

Swanlea School FAQ

Weavers Federation (Swanlea, Hague and Stewart Headlam Schools) have proactively been seeking partners and are excited to potentially be expanding to offer a collaborative approach to providing outstanding education to our community. Kobi Nazrul School are consulting on joining the Federation, and William Davis School are consulting on whether to merge with Stewart Headlam School at the Stewart Headlam site.

There will be little change for Swanlea School, but we will have a wider range of expertise and resources to draw on. Since Weavers Federation was established we have felt the benefits of improved partnership and sharing our values and curriculum have helped ensure continuity of education for local children. The Federation Governing Body will need to develop ways of working to accommodate an additional school, but this should not affect the day to day running of either school.

Governors hope our staff, parents, children and other stakeholders see this as an important next stage in our development. Below are some of the initial questions that have been considered as part of the proposals. We are keen to hear your views and will add any new questions to this list

Frequently Asked Questions

General Questions

Q: Will my child's school change?

A: No. Each will remain on their current sites with their current names, there are no immediate changes expected at Hague or Swanlea

Q: Will Ofsted inspect the federation or individual schools?

A: Ofsted will continue to inspect each school separately.

Governance Questions

Q: How many governors will there be?

A: The new governing body will have approximately 15 governors, with representation from all schools.

Q: Can I still be a parent governor?

A: Yes if you are elected. The current governor roles will end. Parent governors will be newly elected from across all federated schools.

Q: Will the governing body meet at different schools?

A: Yes. Meetings will rotate between schools to ensure all sites are represented.

Staffing Questions

Q: Will staff lose their jobs?

A: There are no plans for redundancies as a result of federation. Any changes to staffing structures will be subject to full consultation.

Q: Will staff have to work at different schools?

A: As previously, most staff will continue to be based at their current school. Some specialist staff may work across schools where this benefits pupils. A wider federation gives increased opportunities for staff to explore options for working in other federation schools.

Q: Will pay and conditions change?

A: No contractual changes are planned for Hague, Swanlea or Stewart Headlam staff.

Q: A query was raised on behalf of the unions regarding whether there would be any redundancies affecting William Davis (WD) staff.

A: Redundancies are expected as part of the proposed arrangements. An NEU representative also attended the William Davis meeting which was well attended.

- Staff at Stewart Headlam (SH) will not be affected by redundancies.
- A limited number of positions may be available at SH, with WD staff being given priority consideration for any suitable vacancies.
- The Local Authority are committed to avoiding compulsory redundancy and promoting redeployment. Some voluntary redundancies are expected as part of the proposed arrangements and some William Davis staff will have the opportunity to apply for voluntary redundancy.
- Flexible employment arrangements may be available, including fixed-term contracts (for example, one-year contracts).
- Staff may not accept redundancy or pension-related entitlements. If they already have a post to move to. Specific guidance will be provided for William Davis staff if a decision is made to amalgamate with Stewart Headlam, and there would be a full HR consultation at that point. The guidance will follow current policy as set out in the Tower Hamlets Organisational Change Documents. (These are available on the THEP website)

Q: Were there any other options for amalgamation available?

A: The William Davis governors and Local Authority (LA) had considered a range of options and concluded that amalgamation was the most appropriate solution.

- The Local Authority (LA), William Davis and Weavers Federation governors had considered a range of options and concluded that amalgamation was the most appropriate solution, as it enabled children and families and some staff to move school together, providing better transition for children to a similar, outstanding school; and securing financially resilient provision.
- Other local primary schools were not considered to be suitable alternatives. No other local non-faith primary school has sufficient space to accommodate all the WD children to move together if they wish. The only other local school with sufficient space would be St Anne's but this was considered less suitable due to its status as a Catholic school
- Primary schools in the Columbia Road area were also considered but available pupil places were also limited.