



Proposal to federate Powell's Church of England Primary School and Sapperton Church of England Primary School

The governing boards of Powell's Church of England Primary School and Sapperton Church of England Primary School have decided to consult with staff, parents and carers, and stakeholders on a proposal to federate the two schools. We will also consult with the Diocese of Gloucester, local parishes, Gloucestershire County Council and the trustees of Powell's Educational Foundation. This is your chance, as a parent, carer, member of staff and/or stakeholder, to let us know what you think about the proposal. This information and response form will be sent electronically to all parties and will be available from both school offices. The closing date for responses is **5pm on 21st September 2026**.

This paper contains:

- An explanation of the term 'FEDERATION'.
- Our vision and values for the federation
- The rationale for this proposal.
- Impact on pupils.
- Impact on staff.
- Impact on the Church and wider local community.
- Leadership structure.
- Governance Arrangements.
- Consultation Process.
- Details of how you can access more information.
- A response form for you to complete and return.

1. What is a Federation and what will be the arrangements for the individual schools?

A federation is defined as a formal partnership between two or more schools operating under a single, shared governing board. Each school is treated as an individual school and maintains their individual identities and names.

Each school will retain their Church of England Voluntary Aided status.

The admissions authority for the schools will be the governing board of the Federation.

The proposed federation would operate in accordance with The School Governance (Federations) (England) Regulations 2012 and with the support of The Diocese of Gloucester and Gloucestershire County Council.

Each school will continue to receive its own budget, and separate budgets will be retained.

The governing boards of the two schools are proposing to federate from 05/01/2027 as The Powell's and Sapperton Federation. This name may change following parallel consultations with our stakeholders on the name to be used for the Federation.



The decision to propose to federate was reached by both governing boards at duly constituted governing board meetings to discuss the proposed federation on 8 June 2026 for Powell's CoE Primary School and on 8 June 2026 for Sapperton CoE Primary School.

2. Vision and Values

Rooted in Christian faith, our federation will unite two distinct Church schools in one shared mission: to nurture every child to flourish spiritually, academically and personally within a community of love, dignity and service. Together, we will honour our individual identities while strengthening one another through shared leadership, collective wisdom and a deep commitment to excellence, inclusion and hope.

Through shared leadership, strong governance and collective expertise, we will strengthen educational provision, enrich opportunities and ensure sustainability for the future.

Our federation will be built on partnership — between pupils, families, staff, parishes and the wider community — creating environments where children are known, valued and inspired to make a positive difference in the world.

Our vision is:

Rooted in Love, United in Purpose, Enabling Every Child to Flourish.

As a federation, we will:

- Enable every child to flourish — recognising each child's individuality and inherent worth
- Cultivate wisdom and character — encouraging resilience, integrity and joy in learning.
- Serve our communities with love — living out faith through kindness, justice and generosity.
- Strengthen one another — honouring each school's distinct identity while growing together through shared leadership and collaboration.
- Together, we will create schools where children are known, valued and inspired to make a positive difference.



3. The rationale for this proposal

Over the past few years, the national and local landscape has changed and so the nature of support from both the local authority and, more informally, between local schools has changed. There is now even greater value in schools working together in a formal partnership. The importance of collaboration within the education system was reiterated in the recent Schools White Paper issued on 23 February 2026.

Since September 2025, the schools have shared an Executive Headteacher and collaboration across staff has been happening. This arrangement is enriching both schools. The Governors feel that the vision and values, whilst individual to each school are closely aligned across both schools and the Christian Ethos is one we want to grow and share across our communities.

Stability at Senior Leadership level and within the governing board will contribute to the success of both schools and we believe a federation will contribute to this. It is not always easy for people to find the amount of time needed to work on a governing board and we believe having one streamlined board, with local committees working alongside, will help us to recruit and keep people with the right skills and experience.

Working in partnership has already brought benefits to both schools, such as sharing expertise, sharing training opportunities, curriculum planning, and working on assessment together and federation will provide further opportunities.

