

Agenda



Delegated Decisions - Cabinet Member for Education and Skills

Date: Thursday, 23 May 2019

To: Councillors G Giles

Item		Wards Affected
1	<u>Proposal to Establish a School Federation Incorporating Eveswell Primary School and Somerton Primary School (Pages 3 - 18)</u>	All Wards

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Report

Cabinet Member for Education and Skills

Part 1

Date: 24 May 2019

Subject **Proposal to establish a school federation incorporating Eveswell Primary School and Somerton Primary School**

Purpose To seek approval to take forward a joint proposal with the governing bodies of Eveswell Primary School and Somerton Primary School to establish a federation under the name of ***“The Eveswell and Somerton Primary School Partnership”*** with effect from 1st January 2020.

Author Education Service Manager – Resources & Planning

Ward Always & Beechwood

Summary Federation of schools is a legal process that enables between two and six schools to work together through a formal structured process by sharing governance arrangements and a single governing body that will make decisions in the best interest of all the schools, staff and pupils within that federation.

The governing bodies of Eveswell Primary School and Somerton Primary School have met individually and collectively with the Local Authority, and have confirmed that they wish to promote a formal federation between the two schools.

If the proposal is approved, both schools will continue to maintain their own individual identities regarding name, culture and ethos and will continue to manage their own individual budgets. The arrangement merely involves establishing a single governing body to govern the two schools. The two governing bodies have worked collaboratively since September 2016 during which time a single Executive Headteacher has managed the two schools. This arrangement has impacted positively on both schools.

This report recommends that the proposal is taking forward jointly by the two governing bodies and the Local Authority, commencing with a period of stakeholder consultation as outlined within the **Federation of Maintained Schools (Wales) Regulations 2014**.

Proposal **To support the governing bodies of Eveswell Primary School and Somerton Primary School in taking forward a joint proposal to establish a formal federation, to be known as “The Eveswell and Somerton Primary School Partnership”, with effect from January 2020.**

Action by Chief Education Officer

Timetable Immediate

This report was prepared after consultation with:

- Strategic Director - People
- Education Senior Management Team
- Senior HR Business Partner
- Senior Finance Business Partner
- Executive Headteacher, Eveswell Primary School & Somerton Primary School
- Chair of Governors, Eveswell Primary School
- Chair of Governors, Somerton Primary School

Signed

Background

The Local Authority is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having effective leaders in its schools is intrinsic to this. The Welsh Government's policy objective is to promote collaboration between all parts of the education system to improve outcomes. School federation is a more formal way of extending collaboration and promoting closer working relationships and is the principal initiative for achieving formal partnership working amongst schools to improve performance and narrow the attainment gap for deprived pupils.

The governing bodies of Eveswell Primary School and Somerton Primary School would like, in conjunction with the Local Authority, to use the powers granted under the **Federation of Maintained Schools (Wales) Regulations 2014** to establish a federation known as ***The Eveswell and Somerton Primary School Partnership*** with effect from 1st January 2020.

The term 'federation' describes a formal and legal agreement by which the schools involved work together in formal partnership with shared governance under a single governing body. The existing governing bodies will be dissolved and replaced by a new, single governing body with strategic oversight of both schools.

The aim of the Federation is for the two schools to work in partnership to:

- develop the excellent shared practice that guarantees outstanding experiences and increased opportunities for pupils and staff, and
- develop the common goals and reflective approaches to teaching and learning that will ensure that both communities benefit from a quality education.

This will ensure significant positive outcomes and improved standards for both school communities.

School Organisation and Standards

The two schools have worked on a collaborative basis for almost three years and have shared a single Executive Headteacher since September 2016. This arrangement has been successful and has had a positive impact on both schools. Both schools are 3-11 English-medium community primary schools.

Eveswell Primary School has been in a "green" support category since categorisation was first introduced. This means that it is a highly effective well run school with strong leadership and clear priorities for improvement. Somerton Primary School has improved from "amber" to "yellow" under the current collaborative arrangements. This demonstrates that the current arrangements are working well and have already supported significant school improvement that is predicted to continue.

By entering into a formal federation, the two schools will continue to work together under shared leadership to utilise their strengths to improve standards across the federation and together address areas in need of improvement. By federating under one governing body, the climate of trust, openness and willingness to work together that already exists can be further enhanced.

Geographically the two schools are located only 0.7 miles apart. However, they are located in different clusters, with Eveswell Primary School forming part of the Llanwern cluster and Somerton Primary School being included in the Lliswerry cluster.

Each of the two schools benefits from a full-time Deputy Headteacher, who both have a reduced classroom commitment to support the Headteacher when she is located at the other school. A shared Senior Management Team, comprising of the Executive Headteacher and both Deputy Headteachers, oversees strategic planning. This ensures that operational systems are robust and cater for the needs of both individual schools.

Principles of Federation

To be successful, federation needs to be based on a commitment to work as a group of schools and a willingness to do things differently for the added benefit of all pupils, their wellbeing and achievements.

One of the advantages of federation is that the schools within the federation remain in their communities and keep their individual identities. However, the existing governing bodies will be dissolved and replaced by a new, single governing body that will have oversight of, and equal responsibility for, the work of all schools within the federation.

Schools in a federation will maintain their own delegated budget, name, character, school uniform and ethos, and will be able to explore the advantages of sharing resources.

Human Resources

The governing body of a federation cannot require existing staff to work across all schools, but they can negotiate with the school staff unions over whether flexible contracts can be introduced. New staff can be appointed to work across the schools in the federation.

Governance

The membership of a governing body for a federation of schools is almost identical to the membership of an ordinary governing body with all stakeholders being represented, although there is more flexibility in the proportions of representation of each category of governor. This means that a governing body of a federation can choose a constitution and membership that suits their particular circumstances as long as they meet the minimum (15) and maximum (27) numbers of governors set out in the regulations.

The regulations outline however that there is:

- At least one but no more than two parent governors representing each school;
- At least one but no more than two teacher governors for the federation;
- At least one but no more than two staff governors for the federation;
- At least two but no more than four LA governors for the federation;
- At least two but no more than four Community governors for the federation;
- The Head or Acting Head of the federation.

The composition of the federated governing body will therefore as follows:

Governor Type	Number
Parent	4
Teacher	2
Staff	2
LA appointed	4
Community	4
Headteacher	1
Total	17

Consultation Process & Timeline

This proposal will be taken forward through in accordance with the **Federation of Maintained Schools (Wales) Regulations 2014** under the following timeline:

Decision to take forward the proposal	May 2019
Stakeholder consultation and engagement	June 2019 – July 2019
Consideration of stakeholder feedback	September 2019
Final determination of proposal	October 2019
Appointment of governors for federated Governing Body	November 2019 - December 2019
Implementation of Federation	January 2020

Financial Summary

There are no additional costs associated with this proposal. The two schools in the federation will maintain their individual delegated budgets but a single governing body will manage these.

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
Increased workload for governors during the inception of the federation and the first year	L	L	The proposal is being taken forward in conjunction with the Local Authority, and as such Local Authority officers will be available to support governors through this process	The Chief Education Officer and the Governing Bodies of both schools
Potential loss of experienced governors	L	L	The federated governing body can also appoint additional non-voting "observer" governors where appropriate and where specific skills or experience are required	The federated Governing Body
Initial concern amongst governors, parents and staff whilst the change is being embedded	L	L	The two schools have been working together collaboratively since September 2016 with good relationships already established	The federated Governing Body

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Wellbeing of Future Generations (Wales) Act 2015

Corporate Plan

Council Improvement Plan (Aspirational People theme)

Education Service Plan

Options Available and Considered

Option 1: For the proposal to be taken forward solely by the Local Authority. However, this could be perceived negatively within the school communities and might alienate the two governing bodies.

Option 2: For the proposal to be taken forward jointly by the two governing bodies and Local Authority. This is the preferred option.

Option 3: For the proposal to be taken forward solely by the two governing bodies. However, this will not provide any LA support to the two governing bodies in achieving a successful outcome.

Preferred Option and Why

The preferred option is Option 2. The Local Authority is in support of this voluntary proposal, and taking this forward jointly will provide support to the two governing bodies in achieving a successful outcome. This formal federation represents the first such arrangement across Newport schools.

Comments of Chief Financial Officer

The federation of Eveswell and Somerton Primary schools would have no additional costs or financial implications for the Authority and both schools would continue to have their individual school budgets delegated to them.

Comments of Monitoring Officer

The proposal to establish a school federation, incorporating the governing bodies of Eveswell and Somerton Primary Schools, is in accordance with the Federation of Maintained Schools (Wales) Regulations 2014, the Education (Wales) Measure 2011 and relevant statutory Welsh Government Guidance. The establishment of a single federated governing body will facilitate a unified system of governance and leadership, whilst maintaining the separate identities of the individual school. Proposals to establish a federation can be governing-body led or led by the Council, but in this case, it is recommended that the federation is taken forward as a joint proposal, supported by both governing bodies and the Education Authority. Under the Regulations, a federation proposal needs to be the subject of extensive stakeholder consultation and engagement and any representations received will need to be properly considered before a decision is taken to proceed with the single federated governing body. At least 6 weeks should be allowed for this consultation process and any federation proposals cannot be implemented for at least 125 days, following the date of publication of the proposal. However, a proposed implementation date of January 2020 should allow for sufficient time for meaningful consultation and decision-making.

Comments of Head of People and Business Change

The proposal to federate Eveswell and Somerton will require the Council to follow a consultation process with staff and unions. The outcome of this consultation will form part of the final decision to federate. The schools have had Executive Headteacher arrangements in place since September 2016. This arrangement is time limited and only federation will allow them to continue on a permanent basis. Option 2 will allow both the Local Authority and the governing bodies to oversee the consultation process and to confirm leadership arrangements including the appointment of a permanent Executive Headteacher and senior leaders within each school. The arrangements will provide greater resilience within staffing with options to share staff, developmental and training opportunities and best practice across both schools. There are no anticipated redundancies as part of the proposal to federate both schools.

A quality education is a key contributor to wellbeing, social inclusion and sustainable development. The Welsh Government believes that collaboration between all parts of the education system can improve outcomes for learners. School federation is a more formal way of extending collaboration and promoting closer working relationships in order to improve leadership, performance and narrow the attainment gap for deprived pupils.

It is noted that consultation with stakeholders including staff and pupils will be undertaken if federation is taken forward, and this will be essential to build ownership and achieve the best outcomes.

Local issues

Comment from Councillor John Guy, Ward Member for Alway:

I am supportive of this action that has been progressed in a very professional manner having regards to all parties concerned.

Comment from Councillor Debbie Harvey, Ward Member for Alway:

I am fully supportive of this proposal.

Comment from Councillor Ray Truman, Ward Member for Alway:

I am happy to support this proposal.

Comment from Councillor Deborah Davies, Ward Member for Beechwood:

Thank you for including Beechwood Councillors in the consultation process and I am happy to give my support to this proposal.

Each school has its own ethos, priorities and importantly have to respond to the different needs of the local communities in their separate catchment area. I am pleased that whilst being federated it is proposed both schools will continue to function as separate entities.

Although my priority is to represent residents of Beechwood I recognise the importance of maintaining a primary school in the Somerton area. The levels of deprivation and the inherent issues and problems that go with this means it is imperative there is an accessible school within its centre which focuses on the specific needs of these children. As it is a small school it is very sensible that it is federated with another school which will ensure it remains sustainable.

I am certain that the strong links that will be fostered between both the schools will have a positive impact on both communities.

Comment from Councillor Mark Spencer, Ward Member for Beechwood:

I am happy to support this proposal.

Scrutiny Committees

None

Equalities Impact Assessment

The Equality Act 2010 contains a Public Sector Equality Duty which came into force on 06 April 2011. The Act identifies a number of 'protected characteristics', namely age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; marriage and civil partnership. The new single duty aims to integrate consideration of equality and good relations into the regular business of public authorities. Compliance with the duty is a legal obligation and is intended to result in better informed decision-making and policy development and services that are more effective for users. In exercising its functions, the Council must have due regard to the need to: eliminate unlawful discrimination, harassment, victimisation and other conduct that is prohibited by the Act; advance equality of opportunity between persons who share a protected characteristic and those who do not; and foster good relations between persons who share a protected characteristic and those who do not. The Act is not overly prescriptive about the approach a public authority should take to ensure due regard, although it does set out that due regard to advancing equality involves: removing or minimising disadvantages suffered by people due to their protected characteristics; taking steps to meet the needs of people from protected groups where these differ from the need of other people; and encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

A Fairness & Equality Impact Assessment (FEIA) has been developed to support the decision to take forward this proposal and will be published on the Newport City Council website.

Children and Families (Wales) Measure

The pupils attending Eveswell Primary School and Somerton Primary School will be consulted as part of the stakeholder consultation and engagement process.

Wellbeing of Future Generations (Wales) Act 2015

Report writers need to indicate how they have considered the five things public bodies need to think about to show they have applied the sustainable development principle put into place by the Act. You will need to demonstrate you have considered the following:

- **Long term:** the importance of balancing short- term needs with the need to safeguard the ability to also meet long – term needs: ***A federation should be seen as a long-term commitment and not as a quick fix. In taking forward this proposal, the LA and governing bodies have considered in depth the benefits and risks of establishing a federation in relation to the impact on children and young people's achievements. Nonetheless, the 2014 Federation Regulations do allow for a federation to be dissolved.***

- **Prevention:** How acting to prevent problems occurring or getting worse may help us meet our objectives: ***The Local Authority is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having effective leaders in its schools is intrinsic to this. The Welsh Government's policy objective is to promote collaboration between all parts of the education system to improve outcomes. School federation is a more formal way of extending collaboration and promoting closer working relationships and is the principal initiative for achieving formal partnership working amongst schools to improve performance and narrow the attainment gap for deprived pupils.***
- **Integration:** Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives or those of other public bodies: ***This proposal supports the "A prosperous Wales", "A more equal Wales" and "A Wales of cohesive communities" Well-being Goals and has no adverse effect on any of the other Well-being Goals. In addition, this proposal supports the Newport City Council Well-being Objective "To improve skills, educational outcomes and employment opportunities".***
- **Collaboration:** have you considered how acting in collaboration with any other person or any other part of our organisation could help meet our wellbeing objectives: ***This proposal is being taken forward jointly with the governing bodies of the two affected schools. A full programme of stakeholder consultation and engagement will be carried out and a report prepared on the conclusion of this. The federation will enable Eveswell Primary School and Somerton Primary school to continue to work together and have a shared vision and common purpose of what needs to be done to improve attainment and achieve at all levels across the partnership. By working together, each school will provide support to the other school when in difficulty and school strengths can contribute to the learning of others. The schools working together can help deliver objectives and improve by helping each other tackle problems and sharing expertise.***
- **Involvement:** The importance of involving people with an interest in achieving the wellbeing goals, and ensuring that those people reflect the diversity of the City we serve: ***This proposal is being taken forward jointly with the governing bodies of the two affected schools. A full programme of stakeholder consultation and engagement will be carried out and a report prepared on the conclusion of this.***

Crime and Disorder Act 1998

Section 17(1) of the Crime and Disorder Act 1998 imposes a duty on the Local Authority to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.

Consultation

The governing bodies of both schools have confirmed that this wish to take this proposal forward. There will be a period of formal consultation and stakeholder engagement, the feedback from which will be considered in determining whether to proceed with the proposal.

Background Papers

None

Dated: 24 May 2019

Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Sheree Davies **Role:** Education Information & Development Officer

Head of Service: Sarah Morgan **Date:** 05/04/2019

I confirm that the above Head of Service has agreed the content of this assessment

Yes / No

When you complete this FEIA, it is your responsibility to submit it to

impact.assessments@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

The governing bodies of Eveswell Primary School and Somerton Primary School, together with Newport City Council, proposes to use the powers granted under the Federation of Maintained Schools (Wales) Regulations 2014 to establish **The Eveswell and Somerton Primary School Partnership**.

The term 'federation' describes a formal and legal agreement by which the schools involved work together in formal partnership with shared governance under a single governing body. The existing governing bodies will be dissolved and replaced by a new, single governing body with strategic oversight of both schools.

The two schools have worked on a collaborative basis since September 2016 and have shared a single Executive Headteacher during this time. The governing bodies have consulted with the LA and all parties are in support of the proposal.

The aim of the Federation is for the two schools to work in partnership to:

- develop the excellent shared practice that guarantees outstanding experiences and increased opportunities for pupils and staff, and
- develop the common goals and reflective approaches to teaching and learning that will ensure that both communities benefit from a quality education.

This will ensure significant positive outcomes and improved standards for both school communities.

