



Consultation about whether to establish “The Drayton Green and St John’s Primary Schools Federation”



The Governing Bodies of Drayton Green Primary School and St John’s Primary School want to hear your views about their proposal to jointly form a Federation, which would be called The Drayton Green and St John’s Primary Schools Federation. This document provides more detail about why this is being proposed and how to respond.

The consultation ends at 5pm on 19th November 2025.

What is being proposed?

This consultation is about a proposal to establish a Federation that would involve the following schools:

- Drayton Green Primary School
- St John’s Primary School

Why is this being proposed?

This process will aim to formalise the existing partnership between Drayton Green Primary School and St John’s Primary School, that was first established in November 2024 when Milan Stevanovic became Interim Executive Headteacher of both schools. Governors of both schools believe that the current partnership has benefited both schools.

What is a Federation?

A federation is two or more local authority maintained schools operating under the governance of a single governing body. Each federated school is treated as an individual school, meaning it continues to – for example – have its own budget and is inspected individually by OFSTED. A federation can include nursery, primary and secondary schools, but can only include local authority maintained schools (not academies). A federation can include schools from more than one local authority.

The partnership between Drayton Green Primary School and St John’s Primary School has operated since November 2024 when the temporary Executive Headteacher and Head of School roles were established. The two Governing Bodies have been working increasingly closely together, including jointly investigating options to formalise their collaboration. That research and collaboration has resulted in this proposal for federation.

Vision for the federation

We aim to bring the expertise in both schools together to provide an exceptional education for every child. We wish to further develop and strengthen the expertise and knowledge of the staff across both schools through sharing best practice, ideas, and resources effectively. We intend to broaden opportunities to ensure that the children have rich and wide learning experiences, which will stay with them beyond their time in primary school.

What would the implications be for pupils and their families?

Through the partnership there will be an increasingly consistent approach to curriculum, teaching and assessment, as well as operating policies and procedures across both schools. Governors believe that this will strengthen each school and will mean that both schools can offer an exceptional education to each child. Each school will continue as a separate school, working in partnership. Forming the federation will not change practical things such as which school your child attends, their teacher, the timings of each school day, or the uniform at each school.

How would the federation be governed?

A new Federation Governing Body would replace the two existing Governing Bodies (which would automatically cease operation on the date that the Federation becomes operational). The Federation Governing Body would be responsible for both schools. Annex 3 includes the proposed structure of the Federation Governing Body, the process for appointing the governors and information about the proposed governance arrangements.

How would the federation be led? What are the staffing implications?

Milan Stevanovic would continue to be the Executive Headteacher, supported by a Head of School for each of Drayton Green Primary School and St John's Primary School.

Staff would continue to be employees of Ealing Council, and would work under the direction of the Federation Governing Body. Employment contracts would continue as they are now – there would be no changes to contractual terms and conditions – i.e. salary, allowances, annual leave, pensions, working hours etc. There would be no redundancies or financial detriment for any staff as a result of forming the federation.

What could happen in the future?

There is no current ambition for the federation to be larger than Drayton Green Primary School and St John's Primary School. However, if the Federation wished to grow in the future, it would need to be reformed as a new Federation with the new school(s) to be admitted. Any new school who may want to join the Federation in the future would also be subject to consultation. There are mechanisms so that a school can choose to leave a Federation, and also for the schools to collectively decide to end the federation and return to having separate Governing Bodies.

What other options are available?

The other option available to each Governing Body is to end the partnership and return to each school acting independently with its own Governing Board and Head Teacher

Who are we consulting?

We are consulting staff, parents and carers, the local authority, local primary and nursery schools, our ward councillors and MPs, and trade unions. Any individual or organisation is welcome to respond to the consultation.

How to have your say

Please have your say on the proposal by:

- Completing the **online** questionnaire that is available <https://forms.gle/zi4YKHGybPTmQZxa7> ;
- Request a paper form from the school office
- Writing to the Interim Executive Headteacher, Milan Stevanovic, at the address of either of the schools; or
- Completing a paper copy of the questionnaire (available from each school office)
- By email to the chairs of governors
 - **St John's** – chairs@st-johns.ealing.sch.uk
 - **Drayton Green** – arontaler@yahoo.co.uk;
 - WessonB@ealing.gov.uk

The consultation ends at 5pm on Wednesday 19th of November 2025.

What happens after the consultation?

All responses to the consultation will be carefully considered by each Governing Body before they each independently make a decision about whether they wish to form the federation.

If both Governing Bodies decide to form the federation, we would notify all staff and parents / carers as well as other organisations as required by the Department for Education. The Federation Governing Body would be established ready for the federation to become operational before or by September 2026.

Should either governing body decide not to form a federation both schools will continue to operate independently with their existing governing boards.

Frequently Asked Questions (FAQs) about the Federation

General Questions

1. What is a federation?

A federation is an arrangement where two or more maintained schools work together under an Executive Headteacher and a single governing board. Each school keeps its own identity, pupils, and admissions process but benefits from shared leadership, expertise, and resources. Federation is made under Section 24 of the Education Act 2002. It does not mean becoming an academy or free school.

2. Why are the schools proposing to federate?

Federation offers educational, professional, and financial benefits, including:

- Improved teaching and outcomes for pupils through shared good practice.
- Wider opportunities for pupils across sport, arts, music, and cultural activities.
- Stronger leadership, governance, and long-term stability.
- More professional development opportunities for staff, helping to attract and retain the best teachers.
- Efficiencies in resources and financial management, meaning more money can be spent directly on children's education.

3. Will the names of the schools change?

No. Each school will keep its own name. The federation will also have a name, currently proposed as The Drayton Green and St John 's Federation.

4. Will the school uniforms change?

No. There is no intention to change the school uniforms.

5. Will my child have to change schools?

No. Pupils will remain in the school they attend now.

6. Will my child's teacher change?

No. Staffing in each school remains the same, although teachers may sometimes work together across the federation to share good practice or specialist expertise.

For Pupils

7. Do pupils belong to the federation or to a single school?

Children will belong to their individual school, but will also benefit from being part of the wider federation community.

8. Will pupils from both schools work together?

Yes. Pupils will have increased opportunities to meet and learn together through joint activities such as assemblies, workshops, sports events, music, and school council.

9. What changes will children see day-to-day?

Day-to-day school life will remain much the same. However, children will benefit from:

- A broader curriculum and cultural opportunities.
- Access to a wider range of specialist staff and expertise.
- Opportunities for competitions, trips, and enrichment across both schools.

10. Will pupil results be combined across schools?

No. Results will continue to be reported separately for each school.

Admissions, Curriculum and School Day

11. Will there be changes to admissions?

No. Ealing Council remains the admissions authority. Parents will continue to apply for a named school within the federation. Nursery admissions will remain managed separately by each school.

12. Will the curriculum change?

Both schools follow the National Curriculum (2014). Each will continue to deliver a creative, engaging curriculum tailored to its pupils, but we may align or share elements when it is beneficial for children.

13. Do schools in a federation have to share the same school day or training days?

No. Start, finish, and term times can remain different. Training days may sometimes be aligned to allow shared staff development, but this is not compulsory.

For Staff

14. Who employs federation staff?

Staff remain employed by the Local Authority via the federation governing board. There is no change to current employment arrangements.

15. Will conditions of service change?

No. All employment rights, pensions, and conditions remain the same.

16. Can staff work across both schools?

Current staff cannot be directed to work in a different school unless they choose to. Future vacancies may be advertised across the federation so applicants are clear about their role.

17. What are the benefits for staff?

- Increased opportunities for professional development.
- Collaboration and sharing of expertise across schools.
- Career progression and leadership opportunities.
- Reduced workload through shared curriculum planning and leadership structures.

18. Who is in charge when the Executive Headteacher is not present?

The Heads of School will lead day-to-day operations under the Executive Headteacher's guidance.

Governance, Finance and Accountability

19. Do federated schools have a single governing board?

Yes. Each school's existing governing board will end and a new single board established for the federation. This board oversees both schools equally.

20. Do federated schools share one budget?

No. Each school continues to receive its own budget allocation. However, some funds and resources may be shared where this brings savings or added value.

21. Can governors combine funding?

Generally, each school manages its own finances. Shared costs, such as the Executive Headteacher's salary or joint projects, may be funded collaboratively.

22. Will the schools be inspected together by Ofsted?

Each school continues to be inspected separately and will receive its own report and judgements. Sometimes inspections may be carried out at the same time.

23. Can a school leave the federation?

Yes. Government regulations allow a federation to stop and end if necessary. However, both governing boards are committed to the federation as a way of strengthening and securing the future of both schools.

Practicalities and Next Steps

24. Are there additional costs involved?

No. Federation is expected to generate savings through economies of scale.

25. How will progress be communicated?

Parents, staff, pupils, and unions are being consulted. Decisions and updates will be shared via letters, email, and school websites.

