

Formal Proposal for the
North Yorkshire Rural Schools Federation

Schools:

* Foston Church of England Voluntary Controlled Primary School *

* Langton Primary School *

* Stillington Community Primary School *

* Terrington Church of England Voluntary Aided Primary School *

Date: 23 April 2025

Formal Proposal of the Governing Bodies of FST Primary Schools Federation, and Langton Primary School (together “the schools”)

INTRODUCTION

This proposal has been drafted after individual Governing Body discussion, and consideration by a Joint Strategic Development Committee comprising governors from each of the Governing Bodies.

At separate Full Governing Body meetings on 27 March 2025, each of the Governing Bodies supported the proposal to enter formal consultation around the potential for the schools to become a federation to be known as North Yorkshire Rural Schools Federation.

CONTEXT OF THE SCHOOLS

FST Primary Schools Federation

FST Primary Schools Federation comprises three very small primary schools:

- Foston Church of England (Voluntary Controlled) Primary School
- Stillington Community Primary School
- Terrington Church of England (Voluntary Aided) Primary School

The schools are in the North Yorkshire Council Local Authority, and the Diocese of York. They serve similar rural village communities, and all three cater for children between the ages of 3 and 11 years.

Pupil numbers (March 2025):

Foston CE (VC) Primary	61
Stillington Community Primary	33
Terrington CE (VA) Primary	28

FST Primary Schools Federation was formed on 28th March 2023 when the Foston and Terrington Church of England Federation, and Stillington Community Primary School federated following a period of successful and mutually beneficial collaboration facilitated through shared Leadership arrangements.

FST’s Executive Headteacher, Mrs Sarah Moore, has led the three FST schools since their initial collaboration in August 2020.

Most recent Inspection outcomes:

School	SIAMS	Ofsted
Foston CE (VC) Primary	23.1.2024 - the school is living up to its foundation as a Church school	15.10.24. Full, graded (section 5) inspection. Outcomes: Quality of education - Good Behaviour and attitudes - Good Personal development - Good Leadership and management - Good Early years provision - Outstanding
Stillington Community Primary	N/A	5.3.24. Full, graded (section 5) inspection. Outcomes – Good in all areas

Terrington CE (VA) Primary	11.3.2019 - Good	15.11.23 Full, graded (section 5) inspection. Outcomes – Good in all areas
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Langton Primary School

Langton Primary School is a small rural primary school located in the North Yorkshire Council Local Authority, and the Diocese of York. The school caters for children between the ages of 4 and 11 years.

Pupil numbers (March 2025):

Langton Primary School	104
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The previous Headteacher at Langton Primary School left the school in September 2023, an interim Headteacher was in place from September 2023 to January 2024. FST's Executive Headteacher, Mrs Sarah Moore, has led Langton Primary School since January 2024.

Most recent inspection outcomes:

School	SIAMS	Ofsted
Langton Primary School	N/A	The school's last full, graded (section 5) inspection was on 24.9.2015. The outcome was Good in all areas. On 19.6.2024 Ofsted carried out an ungraded (section 8) inspection: Outcome - No change to Langton Primary School's overall judgement of good; however, the evidence gathered suggested that the inspection grade might not be as high if a graded (section 5) inspection had been carried out.

CONTEXT OF THE FEDERATION PROPOSAL

FST Primary Schools Federation and Langton Primary School have been formally collaborating, with shared leadership, since January 2024. Langton had previously worked closely with Foston and Terrington schools over several years, including for joint staff and governor training.

In May 2023, the Chair of Governors of Langton Primary School contacted FST to explore the possibility of the schools working in partnership, with shared leadership. The Langton Board had previously identified collaboration with schools of a similar and complementary profile as a preferred strategic option, if exploring alternative models of school organisation or leadership.

In July 2023, following agreement from North Yorkshire Local Authority and York Diocese, FST and Langton Governing Boards approved entering into a formal collaboration, including shared leadership arrangements, from January 2024, with a view to exploring federation after a year of successful collaboration.

Since January 2024, the partnership has been successfully developing a consistent approach to curriculum, pedagogy and assessment, with shared policies and practices in areas such as safeguarding, behaviour, attendance, and Special Educational Needs. This approach has supported continuity and sustainability across the four schools, whilst continuing to uphold the distinctive culture and ethos of each school in the partnership.

The Governing Bodies of the schools have been looking at ways of working more closely together to maximise the impact of the collaboration on educational provision for children in each of the schools. Both Governing Bodies believe that building upon this existing close working relationship will ensure continuity and stability, providing the best education for our children whilst maintaining each school's distinctive culture and ethos.

All four schools now share the same Senior Leadership Team, Middle leaders too are working together across the four schools, providing expert leadership in areas of the curriculum. The children too have shared activities together to maximise learning opportunities and wider social and sporting experiences. The Chairs of both Governing Bodies have collaborated closely, sitting as Associate Members on each other's Board, and all governors have shared joint training and development opportunities.

Throughout the collaboration, each school has retained its own unique, individual distinctiveness within its own community. This has been, and remains, of paramount importance to each school.

WHAT IS FEDERATION?

Firstly, we can reassure you that:

- It is NOT an amalgamation of the schools
- It is NOT a closure of any of the schools

When two or more schools work together under a single Governing Body, this is called a federation. A federation is a formal arrangement, governed by regulations, between two or more Local Authority Maintained Schools which enables them to work in partnership with a view to raising standards, finding new ways of improving teaching and learning, and building on the strengths of each school.

The four schools will remain legally separate, each with their own allocated budget, premises and policy for admissions, and will continue to share one Executive Headteacher. Governance arrangements will be set out in a new "Instrument of Government" agreed with the Diocese of York and approved by North Yorkshire Council.

WHY FEDERATE?

The Governing Bodies of FST Primary Schools Federation and Langton Primary School have judged it is the right time to move from our current collaboration to a federation, to secure the existing partnership so that it can plan with confidence for a sustainable future.

Federation will involve a change in governance to one single Governing Body for all four schools. In all respects other than governance, the partnership already operates like a federation. We believe that governing together in a formal partnership will embed and formalise the work of the collaboration to the benefit of all the children. The change will confirm and embody the commitment of staff and governors to work together, building on the success of the collaboration both now and in the future.

The proposed federation offers a strategic opportunity to secure the long-term success and sustainability of our schools. By joining together in a new federation, we can:

1. **Provide the best possible opportunities and outcomes for all our children** - through increased capacity to offer an enhanced, richer and broader curriculum in our small schools; and through effectively utilising the skills of a wider staff team, sharing expertise, resources, and best practices, to drive continuous improvement in teaching and learning, giving every child the best possible start in life.
2. **Strengthen leadership and career development across the schools** - by supporting an Executive Headteacher role across the federation that is secure, sustainable and an attractive proposition to potential future candidates; this is particularly important for small rural primary schools like ours which often struggle to appoint high quality Headteachers. The proposed staffing structure offers increased capacity for Senior Leadership posts across the four schools, providing enhanced career progression and strategic management opportunities to better develop future school leaders. Through joint staffing structures, in subject leadership and other areas, the proposed federation offers career development opportunities for all staff, ensuring professional growth, and the retention of skilled educators.
3. **Increase efficiency, financial stability, and governance strength** - through streamlining administration processes and aligning timesaving, efficient practices across the four schools, without compromising quality, personal relationships or communication. The proposed federation offers increased opportunities for each school to benefit from financial economies of scale, joint purchasing, and more efficient budget management. A single Governing Body strengthens strategic oversight, ensuring robust leadership and decision-making across all four schools.
4. **Secure the long-term future of all four schools** - in a challenging national picture of education arrangements, funding and accountability, federation allows each of our small schools to retain its unique, individual distinctiveness within its own community, while benefiting from shared leadership, governance, and resources. Importantly, the proposed federation will strengthen the sustainability of our four small rural schools, so they can continue to provide the best possible service to children and families locally. Furthermore, should the federation, in the future, opt to join a Multi-Academy Trust (or if this be required by Government policy), we will be in a stronger position to negotiate this change.

NEXT STEPS

The current Governing Bodies of FST Primary Schools Federation and Langton Primary School, with the support of NYC and York Diocese, have given considerable thought to this proposal. We are now asking children, parents, staff and our local communities to consider our proposal and share their views with us.