Federation will help both schools to maintain their strong church school identities, by enabling shared worship, RE development and leadership opportunities within a church school framework. Strong collaboration with our local parishes and the Diocese of Gloucester will be maintained.

Importantly, forming a federation enables us to respond to the current educational landscape in a way which allows both schools to take control of our future, preserving autonomy and enabling us to shape decisions around collaboration and development. Acting proactively at this time, gives us an exciting opportunity to control our own destiny.

4. Impact on Pupils

Formalising the current relationship would benefit the educational opportunities for pupils and provide stability.

The Christian distinctiveness of each school which is valued by our parents and carers will grow and be shared.

Pupils will continue to benefit from strong and experienced leadership.

Pupils will benefit from a higher quality of teaching through greater staff collaboration and moderation.



The curriculum for each school will provide a consistent progression of skills designed by school leaders who know and understand the two school communities and their needs.

Cross-school relationships will enable pupils to take part on inter-school activities, events, trips and learning opportunities and they will feel part of a wider community.

Where appropriate for each context, techniques and staffing that have been used in one of the schools could be rolled out across the federation to support behaviour, SEND and wellbeing of pupils.

The Federation will continue to build on excellent practice to provide collaborative oversight of the most vulnerable pupils and the safeguarding of all pupils.

Each school will continue to receive their own budget. However, working together provides the potential for some shared costs and efficiencies, giving both schools increased funds for educational opportunities and resources.

Federation on a day-to-day basis will have minimal impact on the day-to-day activities of the schools and delivery of a wide and rich curriculum. Each school will keep their own uniform.

The Federation will help protect the future of both schools which can only be to the benefit of pupils.

5. Impact on staff

On the Date of Establishment of the Federation, staff will transfer employment to the governing board of The Federation of Powell's and Sapperton Federation and the **Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE)** will apply.

This means:

- **Employment will automatically transfer from the current governing board of each school to the federated governing board.**
- **Continuity of employment will be preserved.**
- **Continuity of service as a member of the Teachers' Pension Scheme or Local Government Pension Scheme will be preserved.**
- **Terms and Conditions of employment will remain unchanged.**
- **Existing employment rights will be protected.**
- **Staff will continue to be employed to work in the School in which they are currently employed.**

The transfer will take effect on the **date the federation is formally established.**'

Salary and pensions administration will continue as is with no changes, (Gloucestershire County Council will continue to administer the payroll and payments to the Teachers' Pension Scheme and Local Government Pension Scheme).

Staff will benefit from stable leadership to support high quality provision.



The Christian ethos of the Federation will be seen in all aspects of staff employment.

Staff across the two schools will be able to share ideas and develop practice.

The federation will help protect the future of both schools which can only be to the benefit of staff.

6. Impact on the Church and wider local community

Each school will remain on their current site with their current names serving their local communities.

Links with the Parish Church of St. John Baptist in Cirencester, the Parish of Sapperton with Frampton Mansell and St Kenelm's Church and more widely with the Diocese of Gloucester will continue to be central to school life.

The Federation on a day-to-day basis aims to strengthen community partnerships, not replace them.

7. Leadership structure

The current Executive Headteacher will become the Executive Head of the Federation. There will be a Head of School at each school.

This structure will provide:

- Strong strategic leadership; and
- Daily operational leadership at both schools.

8. Governance Arrangements

The schools will have a single federated governing board. Some of the governors will be elected by parents or staff, appointed by Gloucestershire County Council, some will be appointed by the Gloucester Diocesan Board of Education, some after consultation with the relevant Parochial Church Council or the Trustees of the Powell's Educational Foundation. Governors provide a wide range of skills and expertise and to be supportive of the Christian character of the schools.

All will be able to be involved in the strategic development of the federation to help secure the best possible outcome for every pupil. Members will have interaction with both schools.

