

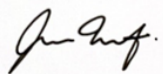
HACKNEY EDUCATION
LONDON BOROUGH OF HACKNEY
Primary Advantage Federation
Instrument of Government

1. The name of the federation is Primary Advantage Federation
 2. The names and categories of the schools in the federation are:-
 - Gainsborough Primary School (Community)
 - Holy Trinity CE Primary School (Voluntary Aided)
 - Morningside Community School (Community)
 - Springfield Primary School (Community)
 - St John the Baptist CE Primary School (Voluntary Aided)
 - St John & St James CE Primary School (Voluntary Aided)
 - St Matthias CE Primary School (Voluntary Aided)
 3. The name of the governing body is "**The Governing Body of Primary Advantage Federation**".
 4. The Governing Body shall consist of:
 - a. Two parent Governors
 - b. One LA Governor
 - c. One Staff Governor
 - d. One Executive Principal – ex officio - *
 - e. One Co-opted Governor appointed by the Governing Body **
 - f. Eight Foundation Governors
 - 4.1 Foundation Governors will be appointed by:-
 - I. Four Bishop of Stepney appointments
 - II. One Foundation Governor appointed by the London Diocesan Board for Schools
 - III. One Foundation Governor appointed by Hackney Deanery Synod
 - IV. Two Co-opted Foundation Governors appointed by Foundation Governors.
- All appointments to the Governing Body will reflect the skills identified for the Board.
5. St John and James CE Primary School benefits from a Trust known as The Hackney Free and Parochial Schools Educational Trust.
 6. The total number of Governors will be 14.
 7. The term of office of all Governors is 4 years except the ex officio Executive Principal.
 8. This instrument of government comes into effect on 1 September 2025.
 9. A copy of the instrument must be supplied free of charge to every member of the governor body (and Headteachers if not a governor).

*This is a variation from Regulation 21(3)(b) and is confirmed as approved by the Local Authority under Regulation 19.

** Appointments should ensure that co-opted governors eligible to be staff governors do not exceed one-third of the total governing body

This instrument was made by order of the Mayor and Burgesses of the London Borough of Hackney.

Signed: 

Date: 15/12/2025

Jason Marantz
Director of Education
Under authority delegated by the London Borough of Hackney

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Appended note for reference:

The School Governance (Federations) (England) Regulations 2012 and The School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016

21. — Requirements for all federations

- (1) The governing body of every federation must be constituted in accordance with this regulation.
- (2) The total membership of the governing body of a federation must be no fewer than seven governors.
- (3) The governing body of a federation must include the following—
 - (a) two parent governors;
 - (b) the head teacher of each federated school unless any such head teacher resigns the office of governor in accordance with regulation 19 of the Constitution Regulations 2012;
 - (c) one staff governor; and
 - (d) one local authority governor.
- (4) The governing body may in addition appoint such number of co-opted governors as they consider necessary provided that the requirements in regulation 22 are met in respect of governing bodies of federations comprising foundation and voluntary schools.
- (5) The total number of co-opted governors who are also eligible to be elected as staff governors under Schedule 3, when counted together with the staff governor and the head teachers, must not exceed one third of the total membership of the governing body.

22. — Additional requirements for federations comprising foundation and voluntary schools

- (1) The governing body of a federation comprising only foundation or foundation special schools which, in either case, do not have a foundation, must also include at least two (but no more than one quarter of the total) partnership governors.
- (2) The governing body of a federation comprising only foundation or foundation special schools which have a foundation but which are not qualifying foundation schools must also include at least two (but no more than 45 per cent of the total) foundation governors.
- (3) The governing body of a federation comprising only qualifying foundation schools must also include such number of foundation governors as to outnumber all the other governors by up to two.
- (4) The governing body of a federation comprising only voluntary controlled schools must also include at least two (but no more than one quarter of the total) foundation governors.
- (5) The governing body of a federation comprising only voluntary aided schools must also include such number of foundation governors as to outnumber all the other governors by two.
- (6) The governing body of a federation comprising voluntary controlled schools and community, community special or maintained nursery schools must also include at least one foundation governor.
- (7) The governing body of a federation comprising more than one category of school including at least one foundation, foundation special or voluntary aided school must also include at least two foundation governors (or partnership governors as appropriate in respect of any school without a foundation).
- (8) In calculating the number of governors required in order to comply with this regulation, the number is to be rounded up or down to the nearest whole number.

Ethos Statement for Primary Advantage Federation

We are committed to achieving the following outcomes;

- Every teacher is a great teacher; every school is a great school. We aim to move incrementally towards excellence in all aspects of our work.
- All pupils will make good or better progress and will be properly equipped for the next stage of their schooling.

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- High quality learning environments where pupils feel safe and secure, known and valued and motivated to learn.
- A bespoke curriculum, which broadens horizons and inspires our pupils to become successful learners, confident individuals and responsible citizens.
- A learning community with opportunities for growth for pupils, staff and families.

Our work embraces diversity and will facilitate the church schools in continuing the mission of Church of England schools in 'nourishing those of the faith, encouraging those of other faiths and challenging those of no faith.' Community schools will operate within their own ethos, serving the local community.

Our church schools will work within the context of Christian belief and practice. They will encourage an understanding of the meaning and significance of faith, and promote Christian values through the experience they offer to all pupils.

The manner in which the governing body is constituted is as set out in accordance with the provisions of the The School Governance (Constitution) (England) Regulations 2012 as they apply to a school of the category to which the school belongs and, where appropriate, the nature of the school. This instrument was varied by order of Hackney Education on behalf of London Borough of Hackney.

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Addendum

1. We recognise what the law states in relation to point 4(d) ***“the headteacher of each federated school unless any such headteacher resigns the office of governor in accordance with regulations 19 of the Constitution Regulations 2012.”***

Our instrument varies on this point and instead identifies one Executive Principal – ex officio. The reason for this is because:

The federation of seven schools is led by an executive principal who is responsible for holding to account the headteachers of each individual school. This leadership structure aims to make the most of our shared resources, maintain high expectations and secure high standards.

The Executive Principal is directly answerable to the Governing Body.

2. We recognise what the law states in relation to 4(e) ***“The governing body of a federation comprising more than one category of school including at least one foundation, foundation special or voluntary aided school must also include at least two foundation governors (or partnership governors as appropriate in respect of any school without a foundation)”***

The governing board of the original federation was formed as a group of Church of England schools. The foundation and original governing board has approved the expansion of the federation to include community schools. However, the composition of the Governing Body has remained with the original balance of a majority of two foundation governors.

The instrument is therefore compliant with governance regulations where additional schools join an established federation.

3. We recognise what the law states in relation to 4.1(IV) ***“The governing body may in addition appoint such number of co-opted governors as they consider necessary provided that the requirements in regulation 11 are met in respect of governing bodies of federations comprising foundation and voluntary schools”***

The Governing Body has one co-opted Governor and two co-opted Foundation Governors.

The Governing Body will consider and approve any such appointments.

The instrument is therefore compliant with the regulations.