



Two Rivers

Bishops Tawton Primary School and
Langtree Community School

Two Rivers Federation

- ▶ A federation of two rural schools that are located in the Taw and Torridge valleys, close to the rivers Taw and Torridge
- ▶ Langtree Community School is a four class primary school with a nursery, Bishops Tawton Primary School is a six class primary school with a Governor led pre-school provision on site
- ▶ Other local schools and providers that we work with are situated within and around Torridge, Tawstock, Bideford and Barnstaple
- ▶ All of these streams lead into the two rivers that can be seen flowing into the same estuary and leading out to the sea in a beautiful part of the world
- ▶ We see our schools joining in this way, also linking with other local schools and partnerships in order to share the best practice and to provide the best opportunities for our children
- ▶ We hope that you share our vision

What is a Federation?

A Federation is a family of schools

There is no single blueprint, each federation is tailored to the needs of the schools and communities, there are approximately 30 federations across Devon (80 schools) They continue strong leadership, build strong foundations and maintain the individual ethos and values

Each school still has:

- own budget
- own performance tables
- own ofsted inspection

Each school remains:

- Local Authority maintained (DCC) (unless part of an academy chain)

Federated schools have:

- one governing board

Why did we federate?

Benefits - Wider community:

- Linking and supporting 2 unique but similar rural communities
- Sharing skills across the communities
- Securing the village schools and the life of the villages
- Greater connection with larger numbers of schools and their communities
- Makes it an attractive proposition for parents relocating if there is a vibrant school community
- May provide opportunities for other community groups to link together
- Potential to offer more opportunities for parents
- Shared provision of services e.g. HR, Advisers and LA service, EP, DPO

Benefits – general:

- ▶ Strong leadership, using strategic leadership and management structures, allowing school-based leaders to focus on teaching, learning and raising standards
- ▶ Broader learning and social experiences for pupils and families
- ▶ Opportunities to develop future leaders with heads of teaching and learning or heads of schools being mentored by an executive head
- ▶ Opportunities for heads of school to work supportively and collaboratively
- ▶ Shared best practice between subject leaders, including Designated Safeguarding Leads and Special Educational Needs and Disabilities Coordinators
- ▶ Moderation and benchmarking opportunities across the schools
- ▶ Combined curriculum events

continued

- ▶ Attractive recruitment opportunities and retention of staff by providing a range of professional development and new career pathways for staff across the federation
- ▶ Opportunities for staff to work together, increasing motivation, reducing workload and isolation through shared planning and activities
- ▶ The sharing of resources, taking advantage of economies of scale and avoiding the duplication of resources and effort
- ▶ Shared responsibilities and accountabilities for children across communities rather than just within a specific school
- ▶ The offer of extended services across schools and a variety of activities, childcare, parent support and community access, which an individual school may not be able to provide
- ▶ Community cohesion and help to sustain education provision within some rural communities

Benefits – Staff:

