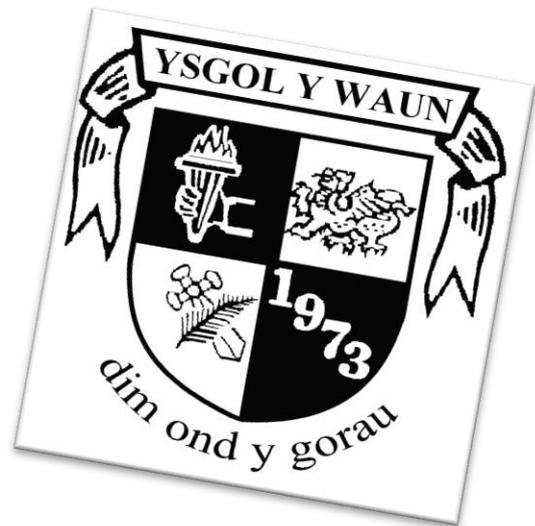


FEDERATION CONSULTATION DOCUMENT



**Proposed Federation between
Gwernymynydd C.P. School and
Ysgol Y Waun, Gwernaffield from
Thursday 1st February 2018**

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1. Introduction

Dear Stakeholder,

The Governing Bodies of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield have agreed to carry out a consultation on a proposal to establish a Federation between Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield from Thursday 1st February 2018. We are consulting with the parents/carers, all staff and school councils from the two schools, Flintshire County Council, the Head Teachers of the affected schools and applicable trade unions.

The consultation for the federation of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield, in accordance with the Federation of Maintained Schools (Wales) Regulations (2014), will commence on Tuesday 23rd May 2017 and close on Monday 10th July 2017.

During the consultation period, a copy of this consultation document will be made available to all parents/carers and key stakeholders, and hard copies will be available at each school.

A version of this consultation document has been produced for children and young people who are likely to be affected by the proposal. The children and young people's document has been specifically written and presented to enable children and young people to understand and engage with the consultation process. Consultation events will also be arranged with the respective School Councils.

Consultation meetings for parents/carers have been arranged for:

- Ysgol Y Waun, Gwernaffield on Tuesday 13th June 2017, 3:15pm - 6.00pm
- Gwernymynydd C.P. School on Wednesday 14th June 2017, 3:15pm - 6.00pm

Please feel free to join us and officers of the local authority to discuss this Federation Consultation Document.

Yours sincerely,

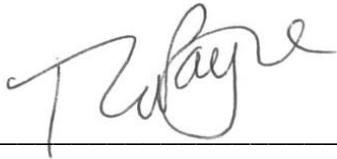
Signed:  _____

Date: 22 May 2017

Emma Williams

Chair of Governors, Gwernymynydd C.P. School

Signed: _____



Date: 22 May 2017

Trevor Payne

Chair of Governors, Ysgol Y Waun, Gwernaffield

2. Proposal

This document outlines the proposal made by the governing bodies of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield, that both schools enter a federation agreement from Thursday 1st February, in accordance with the Federation of Maintained Schools (Wales) Regulations (2014).

The term “Federation” describes a formal and legal agreement by which a number of schools share governance arrangements. The key elements are:

- Each school retains its own name, category, budget, staff and remains in its own community;
- It is proposed that a single Executive Head Teacher, the current Head Teacher of Ysgol Y Waun, will lead the Federation;
- Each school has its own Estyn inspection, though increasingly these are co-ordinated to happen at the same / similar time for all schools within the Federation to minimise stress and disruption;
- The Federation Governing Body can use budget and resources across the Federation to improve the educational outcomes for all pupils. An audit trail must be kept;
- The Federation Governing Body cannot require existing staff to work across all schools within the Federation. New staff can be appointed to work across schools in the Federation;
- There will be a single governing body with strategic oversight of schools within the Federation, which would replace the current individual governing bodies;
- The size of the membership of the governing body of a Federation must be at least 15 and no more than 27 governors;
- If the establishment of a School Federation is agreed following the consultation, the individual governing bodies of each school will be dissolved and replaced by a single governing body (the “Federation Governing Body”) which must be given a name.

