Great Milton and Little Milton Church of England Primary Schools

Proposal to federate

Consultation document

Published	Monday 23 November 2026
Consultation closes	5.00 pm, Friday 22 January 2027
Proposed federation date	Friday 3 September 2027
How to respond	Response form at the back of this document, or by email or post to either school office (see section 11)

A letter from the Chairs of Governors

Dear parents, carers, staff and members of our communities,

Since January 2025 Great Milton and Little Milton have shared an Executive Headteacher. That partnership has worked well for children in both schools, but it rests on agreements made one year at a time, which end in August 2027.

The governing bodies of both schools are now proposing to make the partnership permanent by **federating**: the two schools would share one governing body from September 2027. Each school would keep its own name, site, uniform, budget, Christian character and admission arrangements, and every child would stay at their own school.

No decision has been made. This document sets out the formal proposal, why we are making it, what would and would not change, the risks we see and how we would manage them, and the alternatives we considered. We want to hear what you think, whether you support the proposal or have concerns. There are meetings at both schools and online, and you can respond in writing until 5.00 pm on Friday 22 January 2027. Each governing body will consider every response before deciding by February half-term.

Thank you for taking the time to read this.

Chetan Lad, Chair of Governors, Great Milton CE Primary School

Stephanie Foxell, Chair of Governors, Little Milton CE Primary School

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1. The proposal (Statement of Intent)

Proposal to federate Great Milton Church of England Primary School and Little Milton Church of England Primary School as Great Milton and Little Milton Church of England Primary Schools.

This is a formal proposal made by the governing bodies of Great Milton Church of England Primary School and Little Milton Church of England Primary School under the School Governance (Federations) (England) Regulations 2012.

(a) The governing bodies proposing to federate, and their agreement

School	Category / URN	Resolution to propose federation
Great Milton Church of England Primary School	Voluntary controlled / 123130	Full governing board EGM, 18 November 2026
Little Milton Church of England Primary School	Voluntary aided / 123198	Full governing board, 18 November 2026

Both governing bodies have resolved to propose that the two schools federate under a single governing body, to be known as the governing body of Great Milton and Little Milton Church of England Primary Schools. The Oxford Diocesan Board of Education supports the proposal and believes it is in the best long-term interests of both schools. The proposal has been developed with advice from Oxfordshire County Council.

(b) Proposed size of the federated governing body

The governing body of the federation will have 14 members.

(c) Proposed number of governors in each category

Category	Number	How appointed
Headteacher	1	Ex officio: the Executive Headteacher
Parent governors	2	Elected by parents and carers of pupils at either school. No place is reserved for either school.
Staff governor	1	Elected by staff of either school
Local authority governor	1	Nominated by Oxfordshire County Council and appointed by the governing body
Foundation governors	4	The incumbent of the benefice, ex officio, and 3 appointed by the Oxford Diocesan Board of Education, which takes nominations from the parochial church councils
Co-opted governors	5	Appointed by the governing body for their skills
Total	**14**	

(d) Proposed staffing arrangements

The two schools have shared an Executive Headteacher since January 2025, under a memorandum of understanding agreed by both governing bodies in December 2024. Little Milton also has a Head of School, who leads the school day to day under the Executive Headteacher. The post was first filled in April 2025; since September 2026 it has been held by Great Milton's deputy headteacher. Under the proposal, the federation would be led by an Executive Headteacher responsible for both schools, supported by a senior leadership team in both schools. The wider leadership structure would be decided by the Executive Headteacher with the governing body. There is no proposal to alter the staffing structure for any other employee at either school.

Great Milton is a voluntary controlled school, so its staff are employed by Oxfordshire County Council. This would not change.

Little Milton is a voluntary aided school, so its staff are employed by its governing body. On the federation date that governing body would be dissolved, and the governing body of the federation would become the employer of Little Milton staff. Staff would keep their existing terms and conditions and continue to work at Little Milton. Their terms and conditions and continuity of service would be protected. The governing bodies will take legal advice on the employment arrangements, including whether the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) apply, and will meet all information and consultation obligations to staff and their representatives. Staff at both schools, and their professional associations, will be consulted as part of this consultation, including at a formal consultation meeting attended by Oxfordshire County Council's HR service.

