



Eastbrook School

www.eastbrookschoo.org

Executive Headteacher: Tony Roe

Consultation outcome of the proposal to form a Hard Federation between Barking Abbey and Eastbrook Schools.

17th July 2026

Dear Eastbrook community,

Having completed the consultation process with staff, parents and the unions the two governing boards met separately last week to consider whether a hard federation between Eastbrook and Barking Abbey schools would provide the best long term educational platform for our students and staff.

After careful deliberation both sets of governors voted unanimously in favour of the federation in the knowledge that this decision had the full support of the London Borough of Barking and Dagenham.

The federation will ensure both schools will be able to provide high quality education services to their communities. It will facilitate the sharing of best practice, ideas and expertise across the 2 schools and provide staff and students with efficient, high quality support. For these reasons, governors decided that the federation provides the best way to continue the outstanding progress made by both schools over the past 3 years.

As governors we are committed to ensuring the very best outcomes for all of our students and helping them to develop their broader personal skills, ready to achieve success once they move on from the school. The federation creates stability for both students and staff and a shared environment of excellence which gives us confidence that both schools will continue to prosper.

Rationale for making the decision

During the consultation process questions were asked in several areas. The Governors considered these questions and discussed them at length with external advisors, the school, the LA and Barking Abbey governors. As part of the decision-making process all of the questions asked and answers to them are being published but we have summarised some key themes below.

Effect of the partnership

Although governors acknowledge that school improvement is the result of the combined efforts of leaders, staff and the wider school community, they believe the partnership has made a substantial contribution to the progress seen at Eastbrook. The school is now calm and orderly on a daily basis, has achieved a balanced budget for the first time in years, is growing in both size and popularity, and received a strong Ofsted inspection outcome. While it is difficult to quantify the precise impact of any single factor, governors

are confident that the partnership has been an important driver of these improvements. We are also optimistic about a further increase in pupil outcomes this summer.

Leadership arrangements and autonomy

Currently the school has an Executive Headteacher overseeing both schools, a Headteacher primary phase and Headteacher secondary phase. The headteacher secondary phase is an interim secondment from Barking Abbey. Early next academic year the school will start the process of recruiting a substantive Headteacher.

The current leadership arrangements give autonomy to the two headteachers for certain decisions and for others decisions are made as a group. As part of forming the federation there will be no change in this. This addresses concerns from some people about a lack of autonomy. The school will still continue to abide by all relevant policies and apply them equally and equitably.

Finance

The school has a sizeable deficit due to poor historic financial decisions and ineffective utilisation of resources. The school has published a balanced budget for the first time in many years, and indications are that the deficit will be largely reduced within the next three years. A valid point about communication and information sharing around this process was raised and whilst governors are involved in this process, not all staff are. Accordingly, early next year the school will share more information about school finance, the school budget, and the assumptions made in this process. The new federation governing body is responsible equally for each school's finances. It should also be noted that each school will continue to receive its own budget, and that money delegated to one school cannot be spent on the other.

Composition of the new federation Governing Body

The new governing body will be formed from a combination of existing Eastbrook and Barking Abbey Governors, an LA governor, two parent governors and one staff governor. We are pleased that Craig Gladden, Michela Pascucci and Liam Baxter have all agreed to be part of the new governing body. Their continued involvement provides a strong foundation for the federation, bringing valuable knowledge of Eastbrook school and its history, ensuring continuity and effective representation for the school's pupils, staff and community as the federation develops.

Representation of staff governors

As stated during the consultation process the DfE are very strict that the Governing body can only have one formal staff governor. Throughout the process governors from both schools discussed ways to ensure equal representation. Once the new governing body is formed governors will discuss potentially coopting a representative from one school and having a staff representative from the other school. This should answer any questions around representation.

Central team and staffing

Some questions were raised about the movement of staff and the central team. It is clear the school can do more to raise awareness of central federation staff and so early next year the school will share team structures, names and photos more widely across the federation. It was clearly stated in the consultation that staff cannot be made to work at another school and this is the case. Should there be a need for a member of staff to work at another site on a short or long term basis this will be done through discussion and agreement as it has been done so far. The only exception to this is the small number of

staff who have been employed in a federation role and have the need to work across all sites clearly stated in their job description.

Remit of the federation governing body.

Some questions indicated a lack of understanding about the remit of the new governing body. The new governing body is responsible for both schools; equally.

Academisation

Currently in order for a school to become an academy, a governing body needs to vote to approve this. This does not change in a federation. We can confirm that none of the current governors at Eastbrook, none of the current governors at Barking Abbey and no one in the leadership teams wants to form an Academy. Rather, we see this as a chance to show that schools can partner and work together for improvement in a different model than an Academy trust. That schools can remain community focused, local authority schools.

Signed



Craig Gladden
Co-Chair of Governors
Eastbrook School



Michela Pascucci
Co-Chair of Governors
Eastbrook School