2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal

The Federation of Maintained Schools (Wales) Regulations outline a statutory requirement to seek the views of stakeholders on federation proposals. During the consultation process, the local authority will involve the following identified stakeholders:

- The staff of both schools;
- The parents, carers and guardians of pupils attending both schools;
- The pupils attending both schools (exercised via the two School Councils);
- Teaching and support staff unions representing teachers and staff at both schools;
- Local Ward Members for both schools;
- The Headteachers of all schools within the Llanwern and Lliswerry cluster areas;
- The Education Achievement Service for South East Wales;
- Estyn.

Following the period of formal consultation, a Consultation Report will be prepared and will be used by the governing bodies and to determine whether the proposal should be taken forward for formal approval by the Cabinet Member for Education & Skills. This FEIA will also be updated at this determination stage.




3. What information/evidence do you have on stakeholders? eg. views, needs, service usage etc. Please include all the evidence you consider relevant.



A consultation document has been prepared and will be distributed to stakeholders, and the governing bodies will ensure that arrangements are made for people to find out more about the proposal. Comments and questions can be submitted using a response pro-forma, which can be found in the consultation document and be downloaded from the school and Council websites. Arrangements will also be made to directly engage with the pupils of the two schools to obtain their views.

4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic. The age range of pupils attending the two primary schools will remain the same and there is no change to the capacity of either school.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Sex/ Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic.
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal neither favours nor discriminates against this protected characteristic. The schools will continue to follow the National Curriculum including Cwricwlwm Cymraeg.

5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term needs</p>	<p>The proposal will balance short-term needs with long-term needs by the two primary schools working together through a single governing body structure enabling the schools to raise standards and maintain provision by sharing resources, staff, expertise, and facilities and best practice. The proposal will also enhance opportunities for pupil activities, staff professional development, and middle management development over the long term.</p> <p>A federation should be seen as a long-term commitment and not as a quick fix. In taking forward this proposal, the LA and governing bodies have considered in depth the benefits and risks of establishing a federation in relation to the impact on children and young people's achievements. Nonetheless, the 2014 Federation Regulations do allow for a federation to be dissolved.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>The federation will enable Eveswell Primary School and Somerton Primary school to continue to work together and have a shared vision and common purpose of what needs to be done to improve attainment and achieve at all levels across the partnership.</p> <p>By working together, each school will provide support to the other school when in difficulty and school strengths can contribute to the learning of others. The schools working together can help deliver objectives and improve by helping each other tackle problems and sharing expertise.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This proposal is being taken forward jointly with the governing bodies of the two affected schools. A full programme of consultation and engagement will be carried out with the following stakeholders:</p> <ul style="list-style-type: none"> • The staff of both schools; • The parents, carers and guardians of pupils attending both schools; • The pupils attending both schools; • Teaching and support staff unions representing both schools; • Local Ward Members for both schools; • Headteachers within the Llanwern and Lliswerry cluster areas; • The Education Achievement Service for South East Wales; • Estyn. <p>Following the period of formal consultation, a Consultation Report will be prepared and will be used by the governing bodies and to determine whether the proposal should be taken forward for formal approval by the Cabinet Member for Education & Skills.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="153 421 253 443">Prevention</p> <p data-bbox="65 450 341 595">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="395 264 1407 568">The Local Authority is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having effective leaders in its schools is intrinsic to this. The Welsh Government’s policy objective is to promote collaboration between all parts of the education system to improve outcomes. School federation is a more formal way of extending collaboration and promoting closer working relationships and is the principal initiative for achieving formal partnership working amongst schools to improve performance and narrow the attainment gap for deprived pupils.</p>
 <p data-bbox="164 801 260 824">Integration</p> <p data-bbox="65 842 341 987">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="395 595 1407 763">This proposal supports the “A prosperous Wales”, “A more equal Wales” and “A Wales of cohesive communities” Well-being Goals and has no adverse effect on any of the other Well-being Goals. In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.</p>

6 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

The proposal specifically affects the Alway and Beechwood wards and pupils attending or likely to attend Eveswell Primary School and Somerton Primary School.

7 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

Parameter 1 – Equal treatment while recognising difference

If the proposal is approved, both schools will continue to maintain their own individual identities regarding name, culture and ethos and will continue to manage their own individual budgets. The arrangement merely involves establishing a single governing body to govern the two schools. The two governing bodies have worked collaboratively since September 2016 during which time a single Executive Headteacher has managed the two schools. This arrangement has impacted positively on both schools.