26. What are the challenges in federating?

The main challenge is aligning systems, policies, and ways of working across both schools. This requires time and effort from leaders and staff, but strong preparation and collaboration mean both schools are confident about making federation a success.

Annex 1: Proposed vision for the Drayton Green and St John's Primary Schools Federation

Excellence in Action

Our Vision for the Drayton Green and St John's Federation

- **Every teacher is a great teacher; every school is a great school.** We aim to maintain excellence in all aspects of our work.
- **All pupils will make good or better progress** and will be properly equipped for the next stage of their education.
- **Learning environments** are of high quality where pupils **feel safe, known, valued and motivated to learn.**
- **Curriculum provision is bespoke**, broadens horizons and inspires our pupils to become successful learners, confident individuals and responsible citizens.
- **Our learning community** provides opportunities for growth for pupils, staff and families.

Our Approach

Expectations

- We believe passionately in improving the life chances for all our pupils.
- We have the highest possible standards and will use our resources and expertise to unlock learning in all its facets for all our children. No barrier is too great; no learner is left behind.
- Skilled teachers use the most effective teaching methods to motivate learners and raise aspirations.
- Our schools are special places to work. We want to attract and retain staff at all levels that are willing to think flexibly, work with rigour and precision and go the extra mile.

Partnership

- We work in partnership, pooling our expertise and resources in order to achieve collectively what we may not be able to achieve individually.
- We promote collaborative approach whilst developing the capacity of each school to serve its own community and retain its distinct identity.
- We have developed approaches which we know make the most significant impact on pupil outcomes. These are well considered systems, approaches or policies which can be implemented in a range of settings with the appropriate levels of support.

Leadership

- Our leadership structure aims to make the most of our shared resources, maintain high expectations and secure high standards.
- We build leadership sustainability by spotting talent and creating opportunities for staff at all levels to receive high quality training and leadership experiences.
- We seek to maximise the efficiency and effectiveness of each school by capitalising on centralised services and sharing systems and procedures.

Growth

- We are able to offer excellent professional development for current practitioners, leaders and future recruits to the profession.
- Teachers have many opportunities for professional growth through our development and programmes.

Staff, pupils and families have opportunities for growth through links with our partners, schools and a wide range of enrichment activities.

Annex 2: Key benefits of federating schools

Federation brings together schools under a shared governance and leadership structure, enabling stronger collaboration and long-term strategic planning. Below are some of the key benefits for pupils, staff, and families:

Benefits for Pupils

- **Improved Teaching and Learning**
Shared best practice, research, and expertise across both schools will further improve the quality of teaching.
- **High-Quality Staff**
Increased professional development opportunities will help us attract and retain the best staff to educate our children.
- **Broader Curriculum and Experiences**
Pupils will be part of a wider community and enjoy a richer curriculum, including cross-federation events in the arts, sport, music, and more.
- **Enhanced Cultural Capital**
Opportunities will increase for shared trips, visiting experts, workshops, and joint activities that broaden children's horizons.
- **Greater Access to Resources**
A larger network allows for increased fundraising capacity, enabling additional activities and support for pupils.
- **Financial Efficiencies**
Shared operations between schools will create cost savings, allowing more funds to be directed to teaching and learning.
- **Increased Enjoyment of School Life**
Inter-school competitions and events can enhance engagement, motivation, and enjoyment.

Benefits for Staff

- **Collaboration and Shared Expertise**
Staff will benefit from more opportunities to collaborate, share good practice, and support each other professionally.
- **Reduced Workload, Improved Outcomes**
Shared curriculum planning reduces individual workload and ensures a consistent, high-quality educational experience for all pupils.
- **Career Development Opportunities**
Staff across both schools will have increased opportunities for promotion, leadership roles, and professional growth.
- **Job Security and Stability**
Existing staff contracts remain unchanged, and new opportunities will be open to those interested in working across both schools.
- **Attracting and Retaining Talent**
A federated structure appeals to high-quality professionals seeking progression and development within a supportive environment.

Benefits for Parents and Carers

- **Access to Workshops and Support**
Families will benefit from more opportunities to attend informative workshops and access wider professional expertise.
- **Stronger Community Links**
Joint initiatives will support community cohesion and improve access to services and opportunities.
- **Collaborative Approach**
Community schools working in partnership provide a consistent and supportive environment focused on the success of every child.