The closing date for responses is 4pm on Thursday 5 June 2025

Both Governing Bodies will meet during the w/c 16 June 2025 to jointly consider any consultation responses before each Governing Body meets separately to decide whether to:

- Proceed with the proposal for federation as published
- Proceed with the proposal for federation with such modifications as the governing body think appropriate, or
- Not to proceed with the proposal for federation

The decision will be announced by email and published on the schools' websites.

STATUTORY PROPOSAL

This is a formal proposal made by the Governing Bodies of FST Primary Schools Federation, and Langton Primary School under section 8 of The School Governance (Federations) (England) Regulations 2012.

This proposal covers the following key areas:

1. The names of all the governing bodies wishing to federate together and proposed federation date
2. The proposed name of the new federation
3. Details of the proposed size of the federation's governing body
4. The identity of the admissions authority for the schools within the proposed federation
5. The date, not less than six weeks after the publication of the consultation proposal, by which written representations must be returned to the governing body and the address to which they should be sent
6. The nature and scope of the formal consultation process
7. A draft Instrument of Government for a Federated Governing Body
8. The proposed governance structure for the federation
9. The proposed leadership structure for the federation and its impact on the schools (including key Human Resources issues arising from this)
10. The nature of the engagement with the local authority
11. The financial implications of federating.

1. Governing Bodies wishing to federate

The governing bodies of FST Primary Schools Federation and Langton Primary School are proposing to form a federation following a period of formal consultation as outlined in the sections that follow, to take effect from 1 September 2025.

2. Name of the proposed federation

The proposed name of the new federation is North Yorkshire Rural Schools Federation.

3. The size of the proposed federation's Governing Body

Governing bodies entering into a federation must now do so in accordance with the School Governance (Federations) Regulations 2012 and any subsequent amendments.

The proposed federation Governing Body consists of 14 governors as follows:

Category	Number	Notes
Executive Headteacher	1	<i>Ex-Officio</i>
Parent Governors	2	<i>The number of Parent Governors is fixed at two by regulation. Elected by parents from across the four schools</i>
Local Authority Governor	1	<i>Appointed by the governing body from nominations by North Yorkshire Council. Appointment will be based on the skills and expertise required by the governing body.</i>
Foundation Governor *	5	<i>3 (including Ex-officio) – Terrington PCC 2 (including Ex-officio) – Foston PCC</i>
Staff Governor	1	<i>A federation can only have one Staff Governor under the regulations. Elected by staff from across the four schools</i>
Co-opted Governor	4	<i>Co-opted Governors can include parents of pupils at the schools, staff at the schools and other members of the community and are appointed on the skills required by the governing body.</i>

*See Appendix 2

Elections will take place across the four schools for the Parent Governor and Staff Governor positions on the new federation Governing Board.

The Governing Body also could appoint associate members who may serve on committees and attend Governing Body meetings as required. Associate members are not governors and therefore do not have a vote in Governing Body decisions but may be given a vote on decisions made by committees to which they are appointed. The federated Governing Body may seek to retain skills from current governors through the use of associate members.

4. The Admissions Authority

- a) North Yorkshire Council (NYC) will remain the admissions authority for Foston Church of England (Voluntary Controlled) Primary School, Langton Primary School, and Stillington Community Primary School.
- b) The proposed federated Governing Body would become the admissions authority for Terrington Church of England (Voluntary Aided) Primary School, in place of the current FST Primary Schools Federation Governing Body.
- c) Admissions to each school would continue to be made separately in accordance with the published admissions arrangements for the relevant school and the Local Authority's coordinated admissions arrangements.

5. Consultation - Dates and how to provide feedback

On 27 March 2025, each Governing Body gave in-principle approval for the federation, and agreed to undertake this consultation. The responses from this consultation will inform the final decision of each Governing Body.

This consultation will remain open for at least 6 weeks, to enable representations to be made to the respective governing bodies.

Date/s	Activity
23.4.25 to 5.6.25	Parents / Public consultation period
23.4.25	TUPE consultation meeting with staff
23.4.25 to 5.6.25	Staff consultation period

w/c 5.5.25 & 12.5.25	Parent / Community consultation meeting for each school
w/c 16.6.25	Governing Bodies meet to consider consultation responses, and individually decide whether to proceed to Federation
w/c 16.6.25	Governing Bodies proceed to implementation, including: <ul style="list-style-type: none"> • Draw up and obtain approvals for federation Instrument of Government • Form new federated Governing Body
1.9.2025	Federation commences and federated Governing Body meets

A copy of the consultation document is available for inspection during the opening hours of the respective schools and is also available to be viewed on each school's website.

