

**CONSULTATION DOCUMENT REGARDING  
THE PROPOSED FEDERATION OF**

**Ysgol Gymunedol Trimsaran  
and  
Ysgol Gymraeg Ffwrnes**

*from 5th January 2026*



## **Contents**

1. Introduction
2. Proposal
3. Background and Drivers for Change
4. Overview of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes
  - 4.1. Ysgol Gymunedol Trimsaran
  - 4.2. Ysgol Gymraeg Ffwrnes
5. Benefits and Challenges in Working in Federation
  - 5.1. What are the challenges of Federation?
6. Composition of the Governing Body
7. Leadership and Structure
8. The Federation Process
  - 8.1. Step 1: Exploration and Preparation
  - 8.2. Step 2: The report and consultation
  - 8.3. Step 3: Post consultation
  - 8.4. Step 4: Implementation
  - 8.5. Step 5: Evolution
9. Admissions
10. Consultation
  - 10.1. Proposed Timetable
11. Conclusion
12. Appendices
  - 12.1. Appendix A - Consultation Response Form
  - 12.2. Appendix B - Initial Questions and Answers

## 1. Introduction

The federation of schools is a legal process which enables schools to work together through a formal structured process by sharing a single Governing Body which will make decisions in the best interests of the schools, staff and pupils in that federation.

The Governing Bodies of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes have agreed to undertake a consultation regarding a proposal to establish a federation between Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes. If agreed, this federation would commence with effect from 01/01/2026.

This document seeks to provide information on the proposed federation put forward by both governing bodies. We are consulting with parents/carers, all staff, the school councils of both schools, Carmarthenshire County Council, and relevant trade unions.

This statutory consultation regarding the federation of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes, is being undertaken in accordance with The Federation of Maintained Schools (Wales) Regulations 2014. It will commence on **Friday September 5<sup>th</sup> 2025** and end **Friday October 17<sup>th</sup> 2025**.

A response form (Appendix A) must be returned to the attention of the Chair of the Governing Body by **23:59pm on Friday October 17<sup>th</sup> 2025** either by Ysgol Gymunedol Trimsaran (by post or e-mail [admin@trimsaran.ysgolccc.cymru](mailto:admin@trimsaran.ysgolccc.cymru)) and Ysgol Gymraeg Ffwrnes (by post or e-mail [admin@furnace.ysgolccc.cymru](mailto:admin@furnace.ysgolccc.cymru)).

During the consultation period, a copy of this consultation document will be available to all parents/carers and key stakeholders, and hard copies will be available at each school. An electronic copy will be available on the website, and an electronic version has been sent to parents/carers.

The voice of the pupils will be part of the consultation. A meeting will be arranged for the School Council of both schools on **Wednesday September 24<sup>th</sup> 2025** to discuss the consultation and their views on federation. A child friendly version of this consultation document is also available on the schools websites ([Trimsaran](#) | [Ffwrnes](#)) and hard copies available from the schools office.

Consultation meetings have been arranged for parents/carers on the following dates:

- **Ysgol Gymunedol Trimsaran – Monday 15<sup>th</sup> September at 3:30pm** in the School Hall
- **Ysgol Gymraeg Ffwrnes – Monday 8<sup>th</sup> September, Tuesday 9<sup>th</sup> September and Wednesday 10<sup>th</sup> September at 3:30pm** in the School Hall.

Consultation meetings have been arranged for School Staff on the following dates:

- **Ysgol Gymunedol Trimsaran – September 1<sup>st</sup> 2025 (INSET)** in the School Hall
- **Ysgol Gymraeg Ffwrnes – September 1<sup>st</sup> 2025 (INSET)** in the School Hall


You are welcome to join us along with local authority officers to discuss the federation proposal.

Yn gywir,

Signed: \_\_\_\_\_

  
Cllr Kim Broom  
Chair of Governors,  
Ysgol Gymunedol Trimsaran

Signed: \_\_\_\_\_

  
Mrs Sarah Owens  
Chair of Governors,  
Ysgol Gymraeg Ffwrnes

Date: 04.06.2025

Date: 04.06.2025

## 2. The Proposal

This document outlines the proposal made by the governing bodies of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes, for both schools to establish a federation in accordance with the powers granted to them by The Federation of Maintained Schools (Wales) Regulations 2014. Should the proposal be agreed, the 'Ffederasiwn Ysgolion Trimsaran a Ffwrnes' would be established from the 5<sup>th</sup> of January 2026.

