

**All Saints CEVA School**

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9th September 2022

Dear Parents/Carers,

As we begin a new academic year, we are hopeful that any anxieties and concerns will have eased and especially that the children will have a positive experience at their primary school. We welcome back everyone in our federation and give a special welcome to new pupils and staff. I would like to introduce our new IEB member, Chris Allen, Diocesan RE Advisor. Thanks go to Jon Moule who has left the IEB as he has started a new leadership job.

The IEB and leadership team met early this week and have been able to set some initial dates which provide opportunities for us to meet with parents.

We have planned some 'Parent Surgery' meetings with the Interim Headteacher and an IEB member. The purpose of the sessions is to give an open forum where parents can speak with us about concerns or ask questions about their child's school. The ten-minute slots are taken on a 'first come first served' basis with the school's admin team managing front of house and parents taking turns to see us. We welcome your feedback and look forward to seeing some of you at:

School	Date	Time	IEB Member
Hapton	Weds 21 st Sept	2.30-3.15pm	Kay Swann
St Andrews	Tues 27 th Sept	2.30-3.15pm	Kay Swann
All Saints	Weds 5 th Oct	2.30-3.15pm	Micky Harcourt-Heath

The federation aims are held in our vision and I can assure you that actions and decisions taken are made in the best interest of all schools and following due processes.

The IEB and leadership team are working closely with the Local Authority to ensure that decision-making supports the needs of all three schools in terms of academic, financial and strategic issues. The interim headteacher has been working closely with the Norfolk County Council HR team to deal with long-standing concerns that have required time and diligence. We are, of course, bound by personnel restrictions and confidentiality.

All three schools in The Saints Federation are due Ofsted and SIAMS inspections within a similar time frame. However, our decisions are not based on this external scrutiny but are focused on providing the best quality education provision for all the children in the federation and the future success of the schools.

The IEB Governance Action Plan and the Federation Action Plan for School Improvement are available on the website and cover the key issues and details of what needs to be actioned. Our highly experienced interim headteacher has been using her expertise to prioritise the key areas for school development, with the safeguarding of children being of the utmost priority. Swift actions taken in the Summer Term 2022 have already put in place key safeguarding issues. Pupil attendance is linked to safeguarding and is a key indicator of a good school within the Ofsted framework. Schools rely on parental co-operation to ensure that their child's school attendance record is as good as possible. 'Every lesson counts' because absence affects children's educational progress and their social well-being.

I would also like to remind you that parents are role models for good behaviour and following Norfolk County Council guidance we take a zero-tolerance approach to any incidents of aggressive behaviour to staff or members of our community. If you have any concerns, please follow the Federation Complaints Procedure. The IEB and the interim headteacher have ensured that there is a person with a leadership role regularly available at each school and that the role of this Senior Teacher, holding operational responsibility, deserves the recognition and respect from all staff and parents.

May I take this opportunity to confirm that the role of the IEB as outlined by the Local Authority and DfE is:

- The IEB must conduct the schools so as to secure the provision of a sound basis for future improvement. This is without prejudice to the other duties of the IEB as governing board.
- During the interim period the IEB will take on all the responsibilities of a governing board (except as specifically provided by Schedule 6 to the 2006 Act) including the management of the budget, the curriculum, staffing, pay and performance management and, if appropriate, the appointment of the headteacher and deputy headteacher.
- The Local Authority expects the IEB to consider a sponsored academy solution, as it considers that such an arrangement will safeguard the long-term future of the schools.
- The IEB may determine their own procedure and may make such arrangements as they think fit for the discharge of their functions by any other person.

The IEB's overall aim is indeed to secure the successful future of the three schools in The Saints Federation. We rely on the confidence of stakeholders as we make progress with new systems and processes which will bring about future benefits.

The consideration of the academy process is something that we have on the Governance agenda in line with the DfE's ambition for **all** schools, as outlined in the Government's recent White Paper. We will plan a further consultation process with the community in due course.

The IEB is here to ensure that all pupils and all three schools make good progress.

Kind regards,

Kay Swann

Kay Swann
Chair IEB The Saints Federation

