



Dear Staff member,

Re: Consultation regarding the formation of a hard federation

As you are aware, there has been a 'Soft Federation' between The River Peck Federation and The Ann Bernadt and Nell Gwynn Federation of Nursery Schools since September 2022. Mr. Doey is the Interim Executive Head covering all four schools. At the end of the summer term, Governing Body meetings were held at both schools, where it was proposed to consider that a hard federation should be formed. Both Governing Bodies voted unanimously in favour. This letter sets out the reasons why the schools wish to commit to a hard federation that will last beyond twelve months.

Schools work best where there is a committed and skilled staff team who have a shared understanding of what it is they are trying to achieve. As community schools there is such a shared understanding. Pupils are put at the heart of what the schools do and although the importance of academic success is recognised, the staff of both schools look to develop the whole child. The curriculum on offer to the children at all four schools is rich and varied. All schools are successful where leaders know the needs of the community they serve; where there is a shared understanding of what the school stands for; its ethos, its mission, its traditions. A school can only be good if it can attract and retain staff who believe in what it stands for.

A sad fact is that the current education landscape is one where many schools are striving for financial sustainability and small schools are especially under threat. A hard federation is one way to meet this challenge head on.

The current situation, along with economic challenges faced by many in society, has led to one of the largest teacher recruitment dilemmas the country has seen. New figures reveal that nationally there are thousands of fewer trainee teachers starting this year, across all phases of education. Nowhere in the country is there a greater staffing crisis than in Inner London. The high cost of housing in London has led to young teachers being unable to establish roots in the communities in which they work. This has resulted in it being even more difficult to attract talent, nurture it and look towards succession planning when staff cannot afford to live within reasonable travelling distances.

To be successful requires hard work on the part of the committed staff team. Staff at all the schools have benefited from the links that have been developed over the last year, and to move to a hard federation ensures that all the staff teams can continue to share ideas, swap best practice and support each other in order to pursue even better opportunities for the children in the future.

The Governing Body of each federation is currently consulting on the proposal and we wish to conclude this process by November 2023, in order that responses may be considered, with a view for any change being put into effect as soon as possible thereafter. Any responses to this consultation can be directed to the Executive Headteacher at any of the four schools.

Included with this letter is a consultation document outlining questions staff may have and an events timeline.

A copy of this letter and the consultation document can also be found on the websites for all four schools.

Yours sincerely,

Judith Evans

Chair of Governors

The River Peck Federation
Federation

Barry Joseph

Chair of Governors

Ann Bernadt and Nell Gwynn
Federation