school. When consulting with Calverton, we recognised that this model was not scalable and workable for the Full Federation Board and consulted on the basis of establishing a local governance model. The details are to be decided but in essence there will be a group of people who have Calverton's best interests in mind and want to have some say in the running of the school. They will be involved with some decision making for the school and also holding some account for monitoring the performance of the school. Caroline and I will be setting out the process for establishing the Local Governance Committee very soon.

BALLOT PAPER

There are 2 vacancies for 2 parent governors on the governing body. You may vote for up to 2 candidates. Please put an 'X' in the box next to your preferred candidate(s). If you vote for more than 2 candidates your votes will be invalidated and will not be counted.

VOTE FOR UP TO 2 CANDIDATES ONLY

1	Mr T Bryant	
2	Miss K Cramb	
3	Professor S Morris	
4	Mrs L Sims	

NOMINATIONS: We are confident this arrangement will work well and hope the success will mean we will replicate the local governance arrangement in each school in the Federation. Therefore, please give careful consideration to your nomination. If your main interest is to 'serve' the school your child attends then please do not nominate yourself for the Federation Board and wait until the local governance nominations. The Federation Board is more strategic and rarely discusses individual schools in great depth.

COLLABORATION

CPD Schools Federation was established to help more pupils in Newham have the life choices they deserve by not only pushing the academics but developing life skills, qualities for being a responsible and active citizen in the community and preparing children for the challenges they face in life. All 3 schools have a very similar ethos and believe in the same principles. This collaboration of schools can truly be a trailblazer in school improvement and curriculum development from the outset given the chance to do so; for other schools to learn from us and want to be part of our Federation.



Darren Williams, Executive Headteacher