

Protecting Outstanding Community Education

Introduction

Our five schools –Hague, Kobi Nazrul, Stewart Headlam, Swanlea and William Davis are proud of the outstanding education we offer our local community. We want to protect and develop that offer and this consultation document describes how we think we can best do that in the light of falling pupil numbers and tightening school budgets.

We are particularly seeking your views on 2 significant changes – re-organising Weavers Federation to include all the schools and amalgamating William Davis School into Stewart Headlam School.

We believe these exciting proposals will draw on strengths from all our schools and ensure outstanding provision in the area is future proofed, but we also recognise that to achieve this we need to make some brave, tough decisions. We want your views on the proposals so that we can tackle our challenges together to protect our children and future children’s education.

This document includes all the information for all five schools and is accompanied by Individual school documents explaining what the changes mean for each school and Frequently Asked Questions for each school.

Significant Change Proposals

Proposal 1 - for Kobi Nazrul Primary School to Join Weavers’ Federation. This would mean that the current Weavers Federation is dissolved and a new Weavers’ Federation is established, with Swanlea, Hague, Kobi Nazrul and Stewart Headlam, with amalgamated William Davis School as members.

Proposal 2 – to ask Tower Hamlets Council to consider posting a Statutory Notice Proposal to Amalgamate Stewart Headlam and William Davis Schools, through the expansion of Stewart Headlam School and the closure of William Davis School. The pupils from both schools would be accommodated on the Stewart Headlam site.

School Level Consultation Period: October 5th – 20th November 2026

1. Executive Summary

The governing bodies of Weavers' Federation and Kobi Nazrul Primary School are consulting on a proposal for Kobi Nazrul to join the existing federation, with effect from **1st September 2027**.

In addition, along with the Governors from William Davis School, they are seeking views on a proposal to merge Stewart Headlam and William Davis Schools on the Stewart Headlam site, as part of the Weavers Federation.

This document sets out:

- The reasons for the proposals
- The benefits for pupils, staff, and the wider community
- How the federation will operate
- The governance arrangements
- How to respond to this consultation

We welcome your views and encourage all stakeholders to participate in this consultation. Tower Hamlets Council are supportive of this consultation.

2. Background and Context

About Weavers' Federation

Weavers' Federation was established in January 2024 and currently consists of:

- **Swanlea Secondary School**

31 Brady Street, London E1 5DJ

Swanlea School is a co-educational, 11-19 community school based in the London Borough of Tower Hamlets. Currently there are 1,266 pupils on roll. The school has been OFSTED 'Outstanding' for the last 3 inspections, with the most recent review held in April 2024.

Achievement at Swanlea School has consistently been exceptional, with the school's examinations outcomes placing it amongst the best in the borough and nationally.

The school also has a strong Personal Development and universal enrichment offer which provides all young people with access to a programme of opportunities to develop their skills and aspirations in modern Britain.

Behaviour and Attendance at the school is also a key strength with the school appointed one of only 90 Attendance and Behaviour Lead Hubs in the to improve provision in this vital area of school life.

- **Hague Primary School**

Wilmot Street, London E2 0BP

Hague Primary (1FE) currently has 181 pupils from Reception to Year 6 and 12 nursery pupils. It has a Deaf Resource Base (DRB) for 16 children. Hague is unique in that it hosts the Stewart Headlam and Hague, shared single-site nursery class. Our youngest Nursery children get off to a great start, they especially enjoy the outdoor play area. Pupils make great progress across the curriculum from their early starting points. They love off-site learning opportunities visiting museums and galleries enriched curriculum offer that working in partnership with primary and secondary affords us.

- **Stewart Headlam Primary School**

Tapp Street, London E1 5RE

Stewart Headlam formerly (2FE, now 1FE) currently has 169 pupils from Reception to Year 6 and only 8 at our shared nursery. Pupil numbers at Stewart Headlam have fluctuated since children started in Reception. This year we have combined Year 3 and Year 4 into one class. We made this decision to keep classes viable and to protect the quality of teaching for every child.

Having a shared primary leadership team and staffing structure, particularly across EYFS allows us to make quick, joined up decisions about staffing and resources; every decision is made in the best interests of our pupils. Staff have the choice and arrange of opportunities to work at either school

The federation operates under a single governing body with the Executive Headteacher for secondary phase (Kabir Miah) and an Executive Headteacher for primary phase (Judy Knappett). The schools maintain their individual identities, Ofsted inspections, and budgets while benefiting from shared leadership, expertise, and resources.

Recent achievements of the federation (EYFS to KS5) include:

Swanlea hosted a Weavers Federation Family Day for all our schools, it brought our families together from pre-school to Key Stage 4. It was a joyful day with a climbing wall, roundabout and segways, facepainting and stalls for all to enjoy.

We have appointed a Director of Performing Arts for the federation. This year pupils at Hague and Stewart Headlam can learn to play brass and woodwind instruments. We are also forming a choir for pupils in Years 5 to 8. In December the choir will take part in the 12 Choirs Performance, a multigenerational concert. This is an exciting opportunity for our children to perform alongside singers of all ages.

Our primary schools finance and resources teams, working with the federation's Director of Operations have made significant savings through buying energy and services together. The money stays in our schools; it is spent on our pupils' learning. A clear sign of the strength of our community.

Working in partnership- stronger together, more sustainable Primary Leaders have developed an ambitious, broad and balanced curriculum. Pupils learn a wide range of subjects in depth. The curriculum is enriched with trips linked to history and geography; these visits build pupils' knowledge of the world beyond their community. Pupils gain the cultural capital they need to succeed in the next stage of their education.

About Kobi Nazrul

Kobi Nazrul is a primary school located in Tower Hamlets with approximately 228 pupils on roll. The school was last inspected by Ofsted on 20th May 2025 and was judged to be good, although the section 8 report suggests the school's work may have improved significantly more than this.

Kobi Nazrul Primary School, Settles Street, London E1 1JP

Key strengths of Kobi Nazrul include:

Kobi Nazrul is at the heart of a diverse and welcoming community. Parents and carers speak positively about the school, valuing the care and support their children receive. Every name is known, and every child is valued. It is a warm, friendly place, where pupils and families thrive. This helps to ensure that pupils feel and are kept safe. Pupils' behaviour is exemplary.

The curriculum is ambitious, coherently designed and carefully sequenced. The school has identified the key knowledge and skills that they want pupils to learn. Staff provide opportunities for pupils to revisit and build on what they know before moving on to more complex ideas. As a result, Key Stage 2 data is consistently above national averages.

Including everyone is at the heart of the school's work. The school promptly identifies pupils with SEND through careful observations and rigorous assessment procedures. Effective adaptations and targeted support help pupils access the same ambitious curriculum as their peers.

About William Davis School

William Davis is a primary school located in Tower Hamlets with approximately 132 pupils on roll/ The school was last inspected by Ofsted in March 2025 and was judged to be outstanding for behaviour and attitudes and Early Years and good in all other areas.

William Davis Primary School, Wood Close, Cheshire Street, London E2 6ET

Key strengths of William Davis School include:

William Davis is very much a school for its community and of its community. It is inclusive and diverse; a place where all are welcomed and valued and differences are celebrated for the richness they bring to us all. As a small school everyone is considered part of the 'William Davis family.' Every child is known, cared about and supported to be the best they can be. The school is forward-thinking and aspirational for pupils; whilst maintaining a caring, family-centred culture.

Children are taught an ambitious, knowledge-rich curriculum alongside a commitment to developing children's skills in building positive relationships and understanding how to lead safe and healthy lives.

William Davis pupils are friendly, determined and respectful. Academic outcomes are excellent - pupils consistently perform well above national averages by the time they leave in Year 6

3. Why Are We Proposing These Changes?

Strategic Rationale

All 3 current governing bodies (Weavers Federation, William Davis and Kobi Nazrul Governing Bodies) believe that joining together will:

1. **Strengthen educational outcomes** by sharing best practice, expertise, and resources across all schools
2. **Improve leadership capacity** through shared senior leadership and reduced isolation for school leaders
3. **Enhance financial sustainability** through economies of scale and more efficient use of resources
4. **Provide better professional development** for staff through collaboration and shared training
5. **Maintain local identity** while benefiting from being part of a larger, stronger organisation
6. **Enable the group of schools to better match the demands of the school communities in the area** allowing the schools to minimise premises costs and maximise efficient premises use.

4. How will the future Federation, including the merger of William Davis to Stewart Headlam work?

Governance Structure

The federation will operate under a single governing body responsible for 4 schools – Swansea, Kobi Nazrul, Hague and Stewart Headlam.

William Davis will not exist as a separate school because it would be merged with Stewart Headlam.

The new governing body will:

- Be constituted according to a new Instrument of Government (IoG)
- Consist of approximately 15 governors, including:
 - The Executive Headteacher
 - The Exec Primary Headteacher , Kobi Nazrul Headteacher
 - 5 Parent governors elected from across all federated schools
 - 1 Staff governor representing all schools (only 1 staff governor is allowed)
 - At least 6 Co-opted governors with relevant community knowledge and/or skills and expertise
 - Local authority governor (only 1 LA governor is allowed)

The ratio of school staff governors to other governors must be at least 1:3. This criteria would be met.

Additional Associate governors will be appointed to support the sub-committees of the Federation. They are welcome to attend, but do not have voting rights at the Full Federation Governing Body.

Hague, Kobi Nazrul, Swanlea and the newly expanded Stewart Headlam School (following the merger with William Davis) will maintain:

- Their own name and identities
- Their own budgets (delegated by the governing body)
- Their own Ofsted inspections
- Their own admission arrangements
- Their own performance data

Leadership Structure

The federation will be led by Senior Leadership Teams:

- **Executive Headteacher - Federation:** Overall strategic leadership across all schools
- **Executive Primary Headteacher of Stewart Headlam /Hague:** Day-to-day operational leadership of SH/H
- **Headteacher of Kobi Nazrul:** Day-to-day operational leadership of Kobi Nazrul
- **Other Senior leaders:** Including roles such as Heads of School, Deputