Proposal to federate Thomas A Becket Infant School and Thomas A Becket Junior School Governing Boards

The governing bodies propose forming a federation called Thomas A Becket Schools. **The proposal is to establish a single governing body responsible for both schools. This is not a proposal to merge the two schools. Each would remain a separate maintained school with its own identity**. Our shared aim is to support children's learning from Reception to Year 6.

Consultation will follow the School Governance (Federations) (England) Regulations 2012, as amended, under the Education Act 2002. Both governing bodies will jointly consider the responses before each decides whether to proceed.

Agreement of the governing bodies

Both governing bodies are considering how to strengthen and build on this partnership. Federation would put the strategic oversight and management of the developing partnership under the one governing body. Each school would retain its own pupils, staff and budget allocation with the exception of an Executive Headteacher who will share their time across both schools.

Both governing bodies have agreed to begin with the consultation on this proposal. Their decisions have been recorded below:

- Infant School governing body: **19/10/2026**
- Junior School governing body: **19/10/2026**

Reasons for federating

The governing bodies believe federation would provide lasting oversight of the partnership and help both schools.

The aims are to:

- Support learning from Reception to Year 6 and a smooth transition for children between the schools.
- Provide clear accountability for shared Executive leadership.
- Provide shared strategic oversight of safeguarding, attendance and support for pupils with special educational needs and disabilities (SEND), maximising opportunities for collaboration, shared expertise and best practice across both schools.
- Use resources and expertise where it adds value, while preserving each school's unique strengths and identity.

Staff feedback on the developing partnership has been positive. Its longer-term impact on children's experiences and outcomes will continue to be evaluated. Federation would build on the existing partnership. No staffing restructure is proposed.

Governors have also considered keeping the partnership with separate governing bodies or returning to separate leadership and governance but agree a federation to consider is the best route for both schools.

Proposed federation date

The proposed federation date is 1st September 2027, subject to consultation and agreement by both governing bodies.

The new governing body

On the federation date, the existing governing bodies would dissolve, and a new governing body would take responsibility for both schools. New elections and appointments would be required.

The proposed governing body would have 20 governors: one parent governor, one staff governor, one local authority governor, one headteacher governor and 16 co-opted governors.

Parent and staff elections would be held across both schools. Appointments would follow the required processes and seek the skills, experience and knowledge needed to oversee both schools. Every governor appointed to the federated board would be responsible for both schools.

Leadership and staffing

The proposal is to continue with the current shared executive leadership and the existing staffing arrangements. This is with a shared Executive Headteacher across both schools. TAB Infants will have two Deputy Headteachers and TAB Juniors will have two Deputy Head teachers supported by an Assistant Headteacher.

Any future changes to staffing structures or employment terms would follow the relevant procedures and consultation requirements.

Financial arrangements

Each school would retain its own budget allocation. The new governing body would oversee both budgets and consider each school's needs.

Admissions

Each school would retain its own admissions arrangement. West Sussex County Council (WSCC) is the admissions authority for both schools.

How to respond

Consultation will run from **08/11/2026** to **20/12/2026**, covering at least six school weeks excluding holidays, in line with WSCC guidance. Parents, carers, staff and other stakeholders are invited to share their views, concerns and suggestions.

There will be opportunities to ask questions at each school, please attend the session that is relevant to you.

Parents, Carers and Members of the school community meetings

- Infant School parent meeting: **26/11/2026** at **6.00pm** Thomas A Becket Infant School.
- Junior School parent meeting: **25/11/2026** at **6.00pm** Thomas A Becket Junior School.

Staff Meetings at each school and a meeting with professional associations

- Infant School staff meeting **17/11/2026** at **3.00pm**.
- Junior School staff meeting **18/11/2026** at **3.15pm**.

Respondents will have the opportunity to send in their views online via a Google Form (click here) - Written responses can be sent to either school and must arrive by **20/12/2026**.

By post to:

- Clerk to the Governors, **Thomas A Becket Infant School,** Pelham Road, Worthing, West Sussex, BN13 1JB.
- Clerk to the Governors, **Thomas A Becket Junior School**, Glebeside Avenue, Worthing, West Sussex, BN14 7PR.

Each school will collect its own responses. Please say which school or schools your response concerns. Copies of the proposal will be available to inspect at each school at reasonable times. Contact either school for an accessible copy, help to respond or information about how responses will be handled.

What happens next

The governing bodies will jointly consider all responses. Each will then decide whether to proceed taking account the views received and record independently their decisions. Both must agree for federation to go ahead. Decisions and reasons will be shared with both school communities by **20/01/2027**. WSCC and the Secretary of State will be notified within one week of the decisions.

The Governing Boards of Thomas A Becket Infant School and Thomas A Becket Junior School.