

Federation of Manor Green Primary School and Manor Green College

Frequently Asked Questions (FAQs)

	Question	Response
1	Would the federation accept, or be looking to attract, other schools?	We are not actively looking. Our priority is to make the current proposed federation a success for two schools.
2	Does federation offer more opportunities for enrichment activities?	Yes. As well as more obvious sports opportunities, there will be more leadership opportunities for the children. Federation could create more opportunities for pupils at Manor Green Primary and Manor Green College to take part in enrichment activities, by making it easier for the two schools to share ideas, expertise, resources and experience. As a primary and secondary special school, both schools have their own strengths, facilities and areas of expertise. Working more closely together could help them develop a wider range of activities and experiences that support pupils' learning, confidence, independence and social development. For example, federation could provide opportunities to: • Share activities and experiences between the two schools, where appropriate, helping pupils to build relationships and become familiar with the next stage of their education. • Develop joint events and projects, such as themed learning activities, celebrations, performances, creative projects or other shared experiences. • Make better use of resources and expertise, enabling staff to share ideas and explore opportunities that may be more difficult to organise individually.

		• Support transition from primary to secondary education, helping pupils become familiar with Manor Green College through suitable shared activities and experiences. • Explore wider opportunities, including joint enrichment programmes, clubs or activities that reflect pupils' interests, abilities and individual needs. Any activities would need to be carefully planned to ensure they are suitable for the pupils involved, taking account of their individual needs, communication, accessibility, staffing and safeguarding requirements. Federation would not automatically mean that all activities would be shared, or that the schools would lose their individual identities. Manor Green Primary and Manor Green College would remain separate schools, each continuing to meet the needs of its own pupils. The aim would be to explore opportunities for working together where this would bring clear benefits to pupils. The specific activities developed would depend on the needs and interests of pupils, staff capacity and available resources.
3	How will you ensure that the new single governing body fairly and equally represents both schools?	The new governing body will be a completely new entity, not a merger of the two existing boards. This is an important distinction, because it allows us to design a structure from scratch that reflects the needs of both schools and the federation as a whole. Membership of the new board will be based on skills, experience and willingness to participate as well as an understanding of and connection to our local communities. We will carry out a thorough skills audit and expression of interest exercise with existing governors to ensure the new board comprises people with the right experience and ability to carry out their roles.

		Although we are limited by statutory rules on the number of certain governor categories (such as parent and staff governors), we will take care to ensure that both schools are well represented and that all voices are heard. Ultimately, we want a governing body that understands and reflects the character, strengths and priorities of both schools and also ambitious and passionate about the federation as a whole. We are putting the right processes in place to make that happen.
4	How can it be guaranteed that each school's uniqueness and identity will be maintained going forward?	Each school will continue to operate as a distinct entity with its own name, uniform, ethos and daily routines. The Executive Headteacher and Senior Leadership Team (SLT) will lead each school in a way that reflects and respects its individual character, values and community. As always, the governing body's role is to oversee this, not to run the schools, but to hold leaders to account for maintaining each school's identity and ensuring it thrives within the federation. This includes setting a clear vision, monitoring progress and making sure that decisions taken at federation level support, rather than dilute, what makes each school special. The federation is not about making the two schools the same. It's about strengthening both schools by working together, while fully preserving what makes each one unique.
5	Assuming that each school will continue to have its own School Improvement Plan (SIP) and other areas of focus (from e.g. OFSTED), will this amount to significantly more work for the governors from a monitoring point of view?	The federation governing body will oversee two schools but with one governing body, we'll be able to be more strategic and efficient in how we monitor and support each one. While each school will continue to have its own School Improvement Plan and priorities, we'll ensure there is clarity on how these are reported and reviewed. In practice, governors already take on specific strategic link roles aligned to each school, so monitoring is shared, targeted and manageable. Many priorities, like safeguarding, or

		curriculum development, may also overlap, allowing for joined-up oversight where appropriate. While the scope of our work broadens, the federation brings structure and coordination that will help us govern more efficiently.
6	Is this a merger or an academy conversion?	No. Federation is a formal partnership between maintained schools which are schools funded by the government through the local authority – in our case, West Sussex County Council (WSCC). In a federation, each school remains legally distinct and continues to operate with its own name, site, admissions arrangements and Ofsted inspections. Each school also retains its own budget. Both schools will remain maintained schools, and we will continue to work closely with WSCC on matters such as admissions, safeguarding, and school improvement.
7	What will change?	The main change in a federation will be the creation of a single governing body with strategic oversight of both schools. This body will replace the two existing governing boards and will be responsible for ensuring both schools thrive within a shared vision and strategy. The governing body will oversee strategic planning, school improvement, finance, and staffing across both schools. While this brings greater coherence and efficiency, each school will continue to make decisions that reflect its individual needs.
8	What will stay the same?	Although federation brings structural change at the leadership and governance level, most things will remain the same for children, parents and staff: • Each school keeps its own name, uniform, identity, and character. • Admission arrangements remain unchanged and each school will continue to follow their existing admissions arrangements.

		• Ofsted inspections will still take place separately for each school, with individual reports and outcomes. • Budgets will remain separate. Each school will receive and manage its own funding. Federation allows for shared purchasing or collaboration to get better value, but the core funding for each school will not change.
9	How will school funding be affected by federation?	School funding will not be affected as a result of federation. Each school will continue to receive its own budget in the same way as it does now. What federation allows us to do is manage that funding more effectively. We believe that by working together, schools can share resources, reduce duplication and achieve better value for money — for example, through joint purchasing or shared staff training. This creates opportunities to invest more directly in the things that improve children’s education and support. In short, federation does not change how much funding we receive — but it does help us use that funding more efficiently and strategically.
10	Will either school change its name or uniform?	No. Each school will retain its own name, site, uniform and ethos.
11	Will my child have to move from their current school?	No. Pupils will remain at their current school. There are no changes to admissions or pupil places.
12	Will there be changes to staff contracts?	The terms and conditions of existing staff contracts will remain the same. Staff who are currently employed by the Local Authority will remain employed by the Local Authority.
13	Will staff be asked to move between schools?	No. Staff will continue to be based at their current school. However, training may be shared across schools by agreement.

		Federation could create opportunities for staff to work more closely together, share knowledge and expertise, and learn from each other's experience of supporting pupils with SEND. This could include: • Shared training and professional development, giving staff opportunities to learn together, develop new skills and share good practice. • Sharing expertise and ideas, enabling staff to learn from approaches used across both the primary and secondary settings. • Joint projects and activities, allowing staff to collaborate on initiatives that benefit pupils in both schools. • Career development opportunities, through exposure to different approaches, areas of expertise and opportunities to develop skills. • Greater collaboration between teams, helping staff develop a better understanding of pupils' needs as they move from primary to secondary education. •
14	What happens if it does not work out?	A school can leave a federation through a formal process if needed. The proposal will be reviewed after one year in Summer 2028 and five years thereafter.