

# FULHAM CROSS GIRLS' SCHOOL and HENRY COMPTON SCHOOL

Proposal to Create a Federation  
and Adopt Trust School Status

A Consultation  
Have your say .....





## FOREWORD

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by: Bernie Peplow (Interim Headteacher, Fulham Cross Girls' School),  
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Maurice Boutal (Chair of Governors, Henry Compton School).

Following on from the Fulham Schools' Commission report and the more recent, Building Schools for the Future Consultation, we are pleased to offer you the opportunity to comment on our proposal to federate our two highly successful and improving community schools.

The implications of the federation process are explained in detail in this document. **The proposal is to bring the two schools together under a single governing body whilst maintaining each school's identity. Both school sites will be retained enabling the continuance of single sex secondary education in a community setting.**

This exciting proposal is an opportunity to raise standards further and enhance the curriculum provided to local learners and has the full support of Hammersmith and Fulham local authority. We will be able to offer a broader curriculum for pupils aged 14-16. We will also develop co-educational sixth form provision for 16-19 year olds. Using funding from the Building Schools for the Future programme, we will be able to significantly improve our facilities. We have had detailed discussions with Roehampton University as a potential Trust partner; they are keen to support the future training and development needs of both schools.

We urge you to read this proposal and show your support by completing and returning the attached pre-paid response card by **21 November 2008**.

You may prefer to respond electronically by using one of the web addresses provided. If you have any questions about the implications of this proposal you are warmly invited to one of our public meetings being held at:

- Fulham Cross Girls' School, Munster Road, London SW6 6BP on 20 October 2008 from 6:30 to 7:30 pm
- Henry Compton School, Kingwood Road, London SW6 6SN on 22 October 2008 from 6:30 to 7:30 pm.

Alternatively you may go to one of the websites: [www.fulhamcross.lbhf.sch.uk/](http://www.fulhamcross.lbhf.sch.uk/) / [www.henrycompton.net/](http://www.henrycompton.net/) / [www.lbhf.gov.uk](http://www.lbhf.gov.uk) where you will find Frequently Asked Questions.

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# FULHAM CROSS GIRLS' and HENRY COMPTON SCHOOLS

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## PUBLIC CONSULTATION ON A PROPOSAL TO CREATE A FEDERATION AND ADOPT "TRUST SCHOOL" STATUS

### The Proposal & Timetable

The Governing Bodies of Fulham Cross Girls' and Henry Compton Schools are proposing that the two schools join together in a federation, jointly convert to Foundation School status and adopt a charitable trust to act as a Foundation supporting the schools.

This leaflet explains what this will mean for parents, pupils, staff and friends of the schools; and provides an opportunity for everyone to comment before a decision is taken on whether or not to proceed.

In outline, the timetable is as follows:

1 October 2008	Consultation is launched
21 November	First consultation closes
December	Outcome of consultation published
January 2009	Governing Bodies meet and decide whether to proceed
February/March	Publication of Statutory Notices (giving more detail about the Charitable Trust to be associated with the Schools)
	Open second consultation
April/May	Second consultation closes
May/June	Final decision on whether to proceed
1 September 2009	If proceeding, new joint Governing Body takes control of both schools.

### Introduction

Fulham Cross Girls' and Henry Compton are both successful schools. They provide good quality educational opportunities for the young people of Hammersmith and Fulham. They continuously seek ways of improving provision, focusing on the educational attainment and the wellbeing of their pupils. The governors of both schools have agreed that working together could potentially enable further positive change. They feel stronger collaboration between the two schools would raise standards, promote inclusion, and further develop innovative approaches to teaching and learning. The governors believe that in order to achieve an effective partnership, the schools should be brought together in a Federation and supported by a Trust.

The Boards of Governors of Fulham Cross Girls' and Henry Compton have called a public consultation in order to canvas what people think of the proposals. The proposals have implications for everyone associated with the school; pupils, parents, teachers as well as the wider community, and it is important to understand how such a partnership could work for the benefit of everyone. This consultation document outlines the objectives of the proposal and how they could be achieved. You are invited to comment on the proposal at either of the two public meetings we have arranged, one in each school, or by: returning the reply-paid response card on the back cover of this booklet; completing the online consultation questionnaire, or by any of the methods outlined in the 'how to respond' section at the end of this leaflet. The closing date for responses is 21 November 2008.

