
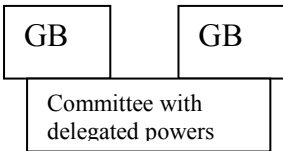
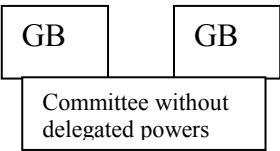
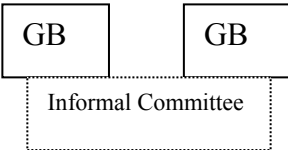


Suggested Federations Continuum For Wade Deacon and Fairfield High

Appendix E

	<u>Hard Governance Federation</u>	<u>Soft Governance Federation</u>	<u>Soft Federation</u>	<u>Informal, Loose Collaboration</u>
Regardless of the form of federation adopted, <u>all</u> schools 1) Retain their separate identity; 2) Continue to receive individual school budgets; 3) Have separate Ofsted inspections; and 4) Report on performance individually.				
	<b>STATUTORY</b>		<b>NON-STATUTORY</b>	
<b>Diagram</b>				
<b>Governing Body?</b>	Single governing body shared by all schools.	Each school has its own governing body, but the federation has <b>joint governance / strategic committee <u>with</u> delegated power</b>	Each school has its own governing body; the federation, however, has <b>joint governance / strategic committee <u>without</u> delegated powers</b>	<b>Each school has its own governing body and the group of schools meet informally on ad-hoc basis</b>
<b>Statutory?</b>	Yes. Hard governance federations are established using <b>Federations Regulations</b> made under Section 24 Education Act 2002	Yes. Soft governance federations established using <b>Collaboration Regulations</b> , made under Section 26 Education Act 2002	No. Schools can set up soft federations without having to follow regulations.	<b>No. Schools can form informal collaborations without having to follow regulations.</b>
<b>Common goals?</b>	All schools share common goals through a Service Level Agreement (SLA) and protocol; having single governing body allows for <b>efficient, streamlined decision making in all areas.</b>	All schools share common goals through SLA and protocol; joint committee can make <b>joint decisions in some areas, but not all.</b>	All schools share common goals through protocol; joint committee <b>can make joint recommendations</b> , but it is up to individual governing body to authorise plans.	<b>All schools share common goals and can work together</b> on ad-hoc issues and informal agreements.
<b>Common Budget?</b>	No, but having a single governing body allows for <b>prompt budgetary decisions</b> on behalf of the group of schools.	No, but if the joint strategic committee has budgetary powers delegated to it, they can make prompt budgetary decisions for the group of schools.	No, but it could <b>make budgetary recommendations</b> for the group, which in turn would have to be approved by individual governing body.	<b>No. If a group of schools wish to commit budget, they would need to go back to their individual governing bodies to approve.</b>
<b>Shared staff?</b>	Potential for common management and appointments <b>which would be agreed in a simple, effective manner. Could choose to have single headteacher across group of schools.</b>	Potential for common management positions and appointments, <b>but need to have protocol / contract to underpin commitment to shared posts.</b>	Potential for common management positions and appointments, <b>but need to have protocol / contract to underpin commitment to shared posts.</b>	<b>Unlikely to have common management positions, but if they exist, they have to be agreed in a protocol / contract.</b>

For further information about federations please go to: [www.standards.dcsf.gov.uk/federations](http://www.standards.dcsf.gov.uk/federations)