There will also be local committees within each school which could include associate governors who would not have voting rights on governing board matters.



It is proposed that the new governing board will consist of 12 governors.

| Type of Governor | Number | Detail |
|-----------------------|--------|---|
| Parent governor | 2 | Elected across both schools as required by the Department of Education (ie not one from each school) |
| Headteacher | 1 | Executive Headteacher |
| Staff governor | 1 | Elected across both schools |
| Local authority | 1 | Nominated by Gloucestershire County Council |
| Foundation Ex-officio | 1 | Holding as result of their position e.g. one of the principal officiating ministers of the ecclesiastical parishes of Cirencester or Sapperton with Frampton Mansell. |
| Foundation governors | 3 | Appointed by the Gloucester Diocesan Board of Education after consultation with the Parochial Church Council of either school |
| Foundation governors | 3 | Appointed by the Gloucester Diocesan Board of Education after consultation with the Trustees of the Powell's Educational Foundation |
| Total | 12 | |

This composition conforms to statutory requirements.

9. Consultation Process

The consultation process is governed by regulation and is a statutory part of the procedure for forming the Powell's and Sapperton Federation. As part of the consultation process the governing boards of the two schools must consult:

- Diocese of Gloucester Education Board
- Gloucestershire County Council
- The Trustees of the Powell's Educational Foundation
- Staff employed at the two schools and their unions
- Parents and carers of registered pupils at the school

A letter will be sent to the Secretary of State for Education within one week of publication of this document informing them of the start of the consultation process by the governing boards of Powell's Church of England Primary School and Sapperton Church of England Primary School on federation.

The consultation process starts on 22nd June 2026 and closes at 5pm on 21st September 2026. The governing boards of both schools will meet to consider the views gathered from the consultation. Each governing board will separately decide whether or not to proceed with the proposal.



- If both governing boards decide to proceed, the intention will be for Powell's Church of England Primary School and Sapperton Church of England Primary School to form a Federation on 5th January 2027, (provisional).
- If it is decided that the schools will not federate then the schools will continue as standalone schools.

10. Details of how you can access more information.

We have organised drop-in sessions for parents/carers and any other interested parties to speak to governors and staff about the proposed Federation.

| Date and time | Date |
|---|---|
| Governors in Powell's to meet staff | 24/06/2026 at 3:30pm |
| Governors in Powell's to meet parents and carers | 29/06/2026 from 2:45pm to 3:45pm and 01/07/2026 from 8:35am to 9:15am |
| Governors in Sapperton to meet staff | 23/06/2026 at 4:45pm |
| Governors in Sapperton to meet parents and carers | 26/06/2026 from 3pm to 4pm |

We are keen to learn the views and thoughts of the two communities on this proposal and will strive to answer any questions raised. Governors will reflect on all responses when making their final decision and consider your views important. We encourage all parents, carers, members of staff and other interested parties to submit a response so we can gain a balanced view of the school community.

A response slip is attached to this document. Please either click below to complete the form electronically or fill in a paper copy and place it in the box which will be in each school or email it to clerk@powells.gloucs.sch.uk. If you choose the latter, you may be identified. Paper copies will be available in the school office.

Click here to complete the electronic form. [Proposal to federate Powell's CoE Primary School and Sapperton CoE Primary School – Fill in form](#)

The Closing Date for the return of the response form is **5pm on 21st September 2026**.



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Consultation Reply Form

Please give us your views on the proposal for the Federation.

You can give your views electronically using the link below:

[Proposal to federate Powell's CoE Primary School and Sapperton CoE Primary School – Fill in form](#)

Alternatively use the paper version below.

If you have any questions please include them in the comment box.

Please tick all the boxes that apply:

| | Powell's | Sapperton |
|---|----------|-----------|
| Parent/Carer of children at one of the schools | | |
| A member of staff at one of the schools | | |
| Another link to one of the schools | | |
| Someone else with an interest – please give details | | |



Comments: