

**Proposed federation of Gill Blowers Nursery School and Pastures Way Nursery School**Consultation

March 2022

This consultation has been published by Luton Council, Town Hall, Luton LU1 2BQ and relates to:

* Gill Blowers Nursery School, Mossdale Court, Teesdale, Leagrave, Luton, LU4 9JL
* Pastures Way Nursery School, Pastures Way, Luton, LU4 0PE

Both nurseries are maintained by Luton Council

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**Nicholas Nel | Education Provision and Planning Manager**

# Foreword



This consultation paper has been produced to seek the views of parents, staff and other stakeholders on the proposed federation of Gill Blowers Nursery School and Pastures Way Nursery School.

The proposed federation will create a single governing body for both nurseries for children aged 0-5 years from 1 May 2022.

To find out further information, parents/carers of children attending Gill Blowers Nursery School and Pastures Way Nursery School, prospective parents and other members of the local community are invited to attend a drop in session at:

**Gill Blowers Nursery School**

* Mossdale Site: Tuesday 15 March at Mossdale Community Room at 8.30 to 9.15am **and** 12.30 to 1.15pm
* Leabank Site: Thursday 24 March at Leabank Community Room at 8.30 to 9.15am **and** 12.30 to 1.15pm

**Pastures Way Nursery School**

* Wednesday 23 March at 8.45 to 9.30am **and** 12.45 to 1.30pm

Each nursery school will hold a staff meeting and there will be a joint trade union meeting dedicated to discussing the proposed federation. Trade union representatives will be welcome to attend the staff meetings.

Trade unions are invited to attend a meeting at:

* Pastures Way Nursery School on Wednesday 9 March at 3.30pm

Staff are invited to attend meetings at:

**Gill Blowers Nursery School**

* Mossdale Site: Wednesday 16 March at 4pm
* Leabank Site: Wednesday 16 March at 5pm

**Pastures Way Nursery School**

* Pastures Way Nursery School on Wednesday 9 March at 4pm

Parents, staff and other stakeholders are asked to complete the attached consultation response form and return it to:

Nicholas Nel  
Education Provision and Planning Manager  
Children ,Families and Education Directorate  
Luton Council  
Town Hall  
Luton LU1 2BQ

Or email this form to [nicholas.nel@luton.gov.uk](mailto:nicholas.nel@luton.gov.uk)

Or provide written responses in an envelope to the relevant nursery office.

The proposed federation of Gill Blowers Nursery School and Pastures Way Nursery School is an important issue. It is hoped that you can find time to read the remainder of this document and let us know what you think.

Daryl Pritchard, Chair of Governors - Gill Blowers Nursery School

Kyumah Onyemewuru - Interim Chair of Governors – Pastures Way Nursery School

# Introduction

Federation is a shared governance structure which provides a basis for extensive school-to-school partnership. Hard federation involves two or more maintained schools coming together with a single governing body. Federated schools remain separate schools, reporting results separately. The decision on whether or not to federate is made by the governing bodies of the schools involved.

Gill Blowers Nursery School and Pastures Way Nursery School are separate nursery schools in Luton. The nurseries are looking to federate to ensure sustainability of the nurseries in the future and share resources while maintaining the individual identity of each school.

The advantages of federating the nursery schools include:

* providing maintained schools with the opportunity to form a group without incurring legal costs
* sharing resources, staff, expertise and facilities
* improving the education of pupils
* opportunities for cost savings and efficiencies
* strengthened governance
* shared school improvement
* working together efficiently and sustainably to raise standards, improve services and increase opportunities for pupils and staff
* increased opportunities for professional development and career progression for staff
* assisting the recruitment and retention of staff
* developing wider, improved community links and joint community partnerships and events
* providing greater resilience and capability to manage future change, challenges, and uncertainties

# Vision for the federation

Gill Blowers Nursery School and Pastures Way Nursery School have a firm history of working together to support the diverse needs of all children and families within our broad communities. More recently, our relationship has become stronger.

We feel that, by working more collaboratively across the proposed federation, we will be better placed together to support and assist local families to overcome the barriers of social deprivation and enable children to achieve.

To do this, we will:

* enable our highly qualified and experienced staff to share expertise to deliver direct benefits in the classroom and raise the attainment of all children
* collaborate on the further development of our bespoke and proven curriculum which promotes curious, independent and confident learner
* work more efficiently to enable investment in children’s learning
* deliver enhanced development opportunities for staff at all levels
* celebrate increased diversity and support children proactively with various needs through high quality interventions
* create a stronger framework through which to work in broader partnerships within and beyond Luton in support of local families
* apply a broader base of Designated Safeguarding Leads and deputies to strengthen safeguarding and become an advocate of good practice
* develop a wider skill base to reach more families through targeted support
* further support the well being of our children, families and staff
* raise the profile and influence of Maintained Nursery Schools in Luton

It is suggested that the new federation will be called **The Riccher Federation of Nursery Schools**.

In order to progress matters further, a consultation is now being undertaken with all governors, staff, parents and the wider community to determine the level of support, or otherwise, for such a course of action.

# Pupil numbers, school capacities and admissions

The capacity of the Gill Blowers Nursery School is 208 places and the capacity of the Pastures Way Nursery School is 268 places.  
  
Pastures Way Nursery School has a capacity of 12 pupils under 2 years of age, both nursery schools have a capacity of 144 pupils of 2 years of age and a capacity of 320 pupils ages 3 to 4 years old in each year group.  
  
Both schools have 20 resourced nursery places to support children with Special Educational Needs and Disabilities.The nursery schools are located on different sites.

A review of the existing capacities of the two schools has been undertaken. There has been a decline in pupil numbers in recent years linked to a decrease in the birth rate both locally and nationally.  
  
The local authority will work with the governing body to consider the implications of this, although pupil projections indicate that there is still a need to continue to provide nursery school provision on both sites.

# Staffing

The main implications of a federation would be the opportunity to review the senior leadership teams to enable oversight over both nursery schools.

There will be the same number of pupils under this proposal and there are no planned reductions to the numbers of staff.

It is proposed that there will be one executive headteacher within the federation structure with responsibility for the two nursery schools. The senior leadership team and an assistant SENCo role will work across the two nursery schools and report to the executive headteacher.

The majority of job roles and job descriptions will not be affected by the proposals. Relevant staff will be consulted individually on reviewing job descriptions where any changes may be required to reflect the proposed federation staffing structure.

The proposed staffing structure will incorporate a cross fereration senior leadership team (SLT) and look like:

* + 5 SLT staff (executive headteacher, deputy headteacher, assistant headteacher, federation business and operations manager, federation assistant SENCo)
  + 3 teachers
  + 50 early years workers, SEND practictioners, family workers and other education support staff
  + 5 admin support staff
  + 6 premises support staff

The proposed governance structure will incorporate 13 governors and would look like:

* + 1 executive headteacher
  + 4 parent governors
  + 1 local authority governor
  + 1 staff governor
  + 6 community governors

Employee policies and procedures will remain the same within the proposed federation. All staff will continued to be employed by the local authority and the governing body, under the federation this would be the one governing body.

# Financial considerations

Both nursery schools are given their own budget and have to manage within the money that is available. Budgets are allocated to all nursery schools on the basis of a formula which gives the bulk of the money according to the number of pupils on roll. This will continue to be the case.

Both nursery schools face budget challenges due to the uncertainty around the national funding for maintained nursery schools. A federation provides an opportunity to share resources and training opportunities.

Sharing resources will enable more effective and efficient deployment with improved impact and outcomes. Therefore, it’s proposed that whilst there should be no general pooling of financial, physical, or other resources, shared resources can be permitted.  
  
This is dependent on associated costs being allocated to each school’s budget according to the actual usage by each school.

Buying services and supplies as a federation will offer the opportunity to negotiate better pricing and avoid duplicated spend with a range of external third parties.

There will be no major change to the usual funding provided to both nursery schools.Though the split site allowance will be reviewed.

# Site considerations

Both nursery schools would continue to make use of their accommodation at the existing sites; the ability to collaborate on premises management/servicing will be explored.

# Other practical considerations for parents

The following questions and answers are provided to address other practical issues often raised by parents during federation processes.

**Q**: Will the timing of the school day change?

**A**: There are currently no plans to make any changes to the timing of the school day.

**Q**: Will my child be able to move to the other nursery school in the federation?

**A**: No, each nursery school will maintain its own admission arrangements.

**Q**: Will my child be mixing in the playground with children from the other nursery?

**A**: No, the nursery schools will each maintain and utilise their current sites.

# Consultations

It’s important that all interested individuals and groups have the opportunity to comment on the proposed federation of the two schools.

Parents, prospective parents and other members of the local community can attend a drop in session at:

**Gill Blowers Nursery School**

* Mossdale Site: Tuesday 15 March at Mossdale Community Room at 8.30 to 9.15am **and** 12.30 to 1.15pm
* Leabank Site: Thursday 24 March at Leabank Community Room at 8.30 to 9.15am **and** 12.30 to 1.15pm

**Pastures Way Nursery School**

* Wednesday 23 March at 8.45 to 9.30am **and** 12.45 to 3.30pm

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Representatives from the Governors, Senior Leadership Teams and the Local Authority will be available to give further information and answer questions.

Each school will hold a staff meeting dedicated to discussing the proposed federation. Staff are invited to attend meetings at:

**Gill Blowers Nursery School**

* Mossdale Site: Wednesday 16 March at 4pm
* Leabank Site: Wednesday 16 March at 5pm

**Pastures Way Nursery School**

* Pastures Way Nursery School on Wednesday 9 March at 4pm

Written comments on the above proposal are invited and a consultation response form has been prepared to assist with this process.

**DISTRIBUTION OF CONSULTATIVE DOCUMENT**

In order to ensure that this consultation document is read as widely as possible, it is being distributed to the following:

* Governors of both nursery schools.
* Staff at both Gill Blowers Nursery School and Pastures Way Nursery School.
* Parents/carers of children attending Gill Blowers Nursery School or Pastures Way Nursery School.
* Trade Union representatives.
* Luton MPs and Ward Councillors.
* Local pre-schools and nurseries.
* Governing bodies of neighbouring schools.

Further copies are available on request at Gill Blowers Nursery School and Pastures Way Nursery Schoolor by emailing [nicholas.nel@luton.gov.uk](mailto:nicholas.nel@luton.gov.uk)

# Consultation response form on the proposed federation of Gill Blowers Nursey School and Pastures Way Nursery School

You are invited to complete this consultation response form so that your valuable comments about the proposed federation of the two nursery schools can be considered carefully.

You may wish to complete the survey online at <https://mysay.is/nurseryfed> or fill in the form below on your personal computer or as a physical printed copy.

1. **Are you in favour of federating Gill Blowers Nursery School and Pastures Way Nursery School?**

Yes

No

**2. Additional comments**

Please set out any additional comments you may wish to make. These could include specific comments related to your circumstances or general comments.

Click or tap here to enter text

3. **I AM INTERESTED IN THIS ISSUE BECAUSE**

Choose an item.

Other (please specify): Click or tap here to enter text.

Completed forms should be returned to:

Nicholas Nel  
Education Provision and Planning Manager  
Education, Children and Families Directorate  
Luton Council  
Town Hall  
Luton LU1 2BQ

You can also email your comments to [nicholas.nel@luton.gov.uk](mailto:nicholas.nel@luton.gov.uk) or put these in writing to the relevant nursery office.

**All completed forms should be submitted by 5pm on Monday 18 April 2022.**