Apart from the leadership arrangements described above, no changes to staff roles are proposed. Existing staff would continue to work at their current school under their current contracts, and any work at the other school would be by agreement. Staff appointed after the federation date would be employed according to the school where they mainly work: Oxfordshire County Council for posts at Great Milton, and the governing body of the federation for posts at Little Milton. Their contract and job description may provide for them to be asked to work at the other school as well.

(e) Proposed federation date

The proposed federation date is Friday 3 September 2027, the first staff day of the autumn term. On that date the governing bodies of both schools would be dissolved, and the governing body of the federation would be incorporated and hold its first meeting.

(f) Admission authorities

Great Milton CE Primary School: Oxfordshire County Council is, and would remain, the admission authority.

Little Milton CE Primary School: the governing body is the admission authority. From the federation date, the governing body of the federation would be the admission authority for Little Milton. Little Milton's admission arrangements for September 2027 and September 2028 will have been set by its current governing body in the normal way, and would continue to apply.

There would be no change to how parents apply for places, or to either school's oversubscription criteria, as a result of federation. Pupils would remain on roll at their own school.

(g) How and by when to make representations

This proposal was published on Monday 23 November 2026. Written representations about the proposal may be made to either governing body by 5.00 pm on Friday 22 January 2027. This is more than six weeks after publication.

Please send representations, marked 'FEDERATION RESPONSE' and for the attention of the Clerk to the Joint Federation Committee, by email to either school office (office@greatmiltonschool.co.uk or office.3755@little-milton.oxon.sch.uk), or by post or by hand to either school: Great Milton CE Primary School, High Street, Great Milton, Oxford OX44 7NT; or Little Milton CE Primary School, Stadhampton Road, Little Milton, Oxford OX44 7QD.

(h) Other matters the governing bodies consider appropriate

Why we are proposing to federate

Great Milton and Little Milton are Church of England primary schools in neighbouring villages, 1.6 miles apart, in the Diocese of Oxford. Great Milton is a voluntary controlled school with 174 pupils; Little Milton is a voluntary aided school with 51 pupils, including its nursery.

Since January 2025 the two schools have shared an Executive Headteacher, and for most of that time Little Milton has also had its own Head of School. This partnership has made a real difference. When Ofsted visited Little Milton in June 2025, inspectors found that new school leaders had "rapidly established a harmonious and committed team spirit among staff". Staff at the two schools now share training, planning and expertise, and children take part in joint trips and events.

These arrangements were always meant to be temporary. They are agreed one year at a time and depend on the goodwill of both boards. Oxfordshire County Council has advised that arrangements of this kind should not continue indefinitely, and the current agreements end on 31 August 2027. The governing bodies want to settle a permanent arrangement, and to decide early enough for both schools to plan for September 2027 whichever way the decision goes.

Federation would make permanent a partnership that is already working. It would give both schools a single governing body focused on both, and leadership that is sustainable for the Executive Headteacher and for leaders at each school. It would let children and staff share opportunities, expertise and resources as a matter of course rather than by goodwill. And it would bring together two Church of England schools that serve neighbouring villages, which were historically one parish and now share one benefice and rector.

Our vision

"Our federation brings together two Church of England village schools, each with its own Christian vision. Great Milton's call to let all you do be done in love and Little Milton's vision for a school community with flourishing at its heart share one hope: that every child is known, grows and flourishes."

What would change, and what would not

The two schools would have one governing body instead of two. Each school would keep its own name, site, uniform, budget, Christian character, traditions and admission arrangements. Pupils would stay on roll at, and be taught at, their own school. Each school would continue to be inspected separately by Ofsted and SIAMS, and its results would be reported separately. Neither school would become an academy, and neither would close.