The term "federation" describes a legal and formal agreement whereby multiple schools share governance arrangements. The key elements are as follows:

- Each school retains its name, category, budget, and staff and remains part of its own community;
- It is proposed that one Executive Headteacher, namely the current Headteacher of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes, will lead the federation;
- Estyn inspections will be co-ordinated to take place at the same time for all schools within the federation to reduce disruption and pressure. However, each school will receive a separate inspection report following the inspection;
- The governing body of the federation will be able to use its budget and resources across the federation to improve educational outcomes for all pupils.
- An audit trail must be maintained and separate accounts produced for each school in the federation.
- The governing body of the federation cannot require current staff to work across all schools within the federation. However, new staff members may be appointed to work across the schools in the federation;
- A single governing body will be established to oversee the strategic direction of the schools within the federation. This body will replace the current individual governing bodies;
- Membership of the federation's governing body must include at least 15, and no more than 27, governors;
- If the decision is made to establish a School Federation following the consultation, each school's individual governing body will be dissolved, and a single governing body (the "Federal Governing Body") will take their place. This new governing body must be given a new name. The name of the Federal Governing Body will be 'The Federal Governing Body of Trimsaran and Ffwrnes Schools'.

The Local Authority is in support of the proposal, and the Governing Bodies of both schools have formally agreed to proceed to consultation.

### **3. The Background and Drivers for Change**

Nationally, the Minister for Education and Skills is committed to the collaboration agenda, as it offers opportunities to improve school performance and raise attainment standards by enabling schools to develop and share good practice, as well as access and share resources. Another key advantage is that this approach provides greater stability for schools by using the efficiency savings from shared resources to create more effective provision, ensuring that schools continue to serve their pupils and parents within their communities.

The Minister's vision is for as many schools as possible to benefit from the opportunities and advantages that collaboration brings.

Locally, there is a tradition of collaboration between the two schools. There is also potential to strengthen resilience in terms of organisation and leadership within the area's primary school system.

At present, Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes share a headteacher, an arrangement that has been in place since January 2020. Over the past five years, this leadership model has proven effective, fostering closer collaboration, shared best practices, and a more coherent strategic direction across both schools. As a result of this positive experience, the Governing Bodies of both schools now believe the time is right to consider formalising this arrangement to provide greater long-term stability from a leadership and governance perspective.

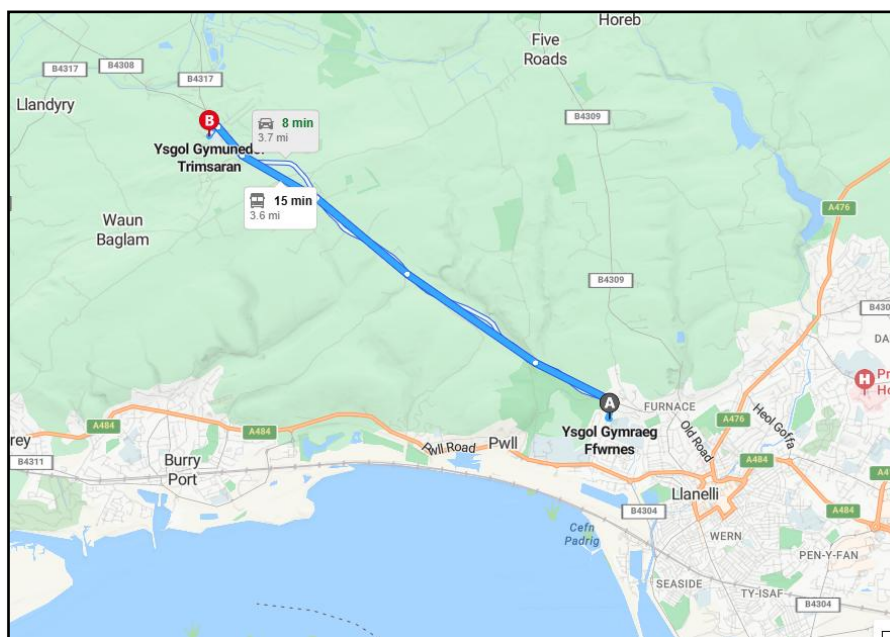
A series of meetings have been held with the Governing Bodies of both schools to explore the available options. Through these discussions, it has become clear that there is strong support for moving towards a more permanent structure. The Governing Bodies agree that this is a timely opportunity to build on the successful joint working to date and to consider whether formalising the partnership could lead to improved opportunities and outcomes for learners. The Local Authority (LA) is also supportive of this direction of travel, and both Governing Bodies have formally agreed to proceed to public consultation.

As a result, we have agreed to hold a consultation to gather the views of parents, staff, and other members of the public in our communities regarding the proposal.

This consultation document provides information about the benefits and challenges associated with establishing a federation.

#### 4. Overview of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes

Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes are approximately 3.7 miles apart, and both schools are located in Carmarthenshire. (See Figure 1 below).



***Insert Figure 1: Map showing the location of the two schools***

The schools are currently collaborating in several key areas, including:

- Sharing a headteacher
- Joint INSET days
- Joint training for staff, including curriculum planning, subject planning, the Digital Competency Framework, and the sharing and development of policies and best practices.
- Jointly organised pupil activities, with shared transport costs
- The implementation of the Triad education model of professional development, which facilitates/encourages staff to work collaboratively in groups to enhance and support their teaching practices.

This collaborative approach has already had a positive impact, strengthening staff development, increasing consistency in teaching and learning, improving cost-efficiency, and enhancing the overall educational experience for learners.

The following table shows key statistics and information for each school:

School	Ysgol Gymunedol Trimsaran	Ysgol Gymraeg Ffwrnes
Address	Heol Waunyclun Trimsaran, SA17 4BE	Rhodfa Denham, Llanelli SA15 4DD
Age Range	3 - 11	3 – 11
School Category	Community Primary	Community Primary
Language Medium	Welsh	Welsh
Pupil Numbers	195	480
Total Pupil Capacity of school	240	480
Free School Meals	40.9%	7%
Additional Learning Needs	5%	1%
Attendance 2024-25	90.82%	93.32%
Staffing	21	50
Class sizes	Circa 24.4 pupils / class	Circa 30 pupils / class
Total Budget 2025-26	£1,041,243 surplus budget (March 2025)	£2,049,009.00 surplus budget (March 2025)
Building Condition	New Build Opened September 2017	New Build Opened December 2014
Estyn	Date of last Inspection February 2025 <a href="#">Click here to read report</a> <i>(Hard copies are available from the school office)</i>	Date of last Inspection May 2017 <a href="#">Click here to read report</a> <i>(Hard copies are available from the school office)</i>

**Table 1: Contextual Information for Both Schools**

#### 4.1. Ysgol Gymunedol Trimsaran

For more information about Ysgol Gymunedol Trimsaran, please contact the school directly by calling 01554 810670 to view its annual report.

You can also find relevant information about the school through the following links:

- School Website: [Ysgol Gymunedol Trimsaran](#)
- Council Information: [Trimsaran - Carmarthenshire County Council](#)
- Estyn Report: [Trimsaran C.P. School - Estyn](#)

#### 4.2. Ysgol Gymraeg Ffwrnes

For more information about Ysgol Gymraeg Ffwrnes, please contact the school directly by calling 01554 758589 to view its annual report.

You can also find relevant information about the school through the following links:

- School Website: [Ysgol Gymraeg Ffwrnes](#)
- Council Information: [Ffwrnes - Carmarthenshire County Council](#)
- Estyn Report: [Ysgol Gymraeg Ffwrnes - Estyn](#)

## 5. Benefits and Challenges in Working in Federation

### Benefits

By entering into a Federation, the schools would continue to work together for the benefit of all pupils in the local area. There will be a formal arrangement where the schools share a single governing body. The schools retain their separate legal status and have their own budget allocations and Estyn inspection reports. The shared governance structure will allow the schools to:

- Continue to work together efficiently and sustainably to raise standards, improve services and increase opportunities for pupils and staff; and
- Share resources, expertise and facilities.
- Formalise the existing arrangements that has been in place since January 2020.
- Building on successes the federation will:
  - Develop a strong and consistent focus on raising standards and improving school performance.
  - Ensure adequate governor support and development.
  - Create opportunities to extend the curriculum and extra-curricula activities.
  - Share and develop knowledge and skills. Have a culture of networked learning.
  - Distributed leadership.
  - Share accommodation, facilities and equipment.
  - Avoid duplication.
  - Achieve economies of scale.
  - Build capacity.
  - Have single policies.

Federations do not bring significant financial savings to the Local Authority, but they may ease financial pressure within schools because resources can be shared and deployed across the Federation.

A single strategic Federation Governing Body means that the schools can work formally together to improve opportunities for pupils. This will enhance existing practices which has lead to:

- Broader learning and social experiences for pupils;
- Better continuity of provision from early years to the end of primary schooling;
- Strong leadership using more strategic leadership and management structures, allowing school-based leaders to focus on teaching, learning and raising standards;
- Opportunities to develop future leaders;

- An aligned and coherent curriculum, increasing the opportunity to fulfil individual pupil's needs, extending curriculum entitlement and giving the potential to share resources;
- A single Federation Development Plan and single school policies, reducing duplication;
- More opportunities to share resources, particularly for arts, music and sport;

A Federation would allow each school to keep its own individual character within a strong overarching partnership and each school will be able to learn from each other. We will have the opportunity to continue to work together and to shape our Federation, so that it is able to meet the needs of the pupils and communities.

