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

17th July 2026

Dear Barking Abbey 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 a number of areas. The Governors considered these questions and discussed them at length with external advisors, the school, the LA and Eastbrook 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.

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 Chris Hemmings and Paola Ferreira have already agreed to be part of the new governing body.

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.

Finance

A valid point was raised about communication and information sharing for finance 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.

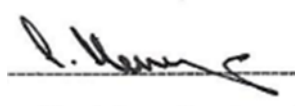
Remit of the federation governing body.

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

A handwritten signature in black ink, appearing to read 'C. Hemmings', written over a horizontal line.

Chris Hemmings
Chair of Governors
Barking Abbey School