Finance

Each school would continue to receive its own funding and keep its own budget. The governing body of a federation can combine schools' budgets, but this is not proposed. Shared costs, such as the Executive Headteacher, would continue to be split between the schools on an

agreed and open basis. Capital funding would not change. Both schools are forecast to be close to break-even over the next few years, as are their finances taken together. We have not assumed any savings from federating.

Governance

All governors of the federation would serve both schools. Existing governors of both schools would be invited to express interest in places on the new governing body, which would be filled on the basis of the skills the board needs. The federated governing body would decide its own committee structure.

Risks

We have identified the main risks, and how the governing body would manage them, in Section 6 of the consultation document. They include keeping each school's identity, avoiding dependence on one person, and maintaining strong governance at both schools.

Leaving a federation

Federation is intended to be long-term. The law does, however, provide a process for a school to leave a federation, or for a federation to be dissolved, if that were ever needed.

2. What a federation is, and what it is not

A federation is two or more maintained schools governed by one governing body. The schools stay separate schools in law. Each keeps its own unique reference number (URN), budget, admissions and inspections.

A federation is…	A federation is not…
One governing body for both schools A permanent footing for the shared leadership the schools already have Two schools that keep their own names, sites, uniforms and Church of England character Both schools still maintained by Oxfordshire County Council and within the Diocese of Oxford	A merger: there would still be two schools A closure of either school Academy conversion or joining a multi-academy trust A change to where children are taught or how parents apply for places

3. Background

Great Milton and Little Milton are Church of England primary schools in neighbouring villages, 1.6 miles apart. Both are in the Diocese of Oxford and serve parishes within a single benefice. Great Milton is a voluntary controlled school with 174 pupils in seven single-age classes. Little Milton is a voluntary aided school with 48 pupils in three mixed-age classes, and 3 nursery children.

In recent years Little Milton has been through significant change in leadership and governance. When its headteacher post became vacant, the two governing bodies agreed in December 2024 that Great Milton's headteacher, Mrs Alyson Frost, would become Executive Headteacher of both schools from January 2025. From April 2025 to Easter 2026 Little Milton also had its own Head of School. Since September 2026 Mrs Sue Green, Great Milton's deputy headteacher, has led Little Milton day to day as Head of School.

Ofsted's ungraded inspection of Little Milton in June 2025 found that aspects of the school's work may not be as strong as at its previous inspection in 2019, so its next inspection will be a graded one. Inspectors also found that "new school leaders have rapidly established a harmonious and committed team spirit among staff", and that phonics teaching for the youngest children is "now consistent, structured, and well delivered". They identified two priorities: reading fluency, and defining clearly what pupils need to know in each subject. Great Milton's 2024 inspection made a similar point about the wider curriculum. Since then, leaders have aligned the curriculum at both schools so that resources can be shared and children can work together on joint projects, trips and enrichment.

These arrangements were always intended to be temporary. They are agreed one year at a time and depend on the goodwill of both boards and on particular individuals. Oxfordshire County Council has advised that arrangements of this kind should not continue indefinitely. The current agreements end on 31 August 2027.

In July 2026 both governing bodies set up a Joint Federation Committee, with governors from each school, to consider whether the partnership should become permanent. It has taken advice from Oxfordshire County Council and the Oxford Diocesan Board of Education. This proposal is the result.

4. Our schools at a glance

	Great Milton CE Primary	Little Milton CE Primary
Category	Voluntary controlled	Voluntary aided
Diocese	Oxford	Oxford
Age range	4–11	3–11 (including nursery)
Pupils on roll (October 2026 census)	174	51
Published admission number	30	14
Classes	7 single-age classes	3 mixed-age classes
Latest Ofsted (date / outcome)	February 2024: ungraded inspection; the school continues to be good	June 2025: ungraded inspection; evidence suggests that aspects of the school's work may not be as strong as at the time of the previous inspection. The next inspection will be graded.
Latest SIAMS (date / outcome)	June 2025: living up to its foundation as a Church school	October 2023: living up to its foundation as a Church school
Leadership	Executive Headteacher: Mrs Alyson Frost	Executive Headteacher: Mrs Alyson Frost; Head of School: Mrs Sue Green
Admission authority	Oxfordshire County Council	Governing body
Employer of staff	Oxfordshire County Council	Governing body
Main secondary destinations	Wheatley Park Icknield Community College	Wheatley Park Icknield Community College

5. Why we are proposing federation

We have tried to base each point on what has actually happened under the shared leadership, rather than on general claims about federations. Inspectors have noticed the partnership too: Great Milton's church school (SIAMS) inspection in June 2025 found that governors' "collaboration with a neighbouring school lives out the values of togetherness and trust".

1. **Stable, permanent leadership for both schools.** The shared leadership has worked, but it rests on annual agreements that end in August 2027. Federation would put it on a permanent footing that is sustainable for the Executive Headteacher and for leaders at each school, with one governing body accountable for the leadership of both schools.

2. **Clear accountability.** At present two boards share oversight of one Executive Headteacher under an agreement renewed each year. In a federation, one governing body would appoint, support and hold to account the leadership of both schools.
3. **Building on what has improved.** Since 2025 staff have shared training, planning and expertise, including SENCo collaboration, subject leader networks and joint moderation of pupils' work, which helps make assessment more accurate. Federation would let this continue without having to be renegotiated each year.
4. **More opportunities for children.** Children from both schools already share trips and events, such as swimming, the Big Sing and Wheatley Partnership events. Federation makes joint activities easier to plan and fund, while children stay at their own school.
5. **Staff development and recruitment.** A federation can offer staff wider experience and support across two schools, which can help with recruiting and keeping good staff.
6. **A sounder long-term footing for a small school.** Small schools are more exposed to changes in leadership and governance. Sharing a governing body and leadership gives Little Milton more resilience, while it keeps its own identity and budget.
7. **Modest efficiencies, not counted on.** One governing body needs one clerk rather than two, and the schools can buy some services and subscriptions together. We have not relied on any savings in making this proposal.

6. Risks and how we would manage them

Federation is not risk-free. These are the main risks we have identified, and what the governing body would do about them.

Risk	How we would manage it
One school's identity is lost, or the federation feels like a takeover by the larger school	Each school keeps its name, uniform, budget, traditions and Christian vision. All governors serve both schools, and no seats belong to either school. The governing body would regularly hear from, and visit, both schools.
Too much depends on one person, the Executive Headteacher	Leadership is shared with the senior leadership team in both schools, currently including the Head of School at Little Milton and the deputy headteacher at Great Milton. The governing body would keep a succession plan.
Governance capacity: one board has more to oversee	Governors would be appointed for their skills. The board would agree a committee and monitoring structure that gives each school proper attention.
Concern among staff, especially at Little Milton, where the employer would change	Staff keep their terms and conditions and stay at their school. Staff and their unions are consulted, including at a formal consultation meeting attended by Oxfordshire County Council's HR service.
One school is seen to subsidise the other	Budgets stay separate and no pooling is proposed. Shared costs are split on an agreed, published basis.
A poor inspection outcome at one school affects the other	Each school is inspected and reported on separately. The governing body would monitor both schools closely and act early.

7. What it would mean

For pupils

Pupils would stay on roll at, and be taught at, their own school, with their own teachers. There would be occasional joint activities, as there are now. Each school would continue to be inspected by Ofsted and SIAMS separately, and its results would be reported separately.

For parents and carers

You would still apply for places through Oxfordshire County Council, and each school's oversubscription criteria would not change. Uniforms, school day, and the way each school communicates with you would stay as they are. Parents at either school could stand for, and vote in, elections for the two parent governors.

For staff

Great Milton staff are employed by Oxfordshire County Council, and this would not change. Little Milton staff are employed by the Little Milton governing body; on the federation date their employer would become the federation's governing body, on their existing terms and conditions. Apart from the leadership arrangements set out in Part 1(d), no changes to staff roles are proposed. Existing staff would continue to work at their current school, and any work at the other school would be by agreement. Staff appointed after federation would be employed by the Oxfordshire County Council or the federation's governing body, depending on the school where they mainly work, and their contract may provide for them to work at the other school as well.

For the schools' finances

Each school would continue to receive its own funding from Oxfordshire County Council, based on its own pupil numbers, and keep its own budget. A federated governing body has the power to combine budgets, but this is not proposed. The Executive Headteacher is employed by the County Council and her costs are shared between the schools, currently 80% Great Milton and 20% Little Milton; these and any future shared costs would be split on an agreed and open basis that the governing body would publish. Capital funding would not change: Little Milton, as a voluntary aided school, receives capital funding through the Diocese, and Great Milton through the County Council.

Both schools are forecast to be close to break-even over the next few years, as are their finances taken together. Federating would have some small one-off costs, such as governor elections and setting up the new governing body, which would be met within the two schools' existing budgets.

8. The federated governing body

The federation would have one governing body of 14 governors, made up as set out in Part 1(c):

Category	Number
Executive Headteacher (ex officio)	1
Parent governors (elected across both schools)	2
Staff governor (elected across both schools)	1

Category	Number
Local authority governor	1
Foundation governors (including the incumbent of the benefice)	4
Co-opted governors	5
Total	**14**

The law requires a federated governing body to have exactly two parent governors, elected by parents of either school, and does not allow places to be reserved for one school. Every governor would serve both schools. The new board would not be a combination of the two existing boards: existing governors would be invited to express interest in places, and the board would be built around the skills it needs. The incumbent of the benefice is a foundation governor ex officio; the other three foundation governors would be appointed by the Oxford Diocesan Board of Education, which takes nominations from the parochial church councils. The federated governing body would decide its own committee structure.

9. Keeping each school's identity

- Each school keeps its own name, uniform, site, traditions and Christian vision. The federation's name, Great Milton and Little Milton Church of England Primary Schools, puts both villages in it.
- Each school keeps its own budget and is inspected separately.
- Both schools keep their links with their parish church and community.
- The governing body would make sure both schools are visited and heard from regularly, and would decide how best to do this, for example by appointing a link governor for each school.

10. Alternatives we considered

Carry on as we are. The current arrangements are agreed a year at a time and end in August 2027. They depend on goodwill and on particular people. The County Council has advised that they should not continue indefinitely.

Little Milton appoints its own headteacher. This is what would happen if the boards decide not to federate, and Little Milton would begin recruiting in the spring term. It would end the shared leadership that both schools have benefited from since 2025.

Joining a multi-academy trust. This would mean both schools becoming academies, a larger change that is very hard to reverse. Neither governing body is proposing it. Federation keeps both schools maintained by the County Council and within the Diocese of Oxford.

A different partner school. The two schools are close neighbours, already share leadership, and serve neighbouring parishes within one benefice. No other partnership offers the same starting point.

If the boards decide not to federate

Both schools would continue as they are until 31 August 2027, when the current agreements end. Each governing body would then make its own leadership arrangements, and Little Milton would begin recruiting a headteacher in the spring term 2027.

11. How to take part

Meetings

Event	Date	Time	Who for
Formal consultation meeting with staff and their professional associations, with Oxfordshire County Council's HR service	Monday 30 November – Great Milton Tuesday 1 December – Little Milton	After school	Staff at both schools and union representatives
Parent and community drop-in – Little Milton	Thursday 3 December	6.30–7.30 pm	All welcome
Parent and community drop-in – Great Milton	Monday 7 December	7.00–8.00 pm	All welcome
Online session (recorded, Q&A published)	Tuesday 12 January	7.30 pm	All welcome

How to respond

- Fill in the response form at the back of this document and hand it in or post it to either school office, marked 'FEDERATION RESPONSE – for the attention of the Clerk to the Joint Federation Committee'
- Email either school office – office@greatmiltonschool.co.uk or office.3755@little-milton.oxon.sch.uk – with 'FEDERATION RESPONSE – for the attention of the Clerk to the Joint Federation Committee' in the subject line
- Write to the Clerk to the Joint Federation Committee at either school (addresses in Part 1(g))

Responses are confidential to the Clerk to the Joint Federation Committee, who will report a summary to both governing bodies. You do not have to give your name. Anonymous responses will be read and considered, and reported separately from named responses; identical or coordinated responses will be counted and reported as such.

Timetable

Date	Step
Monday 23 November 2026	Proposal published; consultation opens
November 2026 – January 2027	Meetings at both schools and online
5.00 pm, Friday 22 January 2027	Consultation closes
Week of 8 February 2027	Governing bodies meet jointly to consider the responses, and each board decides
By Friday 12 February 2027	Decision communicated to staff, parents and the community

Date	Step
Friday 3 September 2027	Federation date, if agreed

How the decision will be made

This is a consultation, not a vote. The two governing bodies will consider all the responses together, looking first at the issues raised and whether concerns can be addressed. Views from each school will be reported separately, so neither community's view is lost in the other's. Each board will then decide whether to proceed as published, proceed with modifications, or not proceed. Federation goes ahead only if both boards agree.

12. Frequently asked questions

Question	Answer
Why now?	The current arrangements end on 31 August 2027. Deciding by February gives both schools time to plan for September 2027 whichever way the decision goes, including time for Little Milton to recruit a headteacher if needed.
What difference would federation make for children at each school?	Federation would provide a secure, sustainable model for school leadership at Little Milton. For Great Milton, it would put the shared leadership on a permanent footing instead of an agreement renewed each year. Children at both schools would continue to share trips and events, such as swimming and the Big Sing, and staff would keep sharing training and expertise.
Why is federation good for Great Milton?	Primary pupil numbers are falling across England because fewer children are being born. Oxfordshire County Council's Pupil Place Plan (January 2024) reports that primary intakes in the Wheatley area, which includes both our schools, have fallen in recent years, and that spare places are expected to remain for some time. School funding follows pupil numbers, so schools that work together are better placed to keep a broad curriculum and good staff. Federation would give Great Milton staff wider experience and opportunities to develop across two schools, which helps the school attract and keep good teachers. Children would benefit from shared expertise, resources and joint activities. Great Milton would keep its own name, budget, character and admission arrangements.
Is this a step towards becoming an academy?	No. Both schools would remain maintained by Oxfordshire County Council. Federation is a separate arrangement from joining a multi-academy trust.
Will either school close or merge?	No. Each school keeps its own name, URN, budget and identity. Closing a school would require a separate legal process, and that is not proposed.

Question	Answer
Will my child have to move school or travel between sites?	No. Pupils stay on roll at, and are taught at, their own school. There may be occasional joint activities, such as sport or trips.
Will admissions change?	No. You would still apply through Oxfordshire County Council's coordinated scheme, and each school's oversubscription criteria are unchanged.
Will the schools keep their names, uniforms and traditions?	Yes. The federation would have its own name, but each school keeps its name, uniform and identity.
Will the Christian character of the schools change?	No. Both remain Church of England schools. The governing body would include four foundation governors: the incumbent of the benefice and three appointed by the Oxford Diocesan Board of Education. Each school would continue to have its own SIAMS inspection.
Who would lead the schools?	An Executive Headteacher responsible for both schools, supported by a senior leadership team in both schools. At present that includes the Head of School at Little Milton and the deputy headteacher at Great Milton. The governing body of the federation would decide the leadership structure with the Executive Headteacher.
Would each school still have a senior leader on site day to day?	Yes. Each school would continue to have a senior leader based there who leads it day to day and is available to parents.
Would SEND support change? Could the SENCO and teaching assistants be shared between the schools?	Each school would keep its own SEND provision. Teaching assistants work at their own school and would continue to do so; any work at the other school would be by agreement, and never at the expense of the support a child needs. Support set out in an education, health and care (EHC) plan is a legal entitlement, and federation does not change it. The two schools' SENCos already work together on training and moderation, liaising with external professionals and advisers.
What does this mean for staff?	Great Milton staff remain employed by the County Council. Little Milton staff would be employed by the federation's governing body instead of the Little Milton governing body, on their existing terms and conditions. Apart from the leadership arrangements set out in Part 1(d), no changes to staff roles are proposed. Existing staff stay at their current school; any work at the other school would be by agreement.
Will the budgets be combined?	No. Each school continues to receive its own funding and keep its own budget. A federated governing body has the power to combine budgets, but this is not proposed. Shared costs are split on an agreed, published basis.

Question	Answer
Will one school dominate?	The proposal is for an equal partnership. All governors serve both schools, none represents one school, and governors are appointed for their skills. Each school keeps its own identity, budget and inspections.
How can one governing body oversee two different schools?	Many federations govern schools of different sizes and characters. Every governor would serve both schools. Each school's results, budget, safeguarding and inspections would continue to be reported separately, so the board would see each school clearly. The board would agree a committee and link-governor structure that gives each school proper attention, and governors would visit and hear from both schools regularly.
How would the governing body be made up?	14 governors: the Executive Headteacher, 2 parent governors, 1 staff governor, 1 local authority governor, 4 foundation governors and 5 co-opted governors. The 2 parent governors are elected by parents across both schools and do not represent one school.
How will the schools be inspected?	Each school continues to be inspected separately by Ofsted and SIAMS, with separate reports and results.
Can a federation be undone?	Yes. There is a legal process for a school to leave a federation or for a federation to be dissolved, although federation is intended to be long-term.
What happens if the proposal does not go ahead?	Both schools continue as they are until August 2027. Each board would then make its own leadership arrangements, and Little Milton would recruit a headteacher.
What will it cost?	Very little. The one-off costs, such as governor elections and setting up the new governing body, are small and would be met within the two schools' existing budgets. We have not assumed any savings.

13. Response form

Proposal to federate Great Milton and Little Milton Church of England Primary Schools – response form

Please return by 5.00 pm, Friday 22 January 2027 to either school office, marked 'FEDERATION RESPONSE – for the attention of the Clerk to the Joint Federation Committee', or email it to office@greatmiltonschool.co.uk or office.3755@little-milton.oxon.sch.uk.

I am a (tick all that apply):

☐ Parent/carer at Great Milton ☐ Parent/carer at Little Milton ☐ Staff at Great Milton ☐ Staff at Little Milton

☐ Local resident ☐ Parent/carer of a pre-school child ☐ Other: _____

Do you support the proposal? ☐ Yes ☐ No ☐ Not sure

Comments and reasons:

Name: _____ *Email or address:* _____

You do not have to give your name. Anonymous responses will be considered and reported separately from named responses.

Responses are confidential to the Clerk to the Joint Federation Committee, who will report a summary to both governing bodies.

14. Glossary

Term	Meaning
Federation	Two or more maintained schools governed by a single governing body. Each school remains a separate school.
Executive Headteacher	A headteacher responsible for more than one school.
Head of School	The senior leader who runs a school day to day, under the Executive Headteacher.
Foundation governor	A governor appointed to help preserve and develop a school's religious character.
Voluntary aided (VA) / voluntary controlled (VC)	Two kinds of Church school maintained by the local authority. In a VA school the governing body employs the staff and is the admission authority; in a VC school the local authority does both.
ODBE	Oxford Diocesan Board of Education, which supports Church of England schools in the Diocese of Oxford.
SIAMS	Statutory Inspection of Anglican and Methodist Schools: the inspection of a Church school's Christian character.
Instrument of Government	The legal document that sets out the size and make-up of a governing body.
Admission authority	The body responsible for setting a school's admission arrangements.
TUPE	The Transfer of Undertakings (Protection of Employment) Regulations 2006, which protect employees' terms when certain transfers of employment take place.