## **What is a Federation?**

A Federation is formed when schools remain separate in law, but are managed together by a single Governing Body.

The proposed model maintains Fulham Cross Girls' and Henry Compton as separate schools on their current sites. The management of the two schools would be brought together under the supervision of a single Governing Body, and a single Principal. This arrangement could build on the strengths of both schools without losing their individual identities. The Federation would be supported by a Trust.

## **What is a Trust School?**

If Fulham Cross Girls' and Henry Compton became federated trust schools they would still be funded by Hammersmith and Fulham Council on the same basis as now. They would also be covered by the same rules and regulations that cover the other Community and Voluntary Aided (Church) schools in the Borough. The difference would be that ownership of the land and school buildings would transfer to a charitable trust set up to work for the benefit of the school. In addition to owning the land the trust would appoint a proportion of the Governing Body.

The new joint Governing Body, as now, would be responsible for the school budget, appointing senior staff and making important decisions for the schools. Additionally it would take over two functions from Hammersmith and Fulham Council. The governors would become the legal employer of the schools staff and take on responsibility for setting the admissions policies. However, there is no intention to make any material changes to the current arrangements.

The aim of a Trust is to bring together a range of expertise and experience and make them available to the school. A Trust can choose which partners to work with, for example: public authorities including the local Council, businesses, foundations, colleges, universities or community groups. Although a Trust owns the school land and buildings, day-to-day control remains with the Governing Body which, as now, shares responsibility with the Headteacher for everything that goes on within the school. There are a number of benefits to schools which acquire Trust status. Trusts can create new, and strengthen existing, partnerships placing them on a more formal footing. The agreement underpinning a Trust arrangement can help to clarify roles and responsibilities, whilst also providing a tangible demonstration of long term commitment to the schools supported by the Trust.

The current Trust proposals are in their early stages. The individual partners and exact shape of the Trust that would work with the schools has not yet been finalised. There will be a second round of consultation in the New Year when the Boards of Governors develop a more detailed proposal. Trust status will be key to making the Federation between Fulham Cross Girls' and Henry Compton successful and it is important to understand your views on the proposal as it takes shape.

Roehampton University was approached at an early stage and has been closely involved in discussions so far. The University already has links with the two schools, and a formal arrangement will broaden and secure their help in moving Fulham Cross Girls' and Henry Compton forward. Roehampton is a well established Higher Education provider that is already experienced in working as a partner with schools and Local Authorities. It is the largest Initial Teacher Education provider in London. It provides undergraduate provision in Education Studies and Early Childhood Studies and has Postgraduate Professional Development funding from the Teacher Development Agency. Hammersmith & Fulham Council has also been an active participant in the discussions from the outset and wishes to be a member of the Trust.

Beyond the University and the Local Authority, there are a number of options for the make-up of the Trust. Members can be institutions or individuals. The kinds of organisation suitable to be institutional members could include:

- A body representing local parents
- Current school sponsors
- Prominent local businesses
- Educational organisations, such as primary schools and further education colleges
- Community organisations

Two or three interested business or community groups relevant for the specialisms of the federation and in accordance with the schools' ethos could be invited to be members of the Trust. These could include existing valued partners of the schools; but this is not to say that they would have to become Trust members in order to maintain their current relationship with one or both of the schools.

Because individuals could also be allowed to join the Trust in their own right this could provide an alternative to looking for a separate body to represent parents and local people. Under this model local residents could join the Trust and then elect one or more of their number to the board of Trustees.

## **How will the proposal affect the learners of Fulham Cross Girls' and Henry Compton?**

Learners at both schools would receive a broader, stronger and more differentiated curriculum, delivered by dynamic, innovative teaching methods. Joint staffing posts across the two schools, particularly in the less popular subjects, will enable a broadening of the curriculum. Individual pupils would expect to receive focused attention as a wider variety of specialist provision would be offered across the two schools, to meet the needs of learners of all abilities. Together, the two schools would have the flexibility to deliver enhanced Key Stage 4 (KS4: 14 to 16 year olds) provision with the new 14-19 Diploma. The Federation would also be better placed to work with other schools and colleges in the area to develop current educational opportunities offered to young people. The Federation could work more closely with feeder primary schools, developing their established practice of pupil transition into Fulham Cross Girls' and Henry Compton. The development of a new joint sixth form would complement current arrangements with William Morris Sixth Form and provide a wider variety of options to pupils 16+. The new sixth form would also be in a strong position to encourage pupils into higher education, through engagement with higher education institutions such as Roehampton University.