3. Background and Drivers for Change

Nationally, the Minister for Education and Skills is committed to the collaboration agenda as it has the potential to improve school performance and raise standards of attainment by offering schools the opportunity to develop and share good practice and to access and share resources. A further key benefit is that schools have added security, using the resource efficiencies unlocked by collaboration to deliver more efficiently and so remain in their community serving the pupils and parents. The Minister's vision is, therefore, for as many schools as possible to take advantage of the opportunities and benefits which collaboration can offer.

Locally, there is a tradition of the schools working collaboratively. There is also the potential to secure resilience in the organisation and leadership in the area primary school system.

Both schools currently have permanent head teachers in place, although the head teacher from Gwernymynydd C.P School will be leaving at the end of the summer term 2017 to take up a new post out of Flintshire County. Both schools have permanent staff on the leadership scale, a deputy head teacher at Ysgol y Waun, Gwernaffield and an assistant head teacher at Gwernymynydd C.P School.

A series of meetings have been held with the Governing Bodies of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield to discuss the possible options for the schools. The Governing Bodies jointly agree that this is a timely opportunity to consider whether formalising partnership working would lead to better opportunities and outcomes for learners.

We have therefore agreed to carry out a consultation to find out the views of the parents, staff and other members of the public in our communities about the proposal. Within this consultation document you will find information about the benefits and challenges of a Federation.

4. Overview of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield

Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield are separated by approximately 2 miles and are both located in Western Flintshire near to the County town of Mold (see Figure 1 below).

