



Proposal to Federate

Manor Green Primary School and Manor Green College

Date: September 2026

Proposed federation date: 12th April 2027

Proposed name of federation: Manor Green Federation

1. Introduction

Manor Green Primary School and Manor Green College are proposing to establish a formal federation under a single governing board from 12th April 2027 (the start of the summer term). The schools are proposing to work under a single governing board while retaining their individual school identities.

The vision for the proposed federation is to create a stronger and more coherent specialist education pathway from primary through to secondary education. It would enable the schools to build on their existing strengths, share expertise and develop a more consistent approach to teaching, learning, curriculum, behaviour, transition and preparation for adulthood. Federation would enable the schools to develop a cohesive plan for the expansion of both schools to meet the growing need for specialist provision in the north of the county.

The federation is not proposed as a merger or school closure. Both schools would continue to operate as individual schools and phase-specific expertise, while developing a shared culture, values and strategic direction.

2. Definition and statutory context

A federation is defined in law as two or more maintained schools operating under the governance of a single governing board. Each federated school is treated as an individual school, meaning it:

- keeps its existing DfE category
- employs its own staff
- is inspected individually by Ofsted
- will receive individual budgets

The boards of federated schools do not amalgamate, they dissolve on federation and a new single governing board is appointed.

Further information on the statutory processes can be found here: [Federations: guidance on the governance processes - GOV.UK](#)

3. Background

Manor Green Primary School and Manor Green College are located on the same site and already have many existing links.

Successful collaboration between the two schools exists in areas including:

- School improvement
- Sharing specialist expertise
- Pupil activities and events
- Interim Executive Headteacher across both schools

Both governing boards have identified further opportunities to strengthen this partnership through a formal federation.

4. Why Federate?

The primary school and college already have a natural relationship as providers serving different stages of the same specialist education journey, on the same school site.

Federation would provide an opportunity to move from collaboration to a more structured and sustainable partnership.

The key objectives are to:

1. Improve educational continuity by developing greater consistency in approaches to teaching, assessment, communication, behaviour support and individual pupil planning
2. Strengthen leadership capacity by creating greater opportunities to share leadership expertise and develop sustainable leadership structures
3. Improve governance by bringing together the skills and experience of both governing boards
4. Support staff development through joint training and professional development
5. Expand opportunities for pupils through shared activities, enrichment and curriculum provision

5. Proposed Federation Structure

The schools would operate under a single federation governing board.

The governing board would have representation from both school communities and would retain responsibility for strategic oversight of the federation. A new Instrument of Governance for the board would be established.

The federation would establish clear lines of accountability between the governing board, executive leadership and each individual school.

6. Governing Board Composition

It is proposed that the single governing board would have 14 members; this would include, the executive headteacher, 1 elected Staff Governor, 2 elected Parent Governors, 1 Local Authority Governor and the remainder being Co-opted Governors. A clerk to the governors would also be required.

7. Leadership

The proposed federation would appoint a permanent Executive Headteacher to provide strategic leadership across both schools.

Each school would retain appropriate day-to-day leadership arrangements, ensuring that pupils and families continue to have accessible leadership within their own school.

The leadership structure would be reviewed regularly to ensure that it remains appropriate to the needs of both schools.

8. Financial Benefits

Each school will receive their own individual budgets. However, federation would provide opportunities to make better use of financial resources in the two schools, including:

- Joint procurement
- Shared specialist services
- Joint professional development
- Co-ordinated use of resources and facilities

9. Admission arrangements

Admission arrangements would continue to be managed for each school through the local authority for pupils with Education Health and Care Plans (EHCPs).

Attendance at Manor Green Primary School would not guarantee admittance to Manor Green College.

10. Consultation

Before a final decision is made, the governing boards will undertake a formal consultation with all stakeholders, which will include:

- Parents/carers
- Staff
- Local authority
- Trade unions and staff representatives, where appropriate

Feedback received during the consultation will be considered before the federation is formally established.

10. Proposed Timeline

Date	Activity
September 2026	Governing boards consider federation proposal
22 October 2026 – 16 December 2026 – 12pm	Formal Consultation for 6 weeks
January 2027	Final governing board decisions
February – March 2027	Implementation planning
12 th April 2027	Proposed federation begins
Autumn 2027	Initial review of federation arrangements
Summer 2028	Formal first-year review

11. Governing board decision

The governing boards of Manor Green Primary School and Manor Green College are each asked to decide on the proposal to proceed with the establishment of a federation from 12th April 2027, subject to the outcome of consultation and completion of all necessary legal and regulatory requirements.