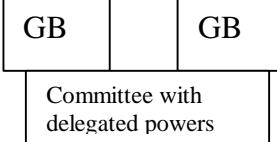
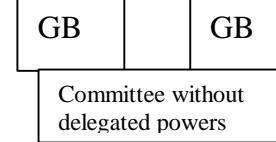
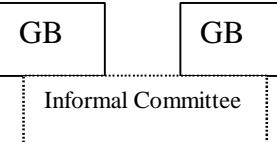


Appendix D - Federations Continuum

	Hard Governance Federation	Soft Governance Federation	Soft Federation	Informal, Loose Collaboration
	STATUTORY		NON-STATUTORY	
Diagram				
Governing Body?	Single governing body shared by all schools.	Each school has its own governing body, but the federation has joint governance / strategic committee with delegated power	Each school has its own governing body; the federation, however, has joint governance / strategic committee without delegated powers	Each school has its own governing body and the group of schools meet informally on ad-hoc basis
Statutory?	Yes. Hard governance federations are established using Federations Regulations made under Section 24 Education Act 2002	Yes. Soft governance federations established using Collaboration Regulations , made under Section 26 Education Act 2002	No. Schools can set up soft federations without having to follow regulations.	No. Schools can form informal collaborations without having to follow regulations.
Common goals?	All schools share common goals through SLA and protocol ; having single governing body allows for efficient, streamlined decision making in all areas .	All schools share common goals through SLA and protocol ; joint committee can make joint decisions in some areas, but not all .	All schools share common goals through protocol ; joint committee can make joint recommendations , but it is up to individual governing body to authorise plans.	All schools share common goals and can work together on ad-hoc issues and informal agreements .
Common Budget?	No, but having a single governing body allows for prompt budgetary decisions on behalf of the group of schools.	No, but if JSC has budgetary powers delegated to it, they can make prompt budgetary decisions for the group of schools.	No, but it could make budgetary recommendations for the group, which in turn would have to be approved by individual governing body.	No. However, if group of schools wish to commit budget, they would need to go back to their individual governing bodies to approve.
Shared staff?	Common management and appointments are agreed in a simple, effective manner. Sometimes choose to have single headteacher across group of schools.	Common management positions and appointments , but need to have protocol / contract to underpin commitment to shared posts.	Common management positions and appointments , but need to have protocol / contract to underpin commitment to shared posts.	Unlikely to have common management positions, but if they exist, they have to be agreed in a protocol / contract.