### **5.1 What are the challenges of Federation?**

Some of the challenges to taking forward a Federation are as follows:

- Building trust between governors and school communities;
- Need to ensure full commitment from all schools involved;
- Need to develop and agree a shared vision for the school;
- Need to ensure clear governance and leadership structures;
- Need to ensure sufficient time for all parties to be at ease with the proposed changes;
- All partners should feel equally valued;
- Increasing the workload of governors, particularly during inception and first year of establishing a Federation;
- Potential loss of experienced governors;
- Operational issues - increased workload for a single head teacher;

To overcome the challenges of forming a Federation, it is essential to prioritise open communication and stakeholder engagement to build trust and ensure full commitment from all schools. Developing a shared vision through collaborative planning, and establishing clear governance and leadership structures, will provide direction and clarity. Sufficient time must be allowed for adaptation, with all partners feeling equally valued through inclusive decision-making. To manage increased workloads, particularly for governors and the headteacher, targeted support, phased implementation, and role distribution should be considered. Finally, succession planning and mentoring can help retain valuable experience and ensure continuity throughout the transition.

For a Federation to succeed, it is imperative that trust is developed between the governors and individual school communities. It also requires full commitment from the schools involved and a shared vision for the development of the Federation.

To address these challenges and ensure the federation's success, all partners are committed to working collaboratively, fostering mutual trust, and maintaining open

communication throughout the process. It also requires full commitment from the schools involved and a shared vision for the development of the Federation. The school has already been working in an informal federation since January 2020 and therefore the majority of these issues have already been addressed.

## **6. Composition of the Governing Body**

In accordance with The Federation of Maintained Schools (Wales) Regulations 2014, upon establishment of the federation, the existing governing bodies of the individual schools would be dissolved and replaced by a single governing body responsible for the governance of both federated schools (see Regulation 25).

The regulations stipulate that each federated governing body should have a minimum of 15 Governors and a maximum of 27 with a proposed composition made up as follows for each federated school:

- at least one but no more than two parent governors from every school in the federation, elected or appointed to represent the interests of parents of registered pupils;
- at least one but no more than two teacher governors;
- at least one but no more than two staff governors;
- at least two but no more than four LA governors;
- at least two but no more than four community governors;
- the head teacher or acting head teacher of the federation, if one is appointed or the head teacher or acting head teacher of each school in the federation unless those persons resign as a governor.

For any primary or nursery school in a federation which is situated in a community council area, the governing body must also include an additional community governor, nominated by the community council(s) in addition to those listed above.

It is proposed that the composition of a Federated single governing body be as outlined in the table overleaf:

Type of Governor	Current Governing Body Structure			Proposed Federated GB
	Ysgol Gymunedol Trimsaran	Ysgol Gymraeg Ffwrnes	Total	
Teacher Governors	1	1	2	2
Staff Governors	1	1	2	2
Local Authority Governors	3	3 (1 Vacancy)	6 (1 Vacancy)	4
Community Governors	3	3 (1 Vacancy)	6 (1 Vacancy)	4
Additional Community Governor (representative of Community Council)	1	1	2	1
Parent Governors	4	4	8	4
Head Teacher	1		1	1
<b>Total</b>	<b>14</b>	<b>14</b> (2 Vacancies)	<b>28</b> (2 Vacancies)	<b>18</b>

*Table 2; Proposed Governing Body makeup*

## 7. Leadership and Staffing Structure

Both schools currently share a headteacher.

Should the proposal to federate be implemented, the schools will be jointly managed by one Executive Headteacher.

The Federation Governing Body will provide strategic leadership, overseeing school development, learner outcomes, and the performance management of the Executive Headteacher. The Executive Headteacher will retain responsibility for the day-to-day leadership of both schools, supported by the existing leadership teams.

At present, each school maintains its own staffing structure with staff contracted to work at their specific school. There are no immediate plans to change the existing staffing structures. Should future operational needs lead to proposals for greater staff flexibility, this would be subject to consultation with staff and relevant trade unions, in accordance with employment legislation and good practice.

For new appointments made after the establishment of the federation, it is anticipated that staff may be required to work flexibly across both sites where appropriate. This would be clearly stated during the recruitment process.

## 8. The Federation Process

This process has been designed to comply fully with the Welsh Government’s Statutory Guidance: *Federation of Maintained Schools (2023)*.

