



Birmingham Nursery Schools

~Two Responses to current situation~

APPG Pre-meeting
24th April 2018



Welcome & Introductions

Sue Bennett, Headteacher, St Thomas Centre Nursery School

David Aldworth, Executive Headteacher, Jakeman & Shenley Fields Nursery Schools

Sally Leese, Headteacher Castle Vale Nursery School

Elinor Warner, Acting Headteacher, Highters Heath Nursery School

Sean Delaney, Assistant Director, CREC and Nursery School Governor



Context & History

Birmingham has 27 Maintained Nursery Schools

Each Nursery school is different - range of sizes and services offered

- All have lost funding through one or more ways
- Some have restructured, others are currently restructuring (formally and informally)
- Capacity of leadership stretched

In 2015 they developed Birmingham Nursery School Collaboration Trust to represent all nursery schools and explore collaborative income generation and cost saving options – a number of reports and proposals produced



Context & History (cont)

Although a strength in numbers, also logistically difficult to get strategic agreement of whole group given variety of individual circumstances. Status quo was increasingly no longer a realistic option...

In Autumn 2017 one group of schools viewed Federation as preferred option and met to consider how this might look and what it could do

Another group preferred a looser, collaborative arrangement and met to consider options before choosing Contractual Collaboration as preferred option

Some schools worked across both groups to understand options

Every Governing Board reviewed options and chose best path for their school

Federation

~Aims~



- Ensure ongoing financial sustainability of all 12 schools
- Ensure ongoing leadership sustainability of all 12 schools
- Maintain high quality of pedagogy across all schools
- Release leadership capacity for system leadership and teaching & learning beyond the Federation
- Develop shared integrated services to support work of the 12 schools

Federation ~ Process ~



Once Governing Boards have considered options and decided they would like to proceed there are formal steps to take:

- Notify Local Authority, Secretary of state, staff, parents, other stakeholders
- Provide a proposal document for consideration
- Hold 6 week (minimum) consultation process
- Consider responses
- Each GB to formally vote whether to proceed or not

Federation

~Where are we now?~



- All Governing Boards have agreed to proceed to Formal Consultation
- Formal Consultation will run for 6 weeks from 4th May 2018
- Each Governing Board will meet individually after Formal Consultation period ends to consider local voice and vote to proceed or not
- If GBs individually agree then a new Governing Board for the Federation will begin 1st September 2018
- Alongside formal process, Governors and Headteachers are developing possible leadership and governance structures to inform decision making process of new GB

Federation ~Benefits~



One overarching Governing Board to provide strategic oversight at a system level, and reduce duplication of process across the Federation

Shared leadership resource to reduce duplication of effort and free capacity for income generation activities

Shared leadership resource also allows flexibility to respond and target need across the schools

Each school would continue to be a school in its own right, with its own DfE number and Ofsted registration(s)

Shared values and philosophy underpinned by solid, binding agreement between schools

Federation

~Next steps~



Next 12 months will be a learning process...

Federation could consolidate, or expand if other schools expressed interest in joining

Ambitions to use shared resource and income generation to develop shared integrated EY services that are no longer available following changes to children centre provision in the city

Share learning from process to support other possible future federations



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Nursery Schools

Contractual Collaboration

~ Aims ~



- 1 – To work collaboratively with other nursery schools to ensure the sustainability of high quality early education across Birmingham and beyond.
- 2- To raise the profile of the unique nature of maintained nursery schools at both a local and national level while building capacity through the effective and innovative management of resources and income generation across the collaboration in order to remain financially sustainable.
- 3- To provide strategic support and challenge to leadership at all levels within a collaboration where every individual's views are respected and valued in a climate of mutual trust and shared commitment

BAMNS has 7 official contractual aims, which can be found on their website:

bamns.co.uk



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Contractual Collaboration ~ The Process ~



FREE legal advice from solicitor to outline options



Meeting of all schools interested in proceeding with contractual collaboration



Setting shared aims and vision



The name!



Quick wins and support for longer term (eg restructures and shared staffing)



Tailoring and finalising the contract



Action planning



Signing the contract and BAMNS launch



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Contractual Collaboration ~ Where Are We Now? ~



- A date has been set to sign the legal contract
- The process will have taken around 1 academic year
- BAMNS launch event
- Website live and under construction
- School improvement clusters
- BAMNS will legally begin on 1st September 2018



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Contractual Collaboration ~ Benefits ~



- Cost savings
- Keep individual school status & governing boards
- Partnership working for sustainability
- School improvement
- Sharing of staff, resources and administration
- Medium – Long term flexibility



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Contractual Collaboration ~ Next Steps ~



- Continue as BAMNS- membership numbers may change.
- Federate
- School's Company
- Extend the collaboration – WAMNS?

If you'd like to know more, please feel free to contact us:

hello@bamns.co.uk



SUMMING UP

Pros and Cons to both approaches

Other options also available to schools to consider

Governing Boards need to be exploring strategic options available

Both approaches require trust between partners and a shared value base

Neither approach can be done over night and neither can lead to instant cost savings

Both have the potential to share resource and reduce cost, in time

A learning process for all schools and both groups are hoping to share and learn from each other