



# Consultation about whether to establish The TEAM Federation



The Governing Bodies of Chase Bridge Primary School and Orleans Primary School are jointly proposing to formalise their partnership by establishing a federation. This federation would be called The TEAM Federation, where TEAM represents Together Everyone Achieves More.

This document provides more detail about why this is being proposed, what a federation is, and how to share your views. The consultation ends on Tuesday 26<sup>th</sup> May 2026.

## What is being proposed?

This consultation is about a proposal to establish a federation that would involve Chase Bridge Primary School and Orleans Primary School. Both schools are community schools, maintained by Richmond Council.

Annex 1 provides summary information about the proposed federation, and Annex 2 provides the proposed vision for the federation.

In March 2026 each Governing Body gave in-principle approval for the federation and approved undertaking this consultation. The responses from this consultation will inform the final decision of each Governing Body.

## Why is this being proposed?

The Governing Bodies believe that being part of a formal partnership provides benefits to each of the schools involved. In particular the Governing Bodies believe that strong partnerships are more likely to consistently achieve success than stand-alone schools because:

- Strong partnerships will bring together a larger number of staff than individual schools. This will mean that colleagues across both schools will be able to share expertise, for example through cross-school subject leadership and joint work in curriculum development. This will strengthen the quality of our curriculum and ensure greater consistency in teaching and learning for all children.
- Curriculum planning and development will involve colleagues from across both schools, including through joint moderation and shared assessment approaches. This will improve the quality of what is delivered, drawing on a wider range of expertise and will reduce workload for individual teachers by enabling shared resources and more efficient planning.
- Working with colleagues across both schools will strengthen our ability to retain and develop staff. Opportunities for collaboration between subject leaders, SEND teams and senior leaders will support professional development and make our schools an attractive place to work for current and future staff.
- Working collaboratively will also enable us to use our resources more efficiently. By aligning approaches, such as shared CPD, PiXL and safeguarding and attendance systems, we will be able to deliver strong provision for children and enable us to be more financially efficient than individual schools.

The federation builds our capacity and expertise compared to being two wholly separate schools. This enables us to be more effective and also more efficient; it also allows us to offer more opportunities for staff development and progression, so helping us retain staff and be attractive to new staff if we need to recruit.

Turning our partnership into a federation provides a secure, longer term community for our pupils and staff, enabling them to flourish.

## **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:

- retains its existing name, school uniform, and timings of the school day;
- continues to have its admissions policy determined by the appropriate admission authority;
- continues to receive individual funding; and
- is inspected individually by OFSTED.

Since our partnership was formed, staff at both schools have been working together to share expertise and drive improvement. Already, the schools have begun to develop shared assessment practices, align our maths curricula, and work collaboratively to secure increasing numbers of children for September 2026. Staff are increasingly seeking opportunities to share best practice, and we look forward to this developing further as part of a potential new federation.

## **What would the implications be for pupils and their families?**

On a day-to-day basis pupils and families would notice little if any difference. The staff who children interact with each day would be the same; the school name, school uniform and timings of the school day would not change.

Since our schools started working together we have been jointly reviewing our approaches to areas like curriculum and assessment, and we already have consistent policies and practices in areas such as behaviour, attendance, and special educational needs. These would continue into the federation. The ethos and expectations would remain as they are now.

Establishing the federation is about securing the existing partnership so that it can plan with confidence for the future. The partnership increasingly operates like a federation, with the exception of governance where we can only bring that together if the federation is formed.

## **How would the federation be governed?**

A new Federation Governing Body would replace the two existing Governing Bodies (which would automatically cease on the date that the federation becomes operational). The Federation Governing Body would have the same responsibilities for both schools as the current Governing Body has for each school now. Annex 1 includes the proposed structure of the Federation Governing Body and the process for appointing the governors.

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

Forming the federation would allow the leadership roles of Executive Headteacher and Head of School to become permanent roles. These roles are being undertaken by Mr Bishop (as Executive Headteacher), Mr Ostro (Head of School, Chase Bridge), and Ms Coward (Head of School, Orleans) as interim roles until the Governing Bodies decide whether to form The TEAM Federation. If Governors decide to proceed the process to make the posts permanent would be undertaken.

Staff at each school would remain at that school. All staff would continue to be employed by Richmond Council. All staff would act under the direction of the Federation Governing Body rather than the existing governing bodies.

## **What could happen in the future?**

If other school(s) wished to join the federation in the future, that would need the federation and the other school(s) to develop and consult on a proposal before making a final decision. In legal terms, it would require the ending of the federation that is currently being proposed and forming a new larger federation.

If parents or staff at one or both of the schools felt that the federation was not operating effectively, there are processes whereby the federation could be ended and the schools return to having separate Governing Bodies.

Richmond Council retain all of their legal responsibilities for each school, including regarding admissions and school organisation (such as expansion, contraction or closure).

## **What other options are available?**

Other options available to each Governing Body are:

- To continue with the current arrangements – this option is not sustainable in the long term as partnerships are inherently more fragile due to a lack of formal structure; in addition, national terms and conditions for teachers expect arrangements for shared leadership of schools to be formalised within two years of them starting.
- To end the partnership and act as separate schools – this is not considered to be in pupils' best interests due to the positive educational and financial impact of the partnership.
- Establish or join a multi-academy trust instead of a federation – it is considered unlikely that the two schools would be allowed to form a new multi-academy trust, and at this stage the schools do not wish to join an existing academy trust. Forming the federation would not prevent the schools deciding in the future to join an academy trust if that is considered appropriate in the future.

## **Who are we consulting?**

We are consulting staff, parents and carers, local authorities, our ward councillors and MPs, and other interested parties. Any individual or organisation is welcome to respond to the consultation.

## **How to have your say**

You are welcome to share any comments or questions with us by:

- Completing the online feedback form that is available [here](#) or from the website of each school; or

- Completing a paper copy of the feedback form, available from either school office; or
- Writing to the Executive Headteacher, Daniel Bishop, at the postal address of either school.

The consultation ends on Tuesday 26<sup>th</sup> May 2026.

## **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 TEAM 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 on 2 November 2026 (which is the proposed date for the federation to be formed).

If either Governing Body decides not to form the federation, Governors would need to consider the most appropriate next steps for the partnership.

## Annex 1: Summary information regarding the proposed federation

The following table summarises key information about the proposed federation.

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| Proposed name of the federation                        | The TEAM Federation   |
| Schools proposed to be within the federation           | <ul style="list-style-type: none"> <li>• Chase Bridge Primary School; and</li> <li>• Orleans Primary School.</li> </ul>   |
| Proposed date for the federation to become operational | 2 November 2026   |
| Proposed composition of the Federation Governing Body  | <ul style="list-style-type: none"> <li>• The Executive Headteacher (who is the legal Headteacher of each school proposing the federation);</li> <li>• Two parent governors elected by parents from across all the schools;</li> <li>• One staff governor elected by staff from across all the schools;</li> <li>• One governor nominated by the local authority; and</li> <li>• 10 co-opted governors</li> <li>• Total number of Governors: 15</li> </ul> |
| Employer of staff                                      | All employees of each current Governing Body who would be employed on the date that the federation becomes operational would continue to be employed by Richmond Council, and would operate under the direction of the federation Governing Body.   |
| Admissions authority                                   | Richmond Council would continue to be the admissions authority for each school for entry to statutory age education (as the schools are both community schools) and Richmond Council would determine the admissions policy (including over-subscription criteria) for each school in accordance with the School Admissions Code.  |

## Annex 2: Proposed vision for The TEAM Federation

The federation consists of two primary schools, from Nursery to Year 6, located in the London Borough of Richmond upon Thames. The federation aims to be formally established in November 2026, bringing together Chase Bridge Primary School and Orleans Primary School as founding partners.

The federation has been formed by two schools with community at their heart, united by a shared commitment to collaboration, respect, compassion and excellence. By working together, the schools aim to strengthen educational provision, share expertise and enhance outcomes for children while retaining each school's unique identity and local character.

Across the federation, schools collaborate in key areas including curriculum development, professional learning, leadership and the sharing of expertise. This partnership enables staff to learn from one another and provides children with a richer, more consistent educational experience, fostering a wider sense of belonging within a supportive federated community.

Both schools within the Federation will retain their own budgets and local identities, led on a day-to-day basis by the Heads of School. Strategic leadership is provided by an Executive Headteacher, supported and challenged by a single Governing Board of 15 governors, including elected staff and parent governors. Governance is founded on valuing each school as an individual community, united through a shared vision and collective responsibility.

At the heart of the federation is a clear and shared vision:

**Together we will create a warm, ambitious and inclusive federation where every child belongs, is known and encouraged to achieve their very best - academically, socially and personally.**

This vision is underpinned by common values and principles, ensuring that every child feels cared for, supported and challenged. The complementary cultures of Chase Bridge Primary School and Orleans Primary School - rooted in excellence, care, responsibility, creativity, and community engagement - strengthen opportunities for children and staff across both schools.

The federation is committed to high educational standards for all, with strong expectations for progress and attainment in reading, writing, mathematics and phonics, alongside targeted support to reduce barriers for disadvantaged pupils and those with SEND. A coherent and ambitious curriculum is enriched through shared opportunities in the arts, sport, and wider enrichment.

Inclusion and equality sit at the centre of federation life. Children's voices are valued through strong pupil leadership. Personalised pastoral care supports wellbeing and mental health. Close links to local services, including NHS mental health provision, enable schools to respond effectively to the changing needs of their communities.

The federation will also prioritise staff development, providing collaborative training, shared professional learning and clear pathways for growth and leadership. By nurturing talent and sharing expertise, the Federation ensures high-quality teaching and leadership across both schools.

Together, the federation works as a united yet distinctive partnership, committed to ensuring that every child thrives, each school retains its identity and all members of our community are strengthened through collaboration.

## **Annex 3: Governance of The TEAM Federation**

### **Federation Governing Body**

On the date that the federation becomes operational, the existing Governing Body of each of the schools joining the federation would automatically cease and the federation Governing Body would be incorporated.

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

- The Executive Headteacher (who is the legal Headteacher of each school proposing 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; and
- 10 co-opted governors.

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 would be legally made by Richmond Council, who would also nominate the LA Governor.

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 (Daniel Bishop);
- Nominations would be sought for the parent and staff governor roles from the communities of the schools forming the federation, 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 GB);
- The local authority would propose the local authority governor (who would be appointed by the Federation Governing Body); and
- The Federation Governing Body would appoint the co-opted governors.

The Federation Governing Body would have the same legal responsibilities as each current Governing Body, but for all schools within the federation. The focus when seeking Governors 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.