Why strong partnerships succeed

The Governing Bodies believe that formal federation builds on the strengths of our current partnership and offers greater capacity, expertise, and sustainability. Key advantages include:

- **Enhanced Curriculum Planning**
With more staff involved in curriculum design, we can ensure it remains of the highest quality while reducing workload for individual teachers.
- **Stronger Leadership Across Key Areas**
Expertise in areas like Early Years, Phonics, SEND, and Year 6 is developed and shared, improving outcomes and staff retention.
- **A Hub for Ambitious Professionals**
Federated schools attract talented staff seeking coaching, mentoring, and opportunities to grow.

Strategic and Sustainable Growth and Succession Planning

The move to federation ensures:

- **Succession Planning and Stability**
By growing future leaders from within, we ensure continuity when leadership changes occur, maintaining high standards across both schools.
- **Stronger, Long-Term Planning**
A formal governance structure enables clearer, more effective strategic planning than the current informal partnership allows.
- **Secure Leadership Capacity**
Federation strengthens leadership structures and supports succession planning for long-term success.
- **Improved Governance**
Governance and leadership will operate cohesively across both schools, promoting deeper collaboration and shared responsibility.
- **Flexibility for the Future**
Federation does not limit future options—schools may join or leave the federation as needed, depending on what is best at the time.
- **Financial Stability**
The federation model retains financial efficiencies gained through shared leadership and budget planning, ensuring more funding goes where it matters

Annex 3: Governance of The Drayton Green and St John's Federation

On the date that the federation becomes operational, the existing Governing Bodies of Drayton Green Primary School and St John's Primary School would both automatically cease and the federation Governing Body would be incorporated.

The composition of a federation Governing Body must comply with DfE regulations. The following is the proposed composition of the federation Governing Body:

- The Executive Headteacher (who is the legal Headteacher of each school within the federation);
- Two parent governors elected by parents from across all the schools;
- One staff governor elected by staff from across all the schools;
- One governor nominated by the local authority;
- Up to 8 governors co-opted by the Governing Body (subject to employees not being more than one third of the total number of Governors, including the Executive Headteacher and staff governor).
- Total number of Governors: Up to 13

Terms of office for all Governors would be four years, with the exception of the Executive Headteacher who would be ex-officio.

This structure would be established in a new Instrument of Government, which is the structure of the governing body.

The Federation Governing Body would be established as a new Governing Body. There is no 'right of transfer' from the existing Governing Bodies. Therefore for the Federation Governing Body:

- The Executive Headteacher would be an ex-officio Governor (Mr Milan Stevanovic);
- Nominations would be sought for the parent and staff governor roles from the communities of both Drayton Green Primary School and St John's Primary School, with elections held if required (NB As is currently the case, parent and staff governors do not represent parents or staff, they do bring the perspective of a parent or of a member of staff to the Governing Body);
- The local authority would propose the local authority governor (who would be appointed by the Federation Governing Body); and
- The Governing Body would appoint the co-opted governors based upon the skills and experience that they would bring to the Governing Body.

The Federation Governing Body would have the same legal responsibilities as each current Governing Body, but for both centres within the federation. The focus when seeking Governors (whether for co-opted appointments or via parent or staff nomination) would be to secure individuals with the capacity to undertake the role, a commitment to the federation as a whole and all of the children that it serves, and for the Governing Body collectively to have an appropriate breadth of skills and experience.

Annex 4: Summary information regarding the proposed federation

The following table summarises key information about the proposed federation.

Proposed name of the federation	The Drayton Green and St John’s Primary Schools Federation
Schools proposed to be within the federation	<ul style="list-style-type: none"> ● Drayton Green Primary School ● St John’s Primary School
Proposed date for the federation to become operational	Before or by September 2026
Proposed composition of the Federation Governing Body	<ul style="list-style-type: none"> ● The Executive Headteacher (who is the legal Headteacher of each school within the federation); ● Two parent governors elected by parents from across the two schools; ● One staff governor elected by staff from across the two schools; ● One governor nominated by the local authority; ● Up to 8 governors co-opted by the Governing Body (subject to employees not being more than one third of the total number of Governors, including the Executive Headteacher and staff governor). ● Total number of Governors: Up to 13
Employer of staff	<p>Ealing Council is the current employer of staff at each school (with staff acting under the direction of their respective Governing Body).</p> <p>Ealing Council would be the employer of all staff within the federation, with staff acting under the direction of the Federation Governing Body.</p>
Admissions authority	Ealing Council would continue to be the admissions authority for each school.