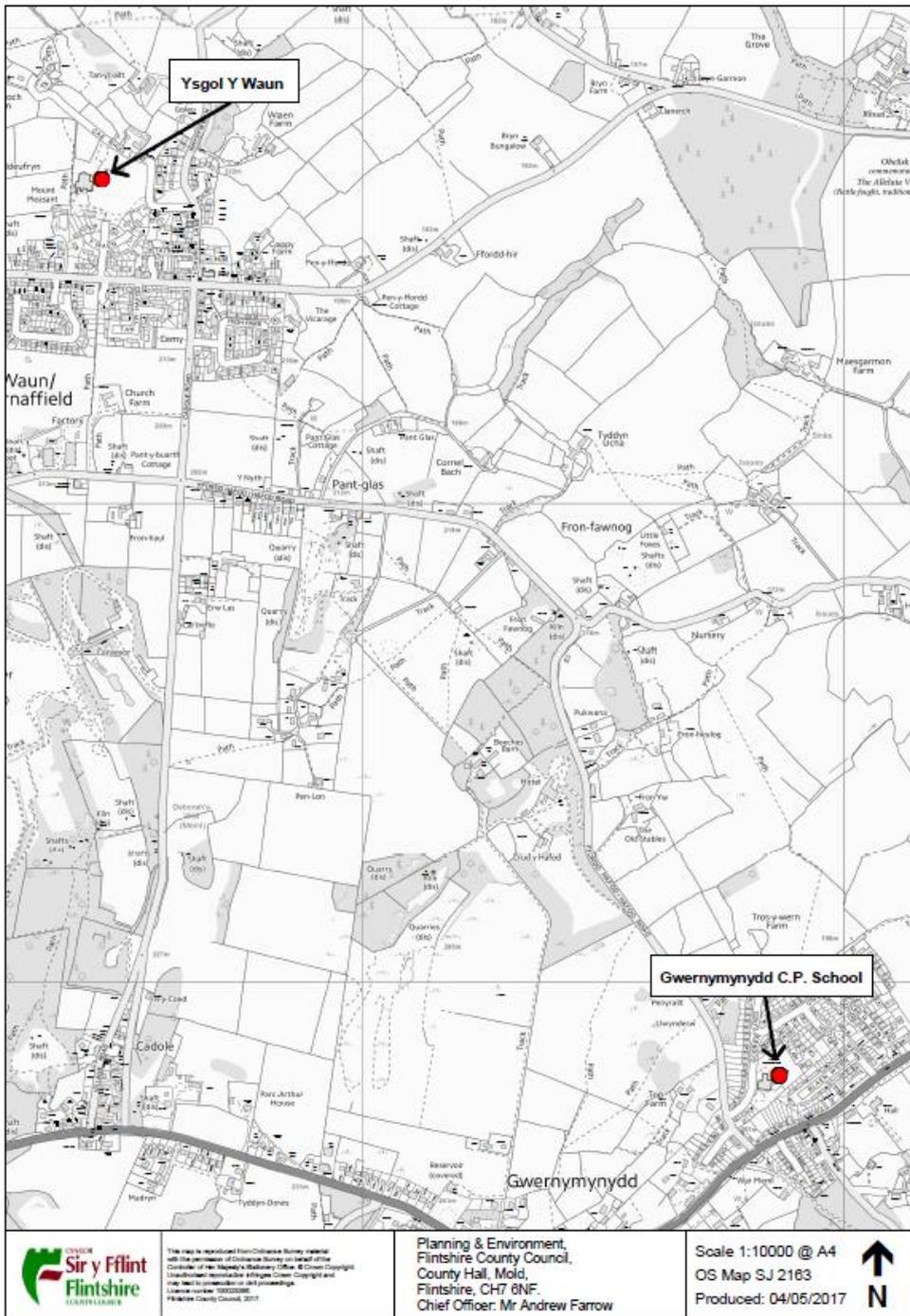


Figure 1: Map showing location of each school

Both Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield provide education for children between 3-11 years of age (Nursery to Year 6). The schools currently collaborate through:

- Foundation Phase Jambori;
- Key Stage Two RSPB visit;
- Joint planning, training and moderation – topic plans, phonics, digital competency framework working party, mathematical reasoning meetings, sharing good practice in policies and policy development;
- Fflic a Fflac performances;

- Foundation Phase colour party;
- Shared transport to sporting events;
- Purchasing resources, Foundation Phase bicycles.

The following table shows key information and statistics for each school:

School Information		
School	Gwernymynydd C.P. School	Ysgol Y Waun, Gwernaffield
Address	Godre'r Coed Gwernymynydd Mold CH7 4DT	Y Waen Gwernaffield Mold CH7 5DP
Age Range	3-11	3-11
School Category	Community	Community
Language Medium	English	English
Number of Registered Pupils (September 2016)		
Nursery (Part Time)	7	13
Reception – Year 6 (Full Time)	52	96
Total Numbers	59	109
Capacity (Full Time Pupils)	81	107
Number of Full Time Pupils Registered Previously		
January 2016	46	87
January 2015	53	85
January 2014	46	70
January 2013	44	66
Data Performance Details of Estyn Inspection Reports		
Current Performance	Good	Good
Prospect for Improvement	Good	Good
Additional Information		
GwE Category	Green	Green
Building Condition Category	B	B
Building Suitability Category	C	B
Quality Mark Award for School Governing Bodies	Bronze	Bronze

Table 1: School Statistics

4.1. Gwernymynydd C.P. School

For further information about Gwernymynydd C.P. School please contact the school directly on 01352 756756 to view their annual report.

You can also view relevant information about the school on the following links:-

- School Website:
<http://www.ysgolgwernymynydd.com/>
- My Local School Information:
<http://mylocalschool.wales.gov.uk/School/6642056?lang=en>
- Estyn Report:
<https://www.estyn.gov.wales/provider/6642056>

4.2. Ysgol Y Waun, Gwernaffield

For further information about Ysgol Y Waun, Gwernaffield please contact the school directly on 01352 740362 to view their annual report.

You can also view relevant information about the school on the following links:-

- School Website:
<http://www.ysgolywaun.wales>
- My Local School Information:
<http://mylocalschool.wales.gov.uk/School/6642081?lang=en>
- Estyn Report:
<https://www.estyn.gov.wales/provider/6642081>

5. Benefits and Challenges in Working in Federation

By entering into a Federation, the schools will agree to work together for the benefit of all pupils in the local area. There will be a formal arrangement where the schools share a single governing body. The schools retain their separate legal status and have their own budget allocations and Estyn inspections. The shared governance structure will allow the schools to:

- Work together efficiently and sustainably to raise standards, improve services and increase opportunities for pupils and staff; and
- Share resources, expertise and facilities.

Federations do not bring significant cashable savings to the Local Authority but they may ease financial pressure within schools because resources can be shared and deployed across the Federation.

A single strategic Federation Governing Body means that the schools can work formally together to improve opportunities for children. This may lead to:

- Broader learning and social experiences for children;
- Better continuity of provision from early years to the end of primary schooling;
- Strong leadership using more strategic leadership and management structures, allowing school-based leaders to focus on teaching, learning and raising standards;
- Opportunities to develop future leaders;
- An aligned and coherent curriculum, increasing the opportunity to fulfil individual pupil's needs, extending curriculum entitlement and giving the potential to share resources;
- A single Federation Development Plan and single school policies, reducing duplication;
- More opportunities to share resources, particularly for arts, music and sport;

A Federation would allow each school to keep its own individual character within a strong overarching partnership and each school will be able to learn from each other. We will have the opportunity to continue to work together and to shape our Federation, so that it is able to meet the needs of the pupils and communities.

5.1. What are the challenges of Federation?

Some of the challenges to taking forward a Federation are as follows:

- Building trust between governors and school communities;
- Need to ensure full commitment from all schools involved;
- Need to develop and agree a shared vision for the school;
- Need to ensure clear governance and leadership structures;
- Need to ensure sufficient time for all parties to be at ease with the proposed changes;
- All partners should feel equally valued;
- Increasing the workload of governors, particularly during inception and first year of establishing a Federation;
- Potential loss of experienced governors;
- Operational issues - increased workload for a single head teacher;
- Estyn inspections – currently, Estyn inspects each school within a Federation separately.

For a Federation to succeed, it is imperative that trust is developed between the governors and individual school communities. It also requires full commitment from the schools involved and a shared vision for the development of the Federation.

Some people question how a Federation can achieve the objectives of the Council's School Modernisation Programme, such as addressing surplus capacity, improving the condition of school buildings, and reducing the cost per pupil. In its School Modernisation Policy, the Council agrees that there are significant advantages to establishing Federations, although it also acknowledges that Federations do not directly address some of these issues.

6. Composition of the Governing Body

The regulations stipulate that each federated governing body should have a minimum of 15 Governors and a maximum of 27 with a proposed composition made up as follows for each federated school:

- at least one but no more than two parent governors from every school in the federation, elected or appointed to represent the interests of parents of registered pupils;
- at least one but no more than two teacher governors;
- at least one but no more than two staff governors;
- at least two but no more than four LA governors;
- at least two but no more than four community governors;
- one governor nominated by the Community Council(s);
- the head teacher or acting head teacher of the federation, if one is appointed or the head teacher or acting head teacher of each school in the federation unless those persons resign as a governor.

For any primary or nursery school in a federation which is situated in a community council area, the governing body must also include an additional community governor in addition to those listed above.

The governing body may in addition appoint one sponsor governor and appoint up to two associate pupil governors where the federation contains a secondary school (the latter do not count in the numerical limits for Governing Body membership).

A potential composition of the Federated single governing body (for discussion) could be as follows:

Type of Governor	Gwernymynydd C.P. School *	Ysgol Y Waun, Gwernaffield *	Total
Teacher Governors	1	1	2
Staff Governors	1	1	2
Local Authority Governors	2	2	4
Community Governors	2	2	4
Minor Authority Governors	1		1
Parent Governors from each school	2	2	4
Head Teacher	1		1
Total			18

* reflecting the size of school communities

Table 2: Potential Governing Body Composition

7. Leadership and Structure

Both schools currently have permanent head teachers in place. The Head Teacher of Gwernymynydd C.P. School however will be moving to a new appointment in September 2017.

Should the proposal to federate be implemented the schools will move to be managed by one Executive Head Teacher, currently the Head Teacher of Ysgol Y Waun.

The Federation governing body will provide strategic leadership for school development and planning and monitoring learner outcomes and be responsible for performance managing the head teacher, who in turn will manage the leadership teams and staff within the schools.

8. The Federation Process

In establishing a Federation the following steps need to be noted:

8.1. Step 1: Exploration and Preparation

(Ending Friday 19th May 2017)

This phase involved:

- Report specified as an item on Governing Body agenda;
- Governing Body to give preliminary consent to an agreement to explore Federation options from School(s) involved and the Local Authority;
- The co-creation of an initial briefing paper for consideration of staff and governing bodies;
- Agreement of the key drivers and purpose for Federation;
- Informing staff in both schools of the process and any implications and keeping unions informed;
- Setting up a working group with representatives from both schools to draft a formal Proposal Report;
- Determining a date for the operative start of Federation.

8.2. Step 2: The report and consultation

(Tuesday 23rd May 2017 to Monday 10th July 2017)

The governing bodies, with the support of the local authority, to prepare a formal Proposal report to consult with all stakeholders.