Fulham Cross Girls' and Henry Compton would continue to provide single sex education up to the age of 14 on both sites as at present. At KS4 pupils would be offered some modules in mixed sex groups as a bridge to fully integrated provision at 16+, with an emphasis on social and extra-curricular activities. Where parental preference was for completely single sex provision, this would still be possible throughout KS4, albeit with a more restricted curriculum offer.

## **How will the proposal affect parents and the wider community?**

An improved curriculum offer, focused on high educational attainment and pupil wellbeing, would give parents greater confidence in the choices they make. Parents would continue to be able to voice their concerns through the Governing Body which would oversee the running of the two schools. The Federation, through the Trust, would be able to provide a focused approach to community engagement. The schools would have greater capacity to gather resources and provide more community services. This would include increased opportunities for physical and cultural activities. Such initiatives would have a focus on serving the holistic needs of pupils, parents and the wider community, in line with the Every Child Matters agenda. The Federation would seek to develop an extended schools programme, offering after-school and holiday services. In addition, opportunities would be made for wider community learning and adult education provision, such as language, science and maths classes. Such an approach would hopefully foster greater engagement by parents in their child's education and increase the opportunities for community involvement in the school. Overall, the Federation would aim to build a sustainable partnership with the wider community by providing relevant and inclusive services.

## **How will the proposal affect staff?**

The new Governing Body would become the legal employer of all staff. This would mean the formal transfer of contracts of employment. However the schools would still be bound by the Teachers Pay and Conditions Document and all other national agreements; so terms and conditions of employment would not change. For most purposes there would be no change at all as most of Hammersmith and Fulham's current duties as employer are already delegated to the Governors and Heads of the existing schools. Any staff who have concerns on this point are advised to consult their trade union.

There would be enhanced opportunities for support and guidance for teachers and all non-teaching staff. Continuous Professional Development (CPD) would be an underlying principle of the proposal, reinforced by the presence of Roehampton University's School of Education. The School, which has nationally and internationally recognised experience in teacher education, is seeking to develop Centres of Excellence in CPD. Fulham Cross Girls' and Henry Compton could potentially host such a centre. This would allow greater scope for supporting staff at the two schools, from new teachers and support staff all the way through to leadership development programmes. Senior and middle leaders would be able to learn from their opposite numbers by work shadowing and sharing expertise, which would increase their experience and prepare them for promotion. The introduction of a sixth form, a popular proposal, would allow teachers access to year groups over the three key stages, enhancing career development opportunities. An effective delivery of the proposal would improve teacher recruitment and retention.

Teachers at both schools would have the opportunity to develop a new shared ethos centred on utilising best practice and innovation in teaching. Best practice models for supporting learners who begin to fall behind could be shared across the core subjects on both sites. Teachers would be involved in the development of an enhanced offer at KS4, linked to the 14-19 agenda working towards full diploma delivery. The teaching of both sexes and mixed sex teaching would evolve over time and be fully supported. Teachers who do not wish to teach both sexes will not be compelled to do so. New appointments and promotions would carry the expectation of teaching both sexes separately and as mixed classes at KS4 and in the sixth form.

Greater resources would allow increased support to teachers through enhanced teams of non-teaching staff. There would be the potential for shared posts across both schools, for example: a designated school nurse, dedicated education welfare, advisory and therapy services. The model would be built on the existing success of the 'Education Improvement Partnership' led by Fulham Cross Girls' and involving Henry Compton. Staffing levels would increase over time as the sixth form comes on stream and becomes established and the number of forms of entry is also likely to increase on both sites. The possibility of the schools becoming an Initial Teacher Training centre, affiliated to Roehampton University would give the Federation a potential supply of new and enthusiastic teachers.

## **How will the proposal be resourced?**

Because the two schools will continue to exist and be maintained by Hammersmith and Fulham Council they will continue to receive delegated budgets for their running costs and access to capital funding for major developments on the same basis as now. It will however be possible to make better use of existing resources and take advantage of some new opportunities.