To make your views on our proposal known, we have provided a Consultation Response Form (Appendix 3). Paper copies of the Consultation Response Form are available, on request, from each school office.

Completed Consultation Response Forms, or other written representations, can be submitted via post or email to:

FEDERATION CONSULTATION
C/O Foston CE Primary School
Foston
York
YO60 7QB

Email: consultation@foston.n-yorks.sch.uk
consultation@langton.n-yorks.sch.uk

Written representations can also be hand delivered to each school's reception where receipt of the response will be taken for the records.

Alternatively, if it is more convenient to respond electronically, you can do so here: <https://forms.office.com/e/RJvaFutjFF>

6. Nature and scope of formal consultation

Each Governing Body is committed to meaningful stakeholder engagement throughout their respective consultation periods. The consultation process is supported by the York Diocesan Board of Education and the local authority (NYC).

Although the timing of the formal consultation is synchronised between the schools, each consultation is discrete to each school. As such, any written representations should be made for the attention of the relevant Governing Body and will be considered at this local level in order to maintain impartiality and reach a decision that is right for each school community.

In each school, the formal consultation will consist of:

- Publication of this proposal on the website of each school.
- E-mailed letters to all parents outlining the consultation and signposting to the full proposal online (including advice on how to obtain a hard copy by request and advice on how to make written representations).

- E-mail letters to all staff employed to work at the schools, outlining the consultation and signposting to the full proposal online. Hard copies of this proposal document and covering letter will be available at each school.
- A scheduled Open Meeting for Parents/Carers and interested members of the public will be held for each school (as tabled below). Parents from any school will be welcome at any parents' consultation meeting but we will need to ensure it is clear which school any questions are relating to. Attendance at these Open Meetings will be recorded, and notes taken.

School	Date	Time	Venue
Foston CE Primary School	6.5.2025	4pm	Foston & Thornton le Clay Village Hall
Langton Primary School	6.5.2025	7pm	Langton Primary School
Stillington Primary School	13.5.2025	7pm	Stillington Primary School
Terrington CE Primary School	13.5.2025	4pm	Terrington Village Hall
Online via TEAMS	14.5.2025	6.30pm	Teams link: Click here

- A scheduled staff consultation meeting for staff from Foston, Langton, Stillington, and Terrington Schools at 4.15pm on Wednesday 23 April 2025 at Langton Primary School, or via Teams. Additional detail surrounding this will be provided to staff separately.
- A copy of this proposal document and covering letter will be forwarded to all main teaching and support staff trade unions, and trade union representatives invited to the scheduled staff meeting.
- A copy of this proposal document and covering letter sent to the Secretary of State, the Local Authority (NYC), the Diocesan Authority (York DBE), the Parochial Church Councils, local Parish Councils and County Councillors, at the start of the consultation period.
- The consultation document has been sent out in line with the statutory requirements for this consultation, as prescribed by The Department for Education in the document "Guidance on the School Governance (Federations) (England) Regulations 2012" and "The School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016."
- Carefully planned pupil involvement to engage children with the rationale for the proposal and any potential impact on them.

7. Draft instrument of Government

A draft of the Instrument of Government for the new federation Governing Body can be found at Appendix 1 of this proposal.

8. Proposed governance structure

- a) The federation shall have one overarching Governing Body with governance responsibility and accountability across the schools.
- b) The Governing Body is expected to have at least two sub-committees which shall have delegated responsibility and accountability across the four schools:
 - Finance and Resources (F&R) Committee
 - Pupil Progress and Attainment (PP&A) Committee
- c) It is expected that a Christian Distinctiveness Working Group will provide oversight and assurance of the distinctiveness and effectiveness of the federation's Church of England schools, providing support and advice to the Governing Board where appropriate.
- d) Each School will continue to be inspected by Ofsted on an individual basis, and each Church of England school will continue to have their own SIAMS (Statutory Inspection of Anglican and Methodist Schools) inspection.

