



**Bredenbury Primary School, Brockhampton Primary School, St. Peters Primary School and Queen Elizabeth High School**

Date: 8<sup>th</sup> October 2018

Dear Parent/Carer

We have some very exciting news to share with you all, news we feel will enhance the education your child receives and enrich their experience over their time at primary school and as they transition to and complete secondary school.

For over 12 months now, Headteachers and Governors at Bredenbury, Brockhampton, St. Peters and Queen Elizabeth have been meeting and working towards the formation of a group structure for the 4 schools that will allow us to develop so that we might best serve the needs of the children of Bromyard and surrounding villages. At the end of the summer term last year, all governing bodies agreed to enter into an agreement known as a Soft Federation. Before we tell you about the benefits in this arrangement, it is important that as parents and carers you understand what we mean by the term soft federation. A soft federation is a coming together of schools, both maintained and academy schools which allows them to work together on areas of education more effectively as a larger group. A soft federation is not a MAT (Multi Academy Trust), all schools within the federation retain their Headteachers and their staff, all governing bodies remain in complete control of their own schools, all finances are separate for each school and are not pooled, school names will not change and neither will their ethos or their history and no school that is not an academy will be forced to change that status as a condition of membership. Our schools share common goals and aspirations, but equally retain their own identities within a larger family of schools that have one common goal, to provide the best possible education for your child irrespective of which school they attend within the federation.

In effect, this soft federation means that each of the member schools can offer support and increased closeness in working towards the very best standards of education we can collectively provide for the children who attend.

For example, it can be very difficult for one primary Headteacher to book a day of expensive CPD (Continued Professional Development) for teachers, however this cost is reduced when member schools can all join together to access such opportunities collectively. Similarly, there are opportunities where secondary school staff wish to work more closely with primary colleagues so that the transition from year 6 to year 7 is smooth and seamless. Resources can also be pooled, for example the use of secondary school facilities for larger events or to provide transport opportunities for primary colleagues, to help deliver assistance in subject areas like languages and technology, and similarly primary colleagues experience to help assist students make the leap in English and maths as they transition to high school.

The education landscape at the moment rightly promotes schools working in closer collaboration. Funding for schools is in real terms massively reduced to what it once was and at the same time

many costs are spiralling. Collaboration can help to ease this burden somewhat through buying efficiencies and sharing of resources. Due to the rural nature of our schools, this is best served by establishing these networks at a local level.

Some of you may be wondering what will change, and the answer to that is initially very little on the surface. What will be happening as we move forward is the opportunities for collaboration between schools will become increasingly apparent and lead to an even better experience for your children.

Headteachers will meet regularly to develop the federation and explore opportunities to collaborate. A committee comprising the Headteacher, Chair of Governors and a further governor or representative from each school will be established to oversee the operational work conducted by the Headteachers and report back progress to their own independent governing bodies.

We will shortly be announcing an opportunity for parents and carers to speak with the Headteachers collectively should they want to learn more about how the federation will work going forward. You are warmly invited to attend and we will announce details in due course.

Headteachers and governors are very excited by this opportunity and that we are now able to work in close collaboration as was the intention for local schools over a decade ago. It is a great privilege and honour to be founder members of the Education for Bromyard Federation as indeed it is to educate your children.

Yours faithfully



Mrs D Wilson  
Headteacher Bredenbury Primary School



Mr M Mander  
Headteacher Brockhampton Primary School



Mr K Wright  
Headteacher St. Peters Primary School



Mr M Farmer  
Headteacher Queen Elizabeth High School

