



PROPOSAL TO FEDERATE

Barham Primary School

and

**Preston Park Primary
School**

6-week consultation

Start date: 2nd June 2025

End date: 14th July 2025

A handwritten signature in black ink that reads 'D Thanki'.

Daksha Thanki
Chair, Barham Primary
School

A handwritten signature in black ink that reads 'Ketan'.

Ketan Sheth
Chair, Preston Park
Primary School

Barham Primary School Danethorpe Rd, Wembley HA0 4RQ www.barhamprimary.co.uk



Preston Park Primary School, College Road, Wembley HA9 8RJ www.prestonparkschool.co.uk



TABLE OF CONTENTS

1.	KEY DATES	3
2.	SCHOOL DETAILS: THE PROPOSERS	3
3.	PURPOSE	3
4.	VISION FOR THE FEDERATION	4
4	PROPOSAL DETAILS	5
5	REASONS FOR THE FEDERATION	6
6	IMPLEMENTATION PROCESS	8
7	GOVERNANCE	8
8	LEGAL	9
9	STATEMENT	9
10	DISTRIBUTION LIST	10



1. KEY DATES

This consultation is open for a six-week period:

Consultation Start Date	Monday 2 nd June 2025
Consultation End Date	Monday 14 th July 2025

2. SCHOOL DETAILS: THE PROPOSERS

The Governing Board of **Barham Primary School**, Danethorpe Rd, Wembley HA0 4RQ
and

The Governing Board **of Preston Park Primary School**, College Road, Wembley HA9 8RJ

3. PURPOSE

This consultation document provides a proposal for a hard federation Barham Primary School and Preston Park Primary School

This report is based on the requirements set out in [paragraph 9 of the School Governance \(Federations\) \(England\) Regulations 2012](#) and the Department for Education's [federations: guidance on the governance processes](#).

The governing boards of Barham Primary School and Preston Park Primary School have agreed to **consult on a proposed federation** based on the following proposals.

The governing boards of Barham Primary School and Preston Park Primary School will consider any responses to these proposals before making a final decision on whether to proceed with the proposals as published.

4. VISION FOR THE FEDERATION

The Governors of Barham Primary School and Preston Park Primary School are committed to improving the outcomes and life chances for all children and families in Brent and especially in Wembley.

Through the proposed federation, governors will ensure that both schools will benefit from the support and opportunity to collaborate through a formal federation.

The federation will be committed to providing children with their best start to their education delivering transformational learning that develops the whole child.

The federation board will ensure that every child leaves the federation ready for their next phase of education.

The federated schools will both benefit in:

- **Strategic recruitment:** recruiting, retaining and developing high quality leadership teams, teaching staff and support staff across both schools
- **Strategic development:** career development opportunities for staff through shared training, coaching, collaboration and cross-school work which staff cannot easily obtain in a single school setting
- **Strategic learning:** sharing best practice effectively between the two schools to further develop innovative and effective teaching and learning pedagogy and practice
- **Collaborative growth and innovation:** effective partner working for business and financial administration enhancing curriculum, professional development, and best practice sharing across schools.
- **Financial resilience:** Managing resources (people and items) to ensure continued value for money, leveraging economies of scale, optimising resources, and ensuring cost-effectiveness.
- **Operational and governance excellence:** strengthening partnerships, governance, and school management for long-term success.

Each school will **retain its unique identity**, including its name, uniform, curriculum and admissions policy, while benefiting from shared governance, leadership and collaborative practices.

The Governing Boards of both schools want to federate to **future proof** both schools and provide the best educational experience to the communities that they serve

Both boards feel this is in **the best interest of their children, staff and communities**

4 PROPOSAL DETAILS

Name

The name of the federation will be “**The Barham and Preston Park Federation**”.

The two schools within the federation will be Barham Primary School and Preston Park Primary School. Both schools are maintained primary schools within Brent.

Date

The federation will be formed on Monday 1st September 2025. On that date, the existing governing boards of the two schools will be dissolved.

Admissions Authority

The Admissions Authority for the two schools will continue to be the Local Authority, Brent Council, who will handle all admissions for each individual school. The Admissions Policy for each school will not change.

Vision and Values

The federation believes in transformational learning to develop the whole child, ensuring that every child leaves ready for their next phase of education.

Constitution of the Proposed New Governing Board

The Governing Board of the Barham and Preston Park Federation will have 17 governors.