Parameter 2 – Mutual Obligations between citizens and government

The proposal will support the two schools to work together through a formal structured process by sharing governance arrangements and a single governing body that will make decisions in the best interest of all the schools, staff and pupils within that federation.

Parameter 3 – Interdependency and reciprocity within community relations

By entering into a formal federation, the two schools will continue to work together under shared leadership to utilise their strengths to improve standards across the federation and together address areas in need of improvement.

Parameter 4 – Transparency and accountability in decision making

By federating under one governing body, the climate of trust, openness and willingness to work together that already exists can be further enhanced.

8 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

There may be some initial concern amongst governors, parents and staff whilst the change is being embedded. However, the two schools have been working together collaboratively since September 2016 with good relationships already established.

The proposal will include a period of stakeholder consultation and engagement to ensure that everyone understands the concept of federation and what it will achieve.

9 Monitoring, evaluating and reviewing

The consultation will represent an opportunity for stakeholders to find out more about the proposal and share their views. Following the period of formal consultation, a Consultation Report will be prepared and will be used by the governing bodies and to determine whether the proposal should be taken forward for formal approval by the Cabinet Member for Education & Skills. This FEIA will also be updated at this determination stage.

10 Involvement

The consultation will represent an opportunity for stakeholders to find out more about the proposal and share their views. Following the period of formal consultation, a Consultation Report will be prepared and will be used by the governing bodies and to determine whether the proposal should be taken forward for formal approval by the Cabinet Member for Education & Skills. The Consultation Report will be made available and published on the websites of the Council and the two schools.

11 Summary of Impact (for inclusion in any report)

Equality Act 2010

Newport City Council provides equal opportunities for all pupils in Newport by adhering to the Equality Act 2010. The federation of the two primary schools will not have an impact on the pupils at Eveswell Primary school and Somerton Primary school, as they will both remain as separate schools and the joint governing body will treat the two schools equally.

Welsh Language

There will be no impact for pupils at Eveswell Primary school and Somerton Primary school on the Welsh Language, as the two schools are both English-medium, the pupils will continue to be taught all aspects of the National Curriculum, which includes Cwricwlwm Cymraeg.

Wellbeing of Future Generations (Wales) Act 2015

- **Long term: the importance of balancing short- term needs with the need to safeguard the ability to also meet long – term needs:** *A federation should be seen as a long-term commitment and not as a quick fix. In taking forward this proposal, the LA and governing bodies have considered in depth the benefits and risks of establishing a federation in relation to the impact on children and young people’s achievements. Nonetheless, the 2014 Federation Regulations do allow for a federation to be dissolved.*
- **Prevention: How acting to prevent problems occurring or getting worse may help us meet our objectives:** *The Local Authority is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having effective leaders in its schools is intrinsic to this. The Welsh Government’s policy objective is to promote collaboration between all parts of the education system to improve outcomes. School federation is a more formal way of extending collaboration and promoting closer working relationships and is the principal initiative for achieving formal partnership working amongst schools to improve performance and narrow the attainment gap for deprived pupils.*

- **Integration:** Consider how the proposals will impact on our wellbeing objectives, our wellbeing goals, other objectives or those of other public bodies: *This proposal supports the “A prosperous Wales”, “A more equal Wales” and “A Wales of cohesive communities” Well-being Goals and has no adverse effect on any of the other Well-being Goals. In addition, this proposal supports the Newport City Council Well-being Objective “To improve skills, educational outcomes and employment opportunities”.*
- **Collaboration:** have you considered how acting in collaboration with any other person or any other part of our organisation could help meet our wellbeing objectives: *This proposal is being taken forward jointly with the governing bodies of the two affected schools. A full programme of stakeholder consultation and engagement will be carried out and a report prepared on the conclusion of this. The federation will enable Eveswell Primary School and Somerton Primary school to continue to work together and have a shared vision and common purpose of what needs to be done to improve attainment and achieve at all levels across the partnership. By working together, each school will provide support to the other school when in difficulty and school strengths can contribute to the learning of others. The schools working together can help deliver objectives and improve by helping each other tackle problems and sharing expertise.*
- **Involvement:** The importance of involving people with an interest in achieving the wellbeing goals, and ensuring that those people reflect the diversity of the City we serve: *This proposal is being taken forward jointly with the governing bodies of the two affected schools. A full programme of stakeholder consultation and engagement will be carried out and a report prepared on the conclusion of this.*

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