

PROPOSAL TO FEDERATE DOUGLAS VALLEY NURSERY AND HINDLEY NURSERY SCHOOLS

FORMAL PROPOSAL FOR CONSULTATION APRIL 2025

This template covers information that must be included in the formal proposal document, as detailed in Department for Education (DfE) [guidance](#). It also includes additional required information for stakeholders about the reasons for federating and the expected outcomes.

Proposal to be published on the school website and sent to:

- All staff
- All parents and carers
- The Local Authority
- Department for Education (within 7 days of proposal being published)

Federation name:	The REaCh Nursery School Federation
Date of proposed federation:	1 st September 2025
Names of all governing boards proposing to federate: The named governing bodies hereby confirm agreement to the proposal to federate	The Governing Board of Douglas Valley Nursery The Governing Board of Hindley Nursery
Address and deadline for responses to the consultation:	Michelle Foster Strategic Lead for School & Academy Governance Wigan Council Life Centre South College Avenue Wigan WN1 1NJ Deadline for responses: Monday 30 th June 2025
Contact email address for queries:	Michelle.foster@wigan.gov.uk

Rationale for federating and benefits

Since the resignation of Douglas Valley Nursery's Headteacher in April 2024, the substantive Headteacher of Hindley Nursery has taken on the role of Acting Executive Headteacher over both settings.

Formally federating will provide greater opportunity to procure and share resources, recruit, develop and retain staff, share good practice, and develop the curriculum to improve outcomes for the children. Federating will also provide an opportunity to embed efficiencies which will lead to improved financial sustainability.

Each setting within the Federation will retain their own individual identity and status, whilst sharing an Executive Headteacher who will be accountable to a single Federation Governing Board with oversight across both settings within the Federation.

Consideration has been given to joining a local multi-academy trust. However, Governors believe that the benefits at this time of federating outweigh the benefits of joining a multi-academy trust.

A federation is a number of settings coming together, in this case two, under a single governing body. It allows collaboration and sharing of resources and expertise to benefit all students and provide better opportunities to them.

Financial and wider implications

Individual setting budgets which are allocated by the Local Authority will be retained. However, there is the opportunity for a small element of pooled resource for joint buy backs, e.g. salaries of staff working over both settings and SLAs to support governance.

Each setting will also maintain its own asset register.

Both nurseries will remain local authority maintained and will continue to be funded and controlled by Wigan Council.

Federation ethos, vision and strategic priorities

The REaCh Nursery School Federation

“Working together with integrity to Reach Each Child and give them the best possible start.”

Our Values: Honesty, Respect, Relationships, Equality, Wellbeing, Quality and Standards.

Our Mission: Our aspiration is for each child to reach their potential and beyond, regardless of their unique starting point. We are at the heart of our community, valuing our families and helping them to feel safe and able to achieve.

We place each child at the centre and we build our curriculum around their needs and interest. We believe that all our interactions matter and help support our children to grow, develop and learn. We create learning environments that encourage children to be curious, ask questions, find solutions, build relationships and become resilient, kind and happy individuals.

Our Strategic Priorities:

1. To create strong governance and strategic leadership across the federation that understands and recognises the crucial role of early childhood.
2. Respond to local and national initiatives to ensure a sustainable future for the Wigan Maintained Nursery Schools.
3. To ensure consistently high quality of teaching and learning across our federation of maintained nursery schools that is worthy of dissemination across Wigan and beyond.
4. To create a culture of investment in our children, families and staff to ensure they flourish and develop.

Proposed leadership & staffing arrangements

Staffing arrangements will remain as they are and staff will remain employed by Wigan Council. The contracts of employment for staff will not change as part of the federation process..

The temporary Executive Headteacher position and Pastoral and School Lead post will be made permanent from the date of federating.

No further proposed changes will be made to the existing staffing arrangements due to the process of federating. However, the staffing structure will remain under review as/when natural turnover of staff occurs in line with good financial management, and this does not preclude any future review of the staffing structure should this be necessary to resolve any future budget deficit. Any changes to staffing or review of staffing structure would be agreed by the wider Federation Governing Body and would be carried out in accordance with employment law and internal policy and procedure as normal.

Size and constitution of proposed Governing Board

A new Governing Board will be constituted on the date of federation. The two existing Governing Boards will cease to exist.

A new Instrument of Governance will be prepared by Wigan Governor Services.

The total proposed number of governors on the governing board will be 11 comprising:

- 1 Executive Headteacher
- 1 Staff Governor
- 2 Parent Governors
- 1 Local Authority Governor
- 6 Co-opted Governors

Elections for Staff and Parent Governor positions will take place as soon as practicable following the date of federating.

Admissions authority for schools within the Federation

The admissions authority for the schools within the Federation will continue to be Wigan Council