Step	Stage (2023 Guidance)	Action	Proposed/Updated Date
1	Exploration	Initial Consideration: Governing bodies of both schools discuss and agree to explore federation.	<b>Autumn 2024</b>
2	Preparation	Governing bodies formally decide to consult on a federation proposal. Prepare a consultation report to seek the views of stakeholders.	<b>08/04/2025 – 05/09/2025</b>
3	The report & seeking views	Issue statutory consultation document; conduct consultation with stakeholders (staff, parents, etc.).	<b>05/09/2025 – 17/10/2025</b>
4	Defining	Prepare new job description/contracts for any new staff appointments.	<b>September 2025</b>
5	Action after seeking the views of stakeholders	Governing bodies meet to review consultation responses and decide whether to proceed. Depending on the outcome of Stage 4: Publish final federation proposal and notify stakeholders.	<b>21/10/2025 (Trimsaran) 04/11/2025 (Ffwrnes)  12/11/2025</b>
6	Implementation	If approved, dissolve existing governing bodies and establish new federated governing body.	<b>Target: 5<sup>th</sup> January 2026</b>
7	Evolution	Single Governing Body needs to elect Chair & Vice Chair.	<b>14/01/2026</b>
8	Embedding	Governors agree committee structures & meeting calendar New staff appointed across the Federation.	<b>14/01/2026</b>
9	Strategic Development	Model practice, processes, Policies and documentation in place.	<b>Spring 2026</b>

The federation process outlined above is in accordance with Section 4 of the Welsh Government’s *Federation of Maintained Schools Statutory Guidance (2023)* and complies with all relevant requirements outlined within *The Federation of Maintained Schools (Wales) Regulations 2014*. Please click [here](#) to read the Welsh Government guidance in full.

## 9. Admissions

There are no changes to the admissions process for either school as a result of the proposed federation. Each school within the federation will continue to be treated as a separate entity for admissions purposes.

The Admissions Authority for both schools remains **Carmarthenshire County Council**, which is responsible for setting and administering the admissions policies.

Parents and carers will continue to apply for the individual school of their choice, and each school's existing **oversubscription criteria** will continue to apply independently. Admission to one school in the federation does **not** confer any priority or automatic right of admission to the other.

For further information or to apply for a school place, please contact Carmarthenshire County Council:

[School Admissions and Changing Schools - Carmarthenshire County Council](#)

## **10. Consultation**

In accordance with the Federation of Maintained Schools (Wales) Regulations 2014 and the Welsh Government Statutory Guidance (2023), it is a statutory requirement to consult with all relevant stakeholders on any proposal to federate maintained schools, whether initiated by the governing bodies or the local authority.

This federation proposal is being brought forward by the governing bodies of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes. The formal consultation period will run from 05/09/2025 to 17/10/2025, during which all stakeholders are invited to provide their views. The consultation will last for a minimum of six school weeks, as required by Regulation 6 of the 2014 Regulations.

This document outlines the background, rationale, and anticipated implications of federating Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes. It is intended to answer the most common questions related to the proposal and inform your response. Section 12.2 includes a helpful set of Frequently Asked Questions (FAQs) developed by the Welsh Government to address general concerns about school federations across Wales.

### Stakeholder Engagement

In line with statutory requirements, this consultation document has been distributed to the following stakeholders:

- Parents and guardians of pupils at both schools
- Members of the governing bodies of both schools
- All staff at both schools
- The school councils of both schools
- Carmarthenshire County Council (as the Local Authority)
- Trimsaran Community Council
- Llanelli Rural Council
- The headteacher of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes
- All relevant recognised trade unions

## Contact Information and Further Details

If you would like more information, please contact one of the Chairpersons of the Governing Bodies using the details below:

### Contact Details

Chair of the Governing Body	Ysgol Gymunedol Trimsaran	Ysgol Gymraeg Ffwrnes
Contact Name	Cllr Kim Broom	Mrs Sarah Owens
Contact Phone Number	01554 810670	01554 758589
Postal Address (via the schools)	Heol Waunyclun Trimsaran, SA17 4BE	Rhodfa Denham, Llanelli SA15 4DD
E-Mail Address (via Clerk to Governing Body)	<a href="mailto:admin@trimsaran.ysgolccc.gov.uk">admin@trimsaran.ysgolccc.gov.uk</a>	<a href="mailto:admin@furnace.ysgolccc.gov.uk">admin@furnace.ysgolccc.gov.uk</a>

Table 3: Contact Details

A response form is also enclosed in hard copy at the end of this document. This form can be returned either by post or email to the addresses listed above.

A version of this consultation document has been prepared specifically for children and young people who are likely to be affected by the proposal. This document has been written and presented in a way that helps children and young people understand the consultation process and take part in it.

All children and young people will also have the opportunity to respond to the consultation using the children's and young people's version of the consultation document.

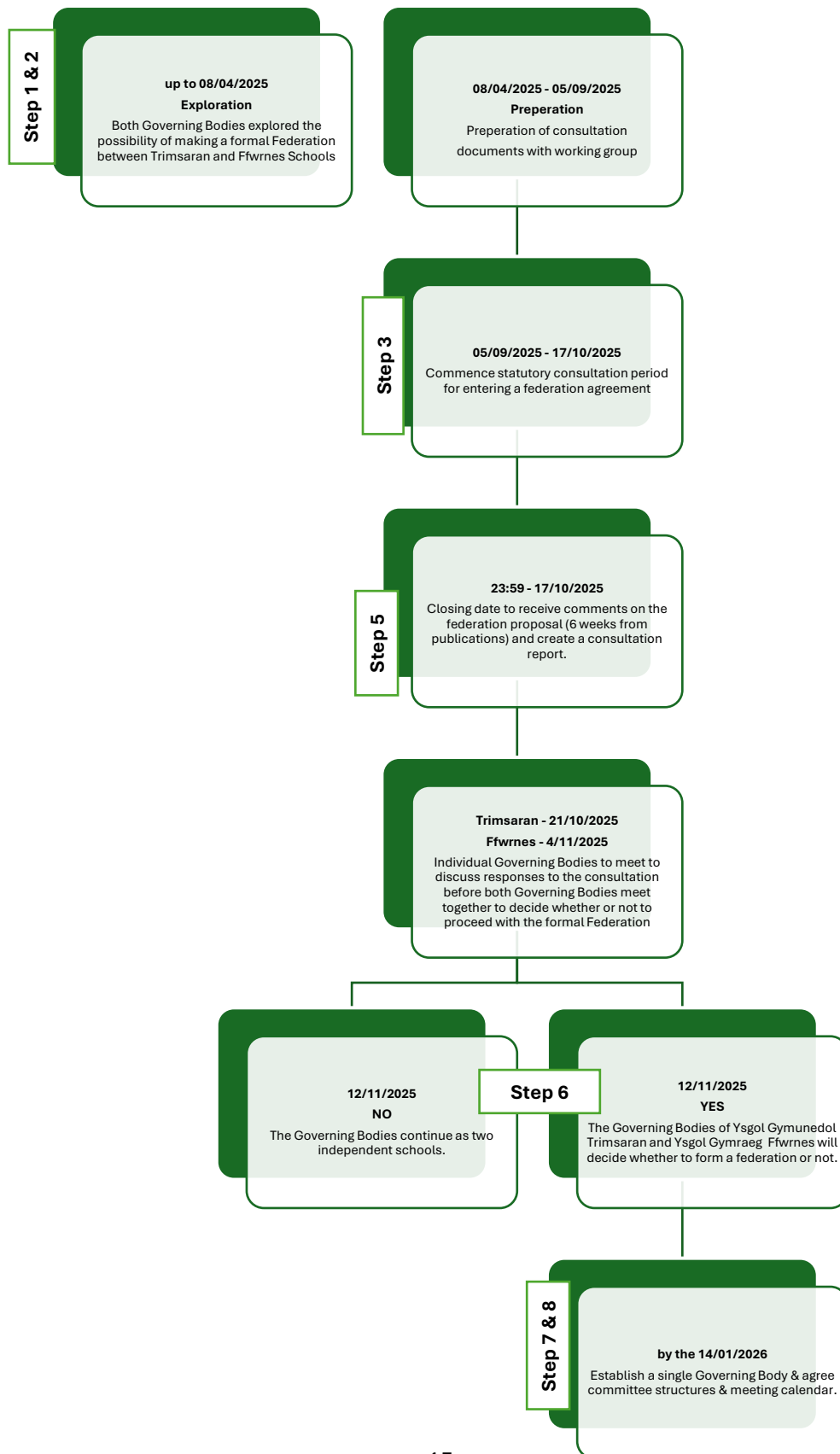
A consultation event will be arranged for children and young people with members of the school councils from Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes on Wednesday September 24<sup>th</sup> 2025.

A consultation report will be prepared after the consultation period ends. The consultation report will include the following:

- A summary of the issues raised by respondents to the consultation;
- The views expressed by children and young people affected by the proposals (to be highlighted in the consultation report and accessible to them).
- The results of the consultation will be made available on the schools websites ([Trimsaran](#) | [Ffwrnes](#)).

Additionally, an Equality Impact Assessment, which considers the impact on groups of people with various protected characteristics, has been prepared and is available on the schools websites. Hard copies are available from the school offices upon request.