9. Proposed leadership structure and HR implications

- a) The federation shall have an Executive Headteacher who works across the schools. The Executive Headteacher will be employed by the Governing Body of the federation and will have full time responsibility for each of the schools, working part of each week at each site to oversee the running of day-to-day operations.
- b) The federation shall have two Heads of School, each responsible for the day-to-day management of two schools in the federation. The Head of School (Foston and Langton) will be employed by North Yorkshire Council, the Head of School (Terrington and Stillington) will be employed by the Governing Body of the federation. The Heads of School will split their time between their two schools.
- c) The federation shall have a Religious Education Subject Leader, who works across all four schools. The Religious Education Subject Leader will be employed by the Governing Body of the federation.
- d) On federation, staff at Foston CE (VC) Primary School, Langton Primary School, or Stillington Primary School, who are currently employed by North Yorkshire Council will continue to be employed by North Yorkshire Council, under the direction of the federated Governing Body and the Headteacher.
- e) Staff currently employed by FST Primary Schools Federation Governing Body whose work base is Foston CE (VC) Primary School, or Stillington Primary School, will automatically transfer from the FST Primary Schools Federation Governing Body to be employed by North Yorkshire Council, under the direction of the federated Governing Body and the Headteacher, under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE).
- f) Staff currently employed by FST Primary Schools Federation Governing Body whose work base is Terrington CE (VA) Primary School, or who are the Executive Headteacher, Head of School (Terrington and Stillington), or the Religious Education Subject Leader, will automatically transfer from the former FST Governing Body to the new federated Governing Body under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE).
- g) The above arrangements in respect of the designated employer will apply to new appointments, i.e. people recruited to work at Terrington as their usual place of work will be employed by the new federated Governing Body, and those recruited to Foston, Langton or Stillington will be employed by North Yorkshire Council. Where an employee changes their work base as a permanent arrangement, then their employer may change accordingly, in line with this position.
- h) Current staff will continue to work at their present site, though they will, on occasion, have the opportunity to work across the schools for their own development, or to share expertise. Where it provides opportunity for improved outcomes for pupils or improved efficiency, future staff appointments will include a mobility clause in their contracts, so that staff can readily work in either one, or across all schools.

- i) There will be no change to employment conditions of service for staff at any school without the normal consultation process.

10. Engagement with the local authority and diocese

- a) The schools have worked closely with appropriate representatives from North Yorkshire Council (the LA) and the York Diocesan Board of Education (the YDBE) throughout the informal consultation process.
- b) The YDBE must approve any plans for a Church of England school to join a federation and will do so only where the necessary protections for the school's foundation are protected.
- c) The LA and the YDBE have provided advice and guidance on the federation process itself as well as contributing to the discussions around the potential school improvement benefits that such federation could bring; both support the Governing Bodies in making this proposal.
- d) The Governing Bodies have brokered specialist legal, HR and pay advice and will continue to do so if the proposal progresses towards implementation following consultation.

11. The financial implications of federating

- a) Although federation will mean a single governance structure across the schools, each school will remain separate in terms of funding allocation from the LA.
- b) The new federation Governing Body would be responsible for ensuring that the budget for each school would balance and would not use the budget of one school to disadvantage another.
- c) A single governing body allows for prompt and efficient budgetary decisions on behalf of all schools
- d) Any costs shared by the four schools, such as the Executive Headteacher's salary, would be split between them, as is appropriate and proportionate.
- e) There will be improved budget opportunities by some sharing of resources and economies of scale, savings made will be reinvested in the schools.
- f) Foston and Terrington Schools will continue to operate a merged budget. The new federation may seek to manage the schools' budgets as a single budget in the future if this approach is expected to yield significant benefits, subject to Local Authority agreement.
- g) As LA Maintained Schools, the LA retains overall responsibility for the financial viability of each school. In-year and carry-forward deficits or surpluses remain with the individual schools.

The Governing Bodies of FST Primary Schools Federation and Langton Primary School, with the support of NYC and York Diocese, have given considerable thought to this proposal.

We are now asking parents, staff, and our local communities to consider this Proposal Consultation Document and share their views with us.

Thank you for your support in considering this important decision for our schools.

Appendix 1 Draft Instrument of Government

NORTH YORKSHIRE COUNCIL

The School Governance (Federations) (England) Regulations 2012 (as amended by The School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016)

INSTRUMENT OF GOVERNMENT

1. The name of the federation is: North Yorkshire Rural Schools Federation
2. The names and categories of the schools in the federation are:

Name	Category
Foston Church of England Voluntary Controlled Primary School	Voluntary Controlled
Langton Primary School	Community
Stillington Primary School	Community
Terrington Church of England Voluntary Aided Primary School	Voluntary Aided

3. The name of the governing body is: The Governing Body of North Yorkshire Rural Schools Federation
4. The governing body shall consist of the following:

Category of Governor	Number of Governors in each category
Headteacher	1
Parent governors	2
Local Authority Governor	1
Foundation Governors	5
Staff Governor	1
Co-opted governors	4

5. Total number of governors is **fourteen (14)**.
6. The Church School Oversight Agreement dated 1.9.2025 sets out the conditions upon which the Foston Church of England Voluntary Controlled Primary School and Terrington Voluntary Aided Primary School are to be governed, and this Instrument shall be read in conjunction with its terms.

7. In the event of any breach of the Church School Oversight Agreement (as defined by that agreement) the governing body shall, at the request of The York Diocesan Board of Education, immediately be reconstituted to include such number of foundation governors that they shall outnumber all other governors by 2.
8. Foundation governors are appointed by The York Diocesan Board of Education after consultation with: -
 - i) The Parochial Church Council of the parish in which Foston Church of England Voluntary Controlled Primary School is situated (1).
 - ii) The Parochial Church Council of the parish in which Terrington Church of England Voluntary Aided Primary School is situated (2).
- a. The holders of the following offices shall be foundation governors ex-officio;
 - iii) The Principal Officiating Minister of the Parish in which Foston Church of England Voluntary Controlled Primary School is situated.
 - iv) The Principal Officiating Minister of the Parish in which Terrington Church of England Voluntary Aided Primary School is situated.
- b. The Archdeacon of York shall be entitled to appoint a foundation governor to act in place of an ex-officio foundation governor whose governorship derives from the office named in (a) above, in the event that the ex-officio foundation governor is unable or unwilling to act as a foundation governor, or where there is a vacancy in the office by virtue of which his or her governorship exists.
9. The Archdeacon of York is entitled to request the removal of any ex-officio foundation governor and to appoint a substitute governor.
10. There is a record of a Trust Deed for Foston Church of England Voluntary Controlled Primary School, dated 28 March 1844.
11. Foston Church of England Voluntary Controlled Primary School, and Terrington Church of England Voluntary Aided Primary School are schools designated as having a religious character and whose ethos is derived from a Church of England Foundation:

“Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level.

The school aims to serve its community by providing education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers all its pupils”.
12. This instrument of Government comes into effect on the 1.9.2025
13. This instrument was made by order of North Yorkshire Local Authority on _____
14. A copy of the instrument must be supplied to every member of the governing body (and the Headteacher if not a governor), any trustees and to the appropriate religious body.

Appendix 2 Foundation Governors in Church Schools

Foundation Governor appointments are a key protection in Church of England schools. They are governors who, alongside their general role of being a governor, have special responsibility to secure that a Church of England school's religious character is preserved and developed and that the school is conducted in accordance with any trust deed for the school.

There are different numbers of Foundation Governors on governing bodies depending on the type of Church school(s) the governing body oversees. For example, in a Voluntary Aided (VA) school, Foundation Governors must outnumber all other governors by two. As the proposed federation includes a VA school (Terrington), the York Diocesan Board of Education (DBE) usually requires that any proposals will include a Foundation Governor majority (such number of foundation governors that they shall outnumber all other governors by 2) to ensure that this key protection is carried across into the new structure, however a 'reduced foundation model' has been agreed, subject to a binding legal framework (Church School Oversight Agreement) being put in place between the federation's governing body and York DBE to ensure the VA school legal protections remain.

Foundation Governor appointments include ex officio roles (e.g. the vicar serving the parish of a Church school), alongside specified numbers of appointments that are made by the DBE following consultation with the relevant Parochial Church Council (PCC). The DBE encourages a dialogue involving schools and the relevant PCC to make sure that potential appointments meet school needs and that interested individuals understand and are committed to carrying out the full responsibilities of being a governor. Like every type of school governor, this includes acting in the best interests of all the schools in the proposed federation.