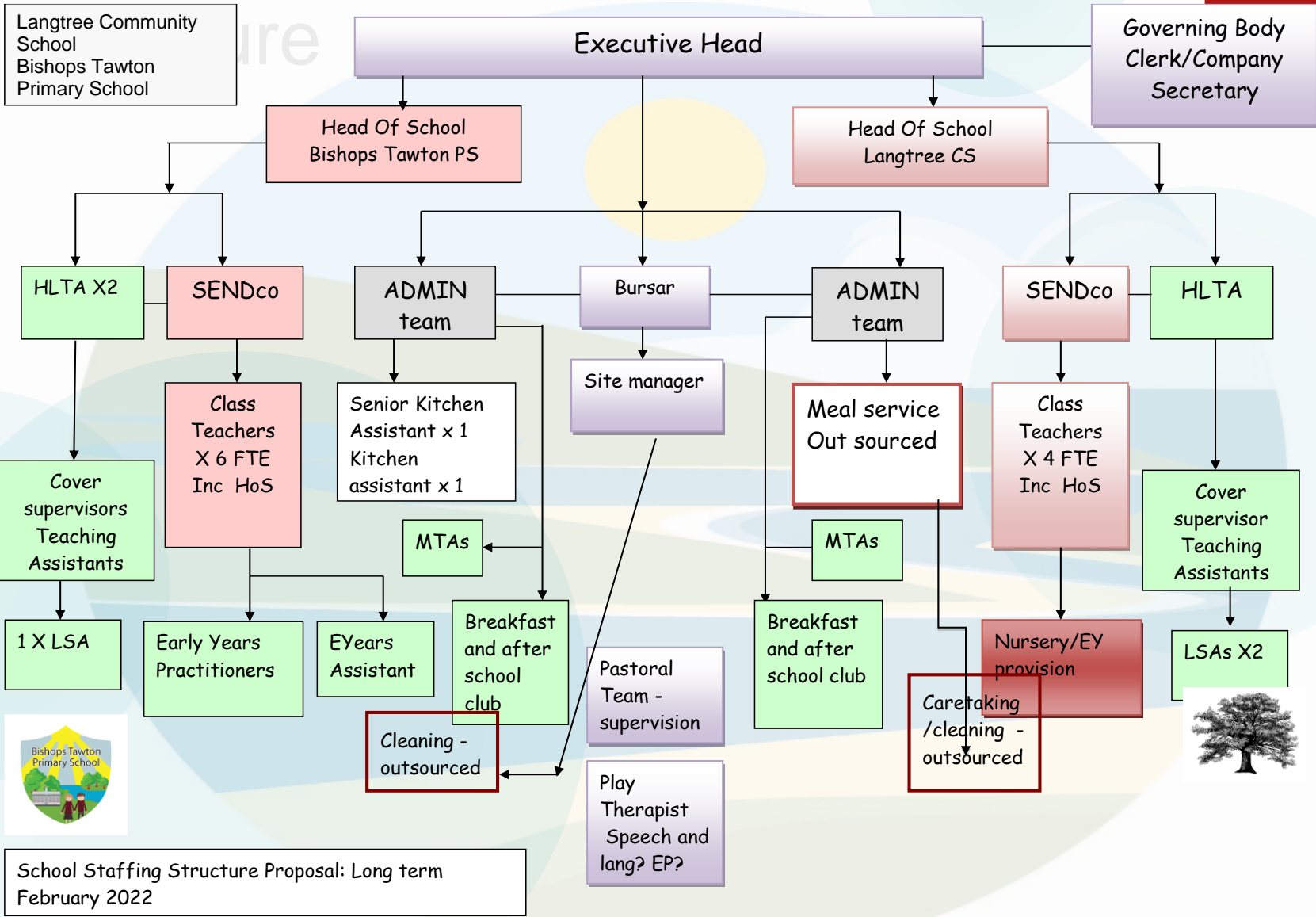
- Clear lines of accountability and shared work load (admin team, site management)
- Pay and performance opportunities
- Shared resources – pastoral and wellbeing support, safeguarding team, health and safety, EVC
- Leadership opportunities – leading learning, SEND, senior leadership
- Shared expertise: planning, moderation, developing curriculum, administration, finance
- Subject leadership – opportunities for developing and maximising leadership skills
- Inter school activities
- Staff support and training (ECT, Petroc, SCITT)
- Coaching and mentoring
- Opportunities to work across schools (teaching, support, admin, site, finance, pastoral, DPO)
- Curriculum development and shared policies
- Improved work life balance – not having to be responsible for up to 5 curriculum areas
- Opportunities for supporting absence/redundancy
- Whole staff development and CPD opportunities (including support staff)
- School/learning focused leadership (Head of School)
- Greater family feel – a wider family

Benefits - Parents and families:

- Stability and sustainability into the future as small schools (capacity)
- Make better use of resources
- Both schools have similar Ethos – child centred, standards of teaching expectations of behaviour etc
- Economies of scale create wider opportunities. Combined trips/ events, school visitors, extra curricular activities
- Larger community – support with areas such as transition
- Retaining good staff
- Drawing upon the expertise of staff across the schools
- School improvement
- Schools moving with the political and educational agendas
- Confidence and enhancement by the sharing of good practice in future of school and capacity to improve
- External positive support from LA
- Preserve and strengthen each school within it's own community
- Greater family feel – a wider family

Benefits – children:

- Sharing of resources (sites, staff, teaching and support, procurement etc) e.g. moderation
- Shared vision and aims for federation
- Teachers specialising in areas – children reap the benefits of expertise
- Improved teaching (sharing best practice)
- School trips (more opportunity) – shared costs and leadership
- Encourage different and wider relationship
- Development of SEN delivery and co-ordination
- More opportunity for G&T – sporting opportunities – shared teams?
- Pre-school and Nursery development and liaison, sharing best practice for the children
- PTFA – fundraising
- Possible improved staff retention, less disruption
- Preserve and strengthen each school within it's own community
- Greater family feel – a wider family



Federation Governing Body

One governing body is made up from the two existing schools governing bodies.

- ▶ 2 parent governors (one elected from each school)
- ▶ 1 Executive headteacher (ex officio)
- ▶ 1 staff governor (elected from across the federation)
- ▶ 1 Local Authority appointed officer
- ▶ 2 foundation governors from the Three Valleys Learning Partnership (BTS Co-Op trust since 2014)
- ▶ 5 Co-opted governors