

The Collett School and St Luke's School (Incorporating Forest House Education Centre)



30 October 2018

Dear Colleagues,

Decision to Federate St Luke's School, Forest House Education Centre and The Collett School to become The Blue Tangerine Federation of specialist and special educational needs schools.

Further to the stakeholder consultation process, staff meetings, and briefings, you will be aware of the proposed Federation of The Collett School, St Luke's School and Forest House Education Centre. This has been viewed as a logical progression and builds upon the Association of these three schools in place since September 2017.

The Governing Bodies of The Collett School and St Luke's School (incorporating Forest House Education Centre) have met to consider responses from the Consultation Process that ended on Friday 19th October 2018 5pm. Each of the Governing Bodies have carefully examined the proposal again and have decided to proceed with processes to federate the three schools on 31st January 2019.

It is our understanding that the Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE") will apply in these circumstances. The recognised teacher and support trade unions/professional associations are duly notified in accordance with our obligations under TUPE.

The Governing Body of The Collett School has also made the decision to change status to Foundation School for The Collett School, to take place simultaneously on 31st January 2019.

The reasons for Federating the schools are provided in detail in the consultation document that was issued on 10th September 2018. We strongly believe that whilst the three schools will retain their existing identities federating will increase collaboration at a strategic level and the sharing of best practice that will strengthen the educational experience for our children and our staff. The effect of Federation on staff is as follows:

- All employees working in the schools immediately before the transfer will cease to be employed by their respective school governing bodies (which will be dissolved) and transfer to the (new) governing body of the Federation. This will be on their existing terms and conditions of employment with full continuity of service.
- The employer will be the governing body of the Federation and accordingly salaries will be paid by the new Governing Body. There will be no impact upon existing pension arrangements in respect of Teaching staff (TPS) and school support staff (LGPS)
- The Federation will be maintained by the local authority, and in this respect, present arrangements continue.
- There are not considered to be any other legal, economic or social implications as a consequence of Federation.

- It is not envisaged that any ‘measures’ will be taken in connection with the transfer, either by Hertfordshire County Council (in respect of The Collett School) or the existing governing bodies of the foundation schools, or the governing body of the Federation.
- Current staff transferring under federation will not be compelled to work at a ‘partner’ school, but this may be negotiated as a matter of personal preference as for example as part of CPD. A number of staff have worked across the schools since September 2017 and there is no reason for this to discontinue. Staff employed post-Federation will be offered contracts to the Federation, rather than to any one school, so that they can be deployed in either school.

The staff at all three schools have been kept informed throughout this process and consulted as part of the overall stakeholder consultation.

There has been really strong collaboration during the year and we are excited by the federation process as a vehicle for building further opportunities for staff and pupils of the schools. We thank you for your support and enthusiasm for the joining of the schools and look forward to working with all our colleagues in ensuring the best for our children and adults in and across our community.

Yours sincerely



Mr Stephen Hoult-Allen
Executive Headteacher

Chair of Governors

The Collett School: Mr Neil Harper

St Luke’s School: Mrs Ros Wood

Forest House Education Centre: Mrs Ros Wood



The Blue Tangerine Federation

Specialist and Special Education Schools