Number of governors of each category of governor:

- Local authority governor: 1
- Parent governors: 2
- Staff governor: 1
- Executive Headteacher: 1
- Co-opted governors: 12

The federated Governing Board would aim to ensure full and equal representation of staff and parents' governors from each school. The federated board may, therefore, decide to co-opt individuals as Co-opted Governors from within each school community (specifically, parents and staff) to ensure both schools have full representation from each school directly on the Board.

Staffing structures at the point of federation:

Please note this is based on full time equivalency (FTE)

	Barham Primary School FTE Role	Preston Park Primary School FTE Role
Leadership	0.5 Interim Executive Headteacher 1 Interim Head of School 1 Interim Deputy Head 4 Associate Headteachers	0.5 Interim Executive Headteacher 1 Interim Head of School 1 Interim Deputy Head 2 Assistant Headteachers
Business	0.75 Finance Manager 1 IT Manager	1 School Business Manager
Teachers	28 Teachers	24.4 teachers 4 unqualified teacher
Teaching Support Team	11.2 TLA 1.6 Nursery Nurse 3 HLTA 2 Learning Mentors	8.1 TLA 2 Apprentices 4 HLTA 1 Lunchtime Assistant
Lunchtime Team	2 Lunchtime Assistants 0.4 Play Leader	1 Lunchtime Assistant
Kitchen Team	Currently out for tender 4.2 Kitchen staff	
Extended Service Teams		0.2 Breakfast club assistant 0.5 Afterschool Club
Additionally Resourced Provision (ARP)		1 SENDCO 1 Teacher
Administration Staff	4.8 admin officer 0.7 Family Liaison Officer 1 Welfare Officer	1 Receptionist 1 Admissions Attendance Officer 1 Admin officer
Cleaning Team	3.8 cleaners	Currently out for tender 3.5 cleaners
Premises Staff	Facilities Manager	2 Caretakers

Any discussions regarding future staffing structures would be a matter for the future federated governing board to ensure structures are fit for purpose.

5 REASONS FOR THE FEDERATION

We believe federation is in the best interest of our children for both our schools and communities.

The schools are currently working together in an effective partnership and have been successfully working together since September 2023.

The partnership has had a profound and positive impact on the children at both schools.

Both Boards have individually considered a number of different school models. Both Boards want to retain this partnership to future-proof Barham and Preston Park and create a sustainable new future.

Knowledge creation and exchange across the federation will share best practice effectively to impact positively on pupil outcomes and professional teaching. Joint professional development and curriculum alignment will elevate standards

A single governing body overseeing both schools will enhance strategic decision-making and leadership continuity.

A unified leadership structure will enhance strategic planning and governance and support professional leadership development and accountability.

The federation board of governors will review both school staffing structures to ensure they are fit for purpose for the federation model to provide efficient staff structure for best leadership and support. This will include a review of the Leadership structures which are currently interim structures. It is envisaged that upon Federation, a process will commence to confirm a permanent Executive Headteacher in post who will then support Governors in reviewing the overall Leadership and staffing structures at both schools.

A federated model allows for the pooling of resources and leadership capacity, creating a more efficient, effective and sustainable operational structure. Shared procurement and operational efficiencies will enable cost savings over time.

A federated structure fosters a strong professional learning community, where staff, governors, and leaders can collaborate more effectively in a structured framework.

Cross-school collaboration will provide greater career progression opportunities. It is an opportunity to innovate and opens pathways for mentorship, shared leadership and professional development of all staff.

A sharp focus will be on leveraging shared expertise to support diverse learning needs, joint training, peer observation, and collaborative curriculum planning to ensure consistency and high standards.

Both schools face similar challenges, including funding constraints, recruitment and retention of staff, and the need to meet diverse community needs. By federating, the schools aim to address these challenges more effectively by working together and leverage their strengths for mutual benefit.

As schools and boards, we have alignment with our vision and values. A federation would drive further school-wide efficiencies and improvement.

Both schools currently benefit from effective and engaged governing boards – the federation would further strengthen and consolidate each governing boards into a single highly skilled governing board (retaining and enhancing the existing knowledge and expertise of governors drawn from both schools).

The schools would continue to receive separate delegated budgets. Each school will retain its **individual and separate budget**, with funding continuing to be allocated by the **local authority** based on pupil numbers and needs.

Resources can be pooled across the federation to support operational effectiveness and excellence.

Real cost efficiencies will be realised over time as we deploy resources more effectively across the federation.

There are no planned **changes to buildings or premises** as a result of federation.

The federation of Barham and Preston Park represents a strategic decision to enhance collaboration for school improvement.

There will be increased opportunities to work across the two schools with greater opportunities for staff to progress.

There will be greater ability to succession plan at all levels within the schools.

There will be greater job security through increased sustainability of the school.

Unions will be consulted with as part of this process and there will be briefings and Q&A sessions with staff and union representatives

As both schools are **LA-maintained**, the **local authority remains the employer**, and TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006) is unlikely to be applicable in this process. There will be no changes to the employer

Pension arrangements (e.g., Teachers' Pension Scheme and Local Government Pension Scheme) will remain unchanged.

Both schools will continue with the existing arrangement agreed with Brent HR for 2025-2026 to ensure continuity of HR support across both schools.

Both schools will continue adopt current Brent HR policies and therefore there are no policy changes as a result of this federation

6 IMPLEMENTATION PROCESS

To establish a Federation, schools must follow the prescribed legislative process set out in The School Governance (Federations) (England) Regulations 2012. Statutory guidance around the implementation of a hard federation is available online at <https://www.gov.uk/government/publications/governance-in-federations/federations-guidance-on-the-governance-processes>

The responsibility to carry out the federation falls under the respective governing bodies.

7 GOVERNANCE

The federation of Barham and Preston Park represents a strategic step toward improving educational outcomes, strengthening leadership, and enhancing operational efficiency.

A robust governance structure will be essential to ensuring clear accountability, effective decision-making, and alignment with the shared vision of both schools.

As part of the federation process, a **single governing body** known as the **Federated Governing Board (FGB)** will be established to oversee both schools. This board would drive the strategic planning and monitor both schools' development.

This governance model ensures strong strategic leadership, clear accountability, and enhanced collaboration across both schools while maintaining high standards of education and safeguarding.

8 LEGAL

The school will remain as separate schools reporting on results and inspection outcomes separately.

9 STATEMENT

Statement explaining the procedure for responses: support, objections and comments.

Within six calendar weeks from the date of publication of this proposal any person may object to, or make comments on the proposal, in writing

SIX WEEK CONSULTATION

Consultation start date: 2nd June 2025

Consultation end date: 14th July 2025

Consultation deadline 14th July 2025

Consultation Feedback for Barham:



Please send all feedback to the Chair of Governors: **Daksha Thanki**

For email responses, please send to:
consultation@barham.brent.sch.uk

For postal responses, please post to: Barham Primary School, Danethorpe Rd, Wembley, HA0 4RQ

Consultation Feedback for Preston Park:



Please send all feedback to the Chair of Governors: **Ketan Sheth**

For email responses, please send to:
consultation@prestpk.brent.sch.uk

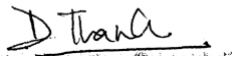
For postal responses, please post to: Preston Park
Primary School, College Road, Wembley HA9 8RJ

Please send your comments addressed to the Chair of the respective school as above.

All applicable statutory requirements to consult in relation to these proposals have been complied with.

Publication Date: **2nd June 2025**

Last date for representations is **14th July 2025**



Daksha Thanki
Chair, Barham Primary School



Ketan Sheth
Chair, Preston Park Primary School

10 DISTRIBUTION LIST

- 10.1 This proposal is circulated to:
- All staff of both Schools
 - All parents and carers of children attending both schools
 - Brent Council
 - The Secretary of State
- 10.2 This proposal is also available for inspection at reasonable times at the Schools.
- 10.3 Consultation events for parents and the wider community will be held on Tuesday 10th June 2025 at 8.30am at Barham Primary School
- 10.4 Consultation events for parents and the community will be held on Wednesday 11th June 2025 at 8.30am at Preston Park Primary School
- 10.5 At these sessions governors can explain the vision for a federation and answer any questions from interested parties.
- 10.6 Formal meetings to present the proposal to the professional associations representing all staff will take place to understand and address any concerns staff may have:

Preston Park

Tuesday 10th June 2025

2:45pm Union meeting

3:45pm Staff and union meeting

Barham

Wednesday 11th June 2025

2:45pm Union meeting

3:45pm Staff and union meeting