

### Potential Federation Model Costings

#### Federation models for Botriphnie, Newmill and Rothiemay Primary Schools

Option	Staffing Implication	Additional Cost
Option 1	1 HT across the federation schools with an additional DHT in the largest school and a PT in each of the other schools.	£2,662
Option 2	1 HT across the federation schools with a PT in each of the 3 schools each with 20 days cover for additional duties (10 more than currently)	- £21,921

Please note that the HT post has been re job sized to account for the responsibilities of a 3<sup>rd</sup> school and costs indicated are without any on costs and show the increase in costs across the model.

#### Federation models for St Sylvester's and East End Primary Schools

Option	Staffing Implication	Additional Cost
Option 1  <b>Pros:</b> DHT in each school PT in each school  <b>Cons:</b> DHT class-committed so leadership capacity limited	1 HT across the federation with 1 DHT in each school class-committed and a principal teacher in each school with 10 days each out of class	-£3,203

<p>PTs are class-committed with only 10 days to undertake leadership role If HT in another school no DHT released to deal with management issues in second school as class-committed</p>		
<p>Option 2</p> <p><b>Pros</b> DHTs are non-class committed which provides leadership and management when HT in either school or out of school PT in each school</p> <p><b>Cons</b> PTs are class-committed with only 10 days to undertake leadership role</p>	<p>1 HT across the federation with 1DHT in each school non class committed and a PT in each school with 10 days each out of class</p>	<p>£73,821</p>
<p>Option 3</p> <p><b>Pros</b> PT in school which loses HT</p> <p><b>Cons</b> No additional leadership in larger school No DHT in second school When HT out of school or in paired school – no additional leadership to deal with management issues</p>	<p>1 HT across the federation model with a class committed DHT in the larger school and a PT in both schools.</p>	<p>-£44,363</p>
<p>Option 4</p> <p><b>Pros</b> PT in both schools DHT non class-committed in larger school</p>	<p>1 HT across the federation model with a non class committed DHT at the larger school and a PT in both schools</p>	<p>-£5,851</p>

<p><b>Cons</b>  School which loses HT only gains PT with 10 days management time  School which loses HT has no leadership if HT in larger school</p>		
<p>Option 5  As option 1 but no PT in smaller school</p>	<p>1 HT across the federation model with a class committed DHT in both schools and a PT in the larger school</p>	<p>-£12,504</p>
<p>Option 6  <b>Pros</b>  DHTs in both schools  PT in larger school adding to management capacity  Capacity in each school to allow flexibility when HT is working in either school or out of school  Additional capacity in larger school    <b>Cons</b>  DHT in smaller school still has class commitment</p>	<p>1 HT across the federation model with a non class committed DHT in the larger school and a class committed DHT in the smaller school. Also a PT only in the larger school</p>	<p>£26,008</p>

Please note that the HT post has been re job sized to account for the responsibilities of a 2<sup>nd</sup> school whilst the DHT positions have been job sized with the responsibility of only 1 school. Given that we have a model currently in place for a pairing where 10 days of management time are allocated to each PT across the school year, we have not altered that in this model. Costs indicated are without any on costs and show the increase in costs across the model.