### 10.1. Proposed Timetable



## 11. Conclusion

A successful federation partnership must be founded on a commitment to collaboration as a group of schools and a willingness to approach things differently in order to enhance the overall benefit, well-being, and achievement of all pupils.

The development of both schools and their communities within a federation, and the sharing of best practices, will help ensure that standards are raised, and performance improves.


Establishing and developing a federation requires a high level of trust between governors, schools, and their communities. Schools must also be prepared to recognize the potential and benefits of a formal partnership while understanding and acknowledging that the partnership strengthens rather than threatens the unique characteristics and qualities of the individual school(s) within the federation.

We, the undersigned, endorse this proposal for your consideration.

**Signed:**  \_\_\_\_\_ **Date:** 04.06.2025

Cllr Kim Broom

Chair of Governors, Ysgol Gymunedol Trimsaran

**Signed:**  \_\_\_\_\_ **Date:** 04.06.2025

Mrs Sarah Owens

Chair of Governors, Ysgol Gymraeg Ffwrnes

## 12. Appendices

### 12.1. Appendix A - Consultation Response Form

The consultation regarding the federation of Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes, in accordance with The Federation of Maintained Schools (Wales) Regulations 2014, will begin on 05/09/2025 and conclude on 17/10/2025.

**Proposal to federate Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes 05/01/2026.**

**Before you begin** – If you would prefer to complete this form online, please visit:

<https://forms.office.com/e/bWKqgCtR6x>

Based on the information you have received in this consultation document, at the consultation event, and through other available documents, we invite you to provide your opinion on the proposal to federate Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes.

1. Do you agree with the proposal to federate Ysgol Gymunedol Trimsaran and Ysgol Gymraeg Ffwrnes by 05/01/2026?

Yes  No

2. Please indicate whether you are responding as:

A pupil at Ysgol Gymunedol Trimsaran

A pupil at Ysgol Gymraeg Ffwrnes

A parent/carer of a pupil at Ysgol Gymunedol Trimsaran

A parent/carer of a pupil at Ysgol Gymraeg Ffwrnes

A governor at Ysgol Ysgol Gymunedol Trimsaran

A governor at Ysgol Ysgol Gymraeg Ffwrnes

A teacher at Ysgol Ysgol Gymunedol Trimsaran

A teacher at Ysgol Gymraeg Ffwrnes

A support staff member at Ysgol Ysgol Gymunedol Trimsaran

A support staff member at Ysgol Gymraeg Ffwrnes

A community member of Ysgol Gymunedol Trimsaran

A community member of Ysgol Gymraeg Ffwrnes

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

3. Please tell us do you have any alternative suggestions for sustainable education provision in the area?

4. Please let us have your additional comments or views regarding the proposal. Please tell us why you feel this way.

5. Would you like us to acknowledge receipt of your response?  Yes  No

6. If you have answered yes to the above questions please provide an email address. If you do not provide an email address, we cannot keep you up to date.

## **12.2. Appendix B - Initial Questions and Answers**

**Q1.** Will each school keep its head teacher?

**A** If the Federation is established, it would be expected that there would be a single head teacher (often referred to as an “Executive Head”) for the schools.

**Q2.** How will school admissions work?

**A** Admissions would not be affected – parents would continue to apply for each school separately and admissions would continue to be determined by the local authority.

**Q3.** Will pupils have to travel to different schools during the school day?

**A** No. Pupils will remain at their own schools for the average school day. However, on some occasions pupils will be able to visit another school in the Federation for specific curricular and extra-curricular activities.

**Q4.** Will each school keep its own name, uniform and school logo?

**A** Each school will keep its own uniform, name and school logo to reflect their individual character and ethos.

**Q5.** What does it mean for staff?

**A** In the Federation, all current teaching and teaching-support staff would be employed on the same conditions of service as now and by the same employer, Carmarthenshire County Council. However, the federated school governing body may decide to appoint any new staff to work within all schools in the Federation, and this would be reflected in their contract of employment.

**Q6.** What is a federation?

**A** A formal Federation is a legal governance structure that enables between two to six schools to share a single governing body.

**Q7.** Why federate – can’t benefits be achieved through informal collaboration?

**A** A formal Federation structure provides a guarantee that the partnership will be permanent and sustainable. A single Governing Body will have the necessary powers to direct, and be accountable for, the teaching and learning that takes place in all the schools with the Federation. It is also able to direct, and be accountable for, how the budget is spent and how resources are allocated. This single responsibility and accountability structure does not exist within an informal collaboration and therefore it would not be able to have such a significant impact.

**Q8.** Why federate – what benefits are gained for pupils?

**A** A formal Federation can provide many benefits:-

- Continue to gain access to specialist teaching, team sports and broader curriculum specialisation
- Continue to share good practice, preparation materials and resources
- Continue to provide special social opportunities for pupils
- Continue to develop, share and nurture knowledge and skills
- Schools that enter a federation agreement remain in the communities and retain their individual identity
- Add to the overall benefit, well-being and achievement of all pupils

**Q9.** Why federate – what are the advantages and associated risks of establishing a federation?

**A** Belonging to a federation gives schools several advantages including learning and broader social experiences for pupils leading to improving pupils' performance. Schools are able to share resources, best practice, facilities and specialisation. Greater emphasis can be placed on strategic leadership and management structures and staff will acquire new collaboration opportunities. Duplication of effort can be avoided, and opportunity provided to promote better economies of scale.

The following are amongst the potential challenges/risks when establishing a federation:

- Need to build trust between the governors and school communities
- Ensure that both schools involved are fully committed
- Need to implement and develop the plans and shared vision for the school
- Clear leadership structures are essential
- Need to ensure sufficient time for every member to feel comfortable about the proposed changes.

Matters may arise involving governors, head teachers and staff who work between schools that relate to relationships and trust. The federal governing body should be aware of the potential risks and prepare strategies and implementation measures to manage the risks.

**Q10.** What evidence do you have that Federations are successful?

**A** Within the Welsh Government document, Guidance to Federations, there are a number of case studies which outline how those schools have benefited from federation.

The report states that “In all the federations visited provision and outcomes had shown improvement. In each case, the fact that schools had federated was a contributory factor to the improvement.’

**Q11.** Can a Federation be time-limited?

**A** The Regulations do allow individual schools to leave a Federation and for a Federation to be dissolved. These processes will require detailed procedures and specific guidance. However, a Federation is seen as a long-term commitment. It should not be seen as a quick fix. The respective governing bodies will have considered in depth the benefits and risks of establishing a Federation in relation to the impact on pupils achievements. A Federation would put in place strategic and operational plans to insure the sustainability and development of the schools. That will require medium to long term planning.

**Q12.** What happens to the school budget?

**A** Each school in a Federation remains a legally separate institution and maintains its individual school budget. Whilst each school receives and must account for its own separate budget, under a Federation arrangement they may “pool” budgets.

Federation works on the basis that all schools have their own particular strengths and advantages, whether it is facilities, staff or resources, and allows for improved, more coherent strategic and financial planning. Federations could use their greater buying power of the pooled budgets.

**Q13.** Who would decide on the split of budget between the schools?

**A** The Council would agree the delegated budget for the schools but the Federation Governing Body could agree to pool the budget.

**Q14.** What happens if one school is in deficit and another in surplus? Who would be responsible for sorting that out?

**A** The Federation Governing Body would have responsibility about the management of the budget across the schools. Funding for each individual school could also be ring- fenced to that school.

**Q15.** Will the schools be funded on the same formula as other schools if they are part of a Federation?

**A** Yes. As part of the Council’s funding formula, schools are funded on the number of pupils and on other non-teaching costs. If the schools were to be merged to become a single school, the formula would calculate a single budget which would be smaller than the budget of a Federation.

**Q16.** Is there any additional funding available to support the Federation?

**A** Yes, Carmarthenshire County Council give extra grant money for schools that are federated. For 2021/2022 the range of grant available is between £6,000 and £12,000 per school in the federation.

**Q17.** Will Governors listen to the views during consultation on the federation proposal?

**A** Yes. The Governors are required to see the views of those affected by the proposal, and they will have the opportunity to provide written comments and take verbal feedback during the consultation meetings. Once all comments have been received, the Governors must consider the points raised and make a decision having considered the responses received.

**Q18.** Can more schools join the federation at a later date?

**A** Yes. Should the federation be set up between Ysgol Gymraeg Ffwrnes and Ysgol Gymunedol Trimsaran, other schools could join the federation. However, a new consultation would need to be undertaken between the federation of Ffwrnes/Trimsaran and any new school wishing to join the federation.

**Q19.** Will the PTA of each school remain separate?

**A** Yes. The schools will retain their own PTA as this is run by parents for the benefit of the individual school. However, on occasions the PTA's of both schools may combine to hold some activities – this will be done at the discretion of the PTA committees.

**Q20.** Will the new federated Governing Body be made up of existing school Governors?

**A** The federated Governing Body will be a new Governing Body, and new or existing Governors can be nominated / elected on to the federated Governing Body in line with current Welsh Government selection process for school Governors. There will be a ballot held in both schools for Parent Governors.