- Potential benefits from the Building Schools for the Future programme and other Government/local funding.
- Greater opportunities from additional partners who can provide new resources, cash, ideas and energy.
- Clarity around the schools' future will allow any interim capital programmes to be utilised; including the Targeted Capital Funding programme
- The Federated Governing Body will be strengthened by a larger pool of potential governors and the introduction of governors whose names are put forward by the partners in the Trust, embodying that partner's commitment to the schools.
- Joint development of a Managed Learning Environment across both schools will provide the facility to share schemes of work, lesson planning, resources and provide the facility for teaching via innovative ICT teaching tools.
- Shared curriculum resources between schools , for example a new dedicated Language block at Fulham Cross Girls' and a new Performing Arts block for Henry Compton.
- A joint sixth form (KS5) will be new to both schools and represents a major enhancement for both pupils and staff.
- Greater economies of scale would allow cost savings.

## Summary of the Proposals & Consultation Questions

The Board of Governors of Fulham Cross Girls' and Henry Compton have independently considered the benefits and both have resolved to launch this federation proposal at meetings on 3 July 2008 and 29 September 2008 respectively. Federation would amalgamate the Governing Bodies of the two schools into a joint Governing Body.

### ***Do you agree with the proposal to federate the two schools?***

The decision to go ahead on this part of the proposal, subject to responses to this consultation, will be taken early in the New Year but not implemented until the start of next academic year. It is therefore proposed that the "Federation Date" will be 1 September 2009. By that time the proposal to adopt Trust status for the two schools will also have been decided so that both changes can take place at once.

It is proposed to adopt a structure for the federated Governing Body that would work at both stages. The table below shows how a Governing Body with 17 members (excluding any additional sponsor governors that might be appointed) would be structured in the first instance as a Federation of the existing Community schools and how it could change after the adoption of the Trust.

Category of Governor	Federation of existing Community Schools	Federation of new Trust Schools	Notes
Parent	6	6	Three each elected by and from Henry Compton & Fulham Cross Girls'
Staff	5	5	2 x school Heads, 1 Principal – ex-officio, 1 teacher, 1 non-teacher - elected (At a later stage these places could be reconfigured alongside staffing changes)
LA (LBH&F)	3	1	Could easily be the same six individuals, provided the Council and community appointments are made in consultation with the partners to be involved in the Foundation.
Community	3	2	
Foundation	NA	3	
<b>Total</b>	<b>17</b>	<b>17</b>	
Sponsor (additional)	Up to 4	Up to 4	Existing individual sponsor governors at both schools could transfer directly across.

### ***Do you agree this is an appropriate structure for the new Governing Body?***

It is proposed that the arrangements for staffing the schools within the Federation will be unchanged on implementation. All staff currently working in each school (subject to normal turnover) will remain employed at the same site doing the same job as now. It is expected that the new joint Governing Body will seek to appoint a new Principal to lead the Federation. It is inevitable that there will be further changes affecting staff (e.g. responding to national curriculum changes and expansion through the introduction of new 6th forms) whether or not these proposals go ahead. However the existing Governing Bodies believe that working together through a Federation will make it easier for both schools to respond and realise their full potential. Making any such changes within the Federation will be subject to the same consultation and decision processes governing reorganisations within a single school.

***Do you agree this is the right approach to staffing issues?***

Initially the London Borough of Hammersmith and Fulham will remain the admission authority for both schools within the Federation and the admissions policy for both schools will remain the same (subject to any changes applying generally within the Borough) for admissions up to and including September 2010. N.B. If, as is proposed, the conversion to Trust School status is agreed and implemented at the same time, the Federated Governing Body will become the admissions authority for both schools and gain the power to determine the admissions policy for the 2011 intake. There are no plans that the admissions arrangements should be changed.

If the proposal to adopt Trust School Status is pursued there will be a further consultation in the new year setting it in more detail which organisations (in addition to the Council and Roehampton University) will be involved.

***Do you agree that this idea should be explored further?***

## How to respond

If you have any comments or questions about this proposal please let us know not later than 21 November 2008. There will be opportunities to attend meetings to discuss these proposals and you can make your views known in writing, in person or online by:

- Returning the reply-paid response card below;
- Responding via either school website [www.fulhamcross.lbhf.sch.uk / www.henrycompton.net]
- Responding via the Hammersmith and Fulham website at www.lbhf.gov.uk
- Attending one of the public meetings:
  - o Fulham Cross Girls' School – 20 October 2008 from 6:30 to 7:30 pm at the school (Munster Road, London SW6 6BP)
  - o Henry Compton School – 22 October 2008 from 6:30 to 7:30 pm at the school (Kingwood Road, London SW6 6SN)
- By e-mail to: ci@lbhf.gov.uk
- By letter to: Fulham Cross Girls' School or Henry Compton School at the above addresses

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### RESPONSE CARD *Thank you for your interest*

Name: \_\_\_\_\_ Address: \_\_\_\_\_

\_\_\_\_\_ Postcode: \_\_\_\_\_

I am a: (tick all boxes that apply)

Pupil/Student  Parent  Teacher/Staff Member  Governor

Other  (please specify) \_\_\_\_\_

Associated with: Fulham Cross Girls'  Henry Compton  Local Community

Other  (please specify) \_\_\_\_\_

Do you agree with the proposal to Federate the two schools?

Definitely agree  Tend to agree  Tend to disagree  Definitely disagree

Comments: \_\_\_\_\_

Do you agree with the proposed structure of the Governing Body?

Definitely agree  Tend to agree  Tend to disagree  Definitely disagree

Comments: \_\_\_\_\_

Do you agree with our proposed approach to staffing issues?

Definitely agree  Tend to agree  Tend to disagree  Definitely disagree

Comments: \_\_\_\_\_

Do you agree that the Trust School idea should be explored further?

Definitely agree  Tend to agree  Tend to disagree  Definitely disagree

Comments: \_\_\_\_\_

# If you would like any part of this document interpreted into your own language, please phone 0845 521 0405

## Albanian

Nëse e dëshironi cilëndo pjesë të këtyre dokumenteve të përkthyer në gjuhën tuaj, ju lutemi telefononi në numrin 0845 521 0405

## Amharic

ማንኛውም ክፍል የዚህ ሰነድ ወደ ምታውቀው ቋንቋ እንዲተርጎምልህ ከፈልግህ፣ እባክህ በቴሌፎን ቀጥሎ 0845 521 0405 ደውል።

## Arabic

إذا كنت ترغب بالحصول على أي جزء من محتويات هذه الوثيقة بلغتك الأم، يرجى الاتصال برقم الهاتف 0845 521 0405

## Bengali

আপনি যদি আপনার নিজের ভাষাতে এই ডকুমেন্টের কোন অংশের অনুবাদ চান তাহলে দয়া করে 0845 521 0405 নম্বরে ফোন করুন।

## Croatian

Ukoliko želite prijevod bilo kojeg dijela ovog dokumenta na jezik kojim Vi govorite, molimo nazovite telefonski broj 0845 521 0405

## Farsi

لطفاً اگر مایل هستید هر بخشی از این نوشتار به زبان شما ترجمه گردد، با شماره تلفن 0845 521 0405 تماس حاصل فرمایید.

## French

Si vous souhaitez quelconque partie de ce document dans votre propre langue, appelez le 0845 521 0405

## Polish

Jeśli życzą sobie Państwo, aby dowolna część tego dokumentu została przetłumaczona na Państwa język ojczysty, proszę zadzwonić pod numer 0845 521 0405

## Portuguese

Se gostaria de ter qualquer parte deste documento traduzida no seu idioma, por favor telefone para 0845 521 0405

## Serbian

Ако желите да било који део овог документа буде преведен на ваш материњи језик, молимо вас да назовете овај број телефона 0845 521 0405

## Somali

Haddii aad jeclaan lahayd in qayb walba oo kamid ah dukumintigan lagu turjumay luqaddaada, fadlan soo wac telefoonka 0845 521 0405

## Spanish

Si desea que le interpreten alguna parte de este documento en su idioma, por favor llame al 0845 521 0405

## Urdu

اگر اس دستاویز کے کسی بھی حصہ کا ترجمہ آپ اپنی زبان میں حاصل کرنا چاہتے ہیں تو برائے مہربانی 0845 521 0405 پر فون کریں۔

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