This Report will:

- Include full details of proposal including the size/composition of single governing body, senior staff arrangements and management arrangements, admissions, authority (ies) deadline for comments – 6 weeks from publication;
- Explain reasons for Federation and benefits (and how potential challenges would be met);
- Include the date for when Federation takes place – must be at least 125 days from the date proposals are published, i.e. sent to stakeholders;
- Consultation with stakeholders – Local Authority, parents/carers, staff of all schools, school staff unions.

8.3. Step 3: Post consultation

(Tuesday 11th July 2017 to Friday 14th July 2017)

- Governing bodies and local authority to consider responses;
- Provide a summary report of responses for each governing body to consider.

8.4. Step 4: Implementation

(Monday 17th July 2017 to 31st January 2018)

- Governing bodies and local authority meet to make the final decision on nature and timing of Federation;
- Governing bodies and local authority inform stakeholders of decision;
- LA in consultation with the governing bodies liaise over the new Instrument of government and election and appointment of new governors;
- Consider making arrangements for governor support for the Federating schools in the interim before the joint governing body is in place;
- Senior leadership roles and responsibilities formalised;
- Joint Committee of governors is established and provides strategic planning and roll out the Federation;
- Single governing body meets to elect chair and vice chair;
- Calendars and professional processes aligned;
- Look at how new technologies can support Federation development.

8.5. Step 5: Evolution

(1st February 2018)

- Implementing new systems and structures, policies and practice;
- New staff roles operating (Performance Management structure and process);
- School Development Plan targets resources and expertise at raising standards across the Federation;
- Monitoring and review by governing body, staff and the local authority.

9. Admissions

There are no changes to the admissions process for each school. The admissions policy is controlled by the Admissions Authority, Flintshire County Council. The contact details for Flintshire County Council are as follows:

- Admissions, School Planning and Provision, County Hall, Mold CH7 6ND. (01352) 704068.

10. Consultation

The consultation process on the federation of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield will be held between Tuesday 23rd May 2017 and Monday 10th July 2017. The consultation is required to take place for **at least** 6 weeks.

This document outlines the implications of the federation of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield and explains how you can respond to the consultation.

The information contained in this document is likely to provide an answer to the most common questions that will arise about the proposal. In addition, Section 12.2, at the back of this document contains questions and answers that have been prepared by the Welsh Government regarding the federation of any school in Wales.

This consultation document has been circulated to the following:

- Parents/carers;
- Governors;
- All staff;
- School councils from the two schools;
- Flintshire County Council;
- Head Teachers of the affected schools; and
- Applicable trade unions.

If you would like any further information please contact either of the Chair(s) of Governors using the details below:

Contact Details		
Contact Name	Emma Williams	Trevor Payne
Contact Telephone Number	01352 756756	01352 740362
Contact Email Address	<i>gmmail@hwmail.net</i>	<i><u>ywmail@hwbcymru.net</u></i>
Contact Address (via the schools)	Gwernymynydd CP School Godre'r Coed Gwernymynydd Mold CH7 4DT	Ysgol Y Waun Y Waen Gwernaffield Mold CH7 5DP

Table 3: Contact Details

A response form is also attached in hardcopy at the end of this document. This can be returned either by post or email to the above addresses. Additionally you can complete the response form electronically using the following link:

<https://www.surveymonkey.co.uk/r/FGW006>

A version of this consultation document has been produced for children and young people who are likely to be affected by the proposal. The children and young people's document

has been specifically written and presented to enable children and young people to understand and engage with the consultation process.

All children and young people also have the opportunity to respond to the consultation using the children and young people's version of the consultation document.

A consultation event will be offered for children and young people with members of the Gwernymynydd C.P. School and Ysgol Y Waun School Councils.

After the end of the consultation period a consultation report will be produced. The consultation report will contain the following:

- A summary of the issues raised by responders to the survey;
- Views expressed by children and young people affected by the proposals (to be highlighted within the consultation report and be accessible to them).

An Equality Impact Assessment considering the impacts on groups of people under a number of protected characteristics has also been prepared and is available upon request.

10.1. Proposed Timetable

23/05/17

Commence Statutory Consultation period for entering a federation agreement



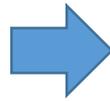
10/07/17

Closing date to receive comments on the federation proposal (6 weeks from publication)



17/07/17 – 20/07/17

Governing Bodies of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield decide whether or not to enter a federation agreement



No Schools remain as two independent schools.



Yes

21/07/17 – 31/01/18

Establish a Governing Body



01/02/18

Federation of the two schools formally commences

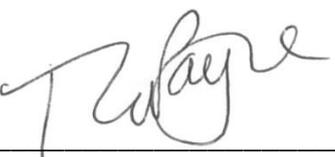
11. Conclusion

A Federation partnership needs to be based on a commitment to work together and a willingness to do things differently for the added benefit of all pupils, their well-being and achievements. The development of both schools and their communities within a Federation and the sharing of the very best practice will help drive up standards and improve performance.

Establishing and developing a Federation requires a high degree of trust between governors, schools and their communities. Schools will also need to have a willingness to see the potential and benefits of a formal partnership, whilst at the same time realising and recognising that the partnership strengthens rather than threatens the characteristics and qualities of individual school(s) within a Federation.

We the undersigned commend this proposal to you

Signed:  _____ Date: 22 May 2017
Emma Williams
Chair of Governors, Gwernymynydd C.P. School

Signed:  _____ Date: 22 May 2017
Trevor Payne
Chair of Governors, Ysgol Y Waun, Gwernaffield

12. Appendices

12.1. Appendix A - Consultation Response Form

The consultation for the federation of Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield in accordance with the Federation of Maintained Schools (Wales) Regulations (2014) will commence on Tuesday 23rd May 2017 and close on Monday 10th July 2017.

Proposal to federate Gwernymynydd C.P. School (English Medium, Community School) and Ysgol Y Waun, Gwernaffield (English Medium, Community School) as of Thursday 1st February 2018.

Before you begin – if you would like to fill this form in on-line please go to:

<https://www.surveymonkey.co.uk/r/FGW006>

Based on the information you have been given in this consultation document, at the consultation event and from other documents available, please tell us your views on the proposal to federate Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield.

1. Do you agree with the proposal to federate Gwernymynydd C.P. School and Ysgol Y Waun, Gwernaffield by Thursday 1st February 2018?

Yes No

2. Please tell us if you are responding as:

- A pupil of Gwernymynydd C.P. School
- A pupil of Ysgol Y Waun, Gwernaffield
- A parent/carer of a pupil at Gwernymynydd C.P. School
- A parent/carer of a pupil at Ysgol Y Waun, Gwernaffield
- A Governor of Gwernymynydd C.P. School
- A Governor of Ysgol Y Waun, Gwernaffield
- A Teacher of Gwernymynydd C.P. School
- A Teacher of Ysgol Y Waun, Gwernaffield
- A member of Support Staff of Gwernymynydd C.P. School
- A member of Support Staff of Ysgol Y Waun, Gwernaffield
- Community Member of Gwernymynydd
- Community Member of Y Waun
- Other (Please specify) _____

3. Please tell us do you have any alternative suggestions for sustainable education provision in the area?

4. Please let us have your additional comments or views regarding the proposal. Please tell us why you feel this way.

5. Would you like us to acknowledge receipt of your response?

Yes No

6. If you have answered yes to the above questions please provide an email address. If you do not provide an email address we cannot keep you up to date.

12.2. Appendix B - Initial Questions and Answers

Q1. Will each school keep its head teacher?

A If the Federation is established, it would be expected that there would be a single head teacher (often referred to as an “Executive Head”) for the schools.

Q2. How will school admissions work?

A Admissions would not be affected – parents would continue to apply for each school separately and admissions would continue to be determined by the local authority.

Q3. Will pupils have to travel to different schools during the school day?

A No. Pupils will remain at their own schools for the average school day. However, on some occasions pupils will be able to visit another school in the Federation for specific extra-curricular activity.

Q4. Will each school keep its own name, uniform and school logo?

A Each school will keep its own uniform and school logo to reflect their individual character and ethos.

Q5. What does it mean for staff?

A In the Federation, all current teaching and teaching-support staff would be employed on the same conditions of service as now and by the same employer, Flintshire County Council. However, the federated school governing body may decide to appoint any new staff to work within all schools in the Federation, and this would be reflected in their contract of employment.

Q6. What is a federation?

A A formal Federation is a legal governance structure that enables between two to six schools to share a single governing body.

Q7. Why federate – can't benefits be achieved through informal collaboration?

A A formal Federation structure provides a guarantee that the partnership will be permanent and sustainable. A single Governing Body will have the necessary powers to direct, and be accountable for, the teaching and learning that takes place in all the schools with the Federation. It is also able to direct, and be accountable for, how the budget is spent and how resources are allocated. This single responsibility and accountability structure does not exist within an informal collaboration and therefore it would not be able to have such a significant impact.

Q8. Why federate – what benefits are gained for pupils?

A A formal Federation can provide many benefits:-

- Continue to gain access to specialist teaching, team sports and broader curriculum specialisation
- Continue to share good practice, preparation materials and resources
- Continue to provide special social opportunities for pupils
- Continue to develop, share and nurture knowledge and skills
- Schools that enter a federation agreement remain in the communities and retain their individual identity
- Add to the overall benefit, well-being and achievement of all pupils

Q9. Why federate – what are the advantages and associated risks of establishing a federation?

A Belonging to a federation gives schools several advantages including learning and broader social experiences for children leading to improving pupils' performance. Schools are able to share resources, best practice, facilities and specialisation. Greater emphasis can be placed on strategic leadership and management structures and staff will acquire new collaboration opportunities. Duplication of effort can be avoided and opportunity provided to promote better economies of scale.

The following are amongst the potential challenges/risks when establishing a federation:

- Need to build trust between the governors and school communities
- Ensure that both schools involved are fully committed
- Need to implement and develop the plans and shared vision for the school
- Clear leadership structures are essential
- Need to ensure sufficient time for every member to feel comfortable about the proposed changes.

Matters may arise involving governors, head teachers and staff who work between schools that relate to relationships and trust. The federal governing body should be aware of the potential risks and prepare strategies and implementation measures to manage the risks.

Q10. What evidence do you have that Federations are successful?

A Within the Welsh Government document, Guidance to Federations, there are a number of case studies which outline how those schools have benefited from federation. In England, Ofsted published a report in 2011 "Leadership of more than one school – An Evaluation of the Impact of Federated Schools"

<https://www.gov.uk/government/publications/leadership-of-more-than-one-school>

The report states that “In all the federations visited provision and outcomes had shown improvement. In each case, the fact that schools had federated was a contributory factor to the improvement.’

Q11. Can a Federation be time-limited?

A The Regulations do allow individual schools to leave a Federation and for a Federation to be dissolved. These processes will require detailed procedures and specific guidance. However a Federation is seen as a long term commitment. It should not be seen as a quick fix. The respective governing bodies will have considered in depth the benefits and risks of establishing a Federation in relation to the impact on children and young people’s achievements. A Federation would put in place strategic and operational plans to insure the sustainability and development of the schools. That will require medium to long term planning.

Q12. What happens to the school budget?

A Each school in a Federation remains a legally separate institution and maintains its individual school budget. Whilst each school receives and must account for its own separate budget, under a Federation arrangement they may “pool” budgets.

Federation works on the basis that all schools have their own particular strengths and advantages, whether it is facilities, staff or resources, and allows for improved, more coherent strategic and financial planning. Federations could use their greater buying power of the pooled budgets.

Q13. Who would decide on the split of budget between the schools?

A The Council would agree the delegated budget for the schools but the Federation Governing Body could agree to pool the budget.

Q14. What happens if one school is in deficit and another in surplus? Who would be responsible for sorting that out?

A The Federation Governing Body would have responsibility about the management of the budget across the schools. Funding for each individual school could also be ring-fenced to that school.

Q15. Will the schools be funded on the same formula as other schools if they are part of a Federation?

A Yes. As part of the Council’s funding formula, schools are funded on the number of pupils and on other non-teaching costs. If the schools were to be merged to become a single school, the formula would calculate a single budget which would be smaller than the budget of a Federation.

Q16. Is there any additional funding available to support the Federation?

A At the moment, it is not the view of the Council that any additional funding is required to take forward the Federation but it may be possible to discuss this further, if required.

Q17. Will Governors listen to the views during consultation on the federation proposal?

A Yes. The Governors are required to see the views of those affected by the proposal, and they will have the opportunity to provide written comments, and take verbal feedback during the consultation meetings. Once all comments have been received, the Governors must consider the points raised and make a decision having considered the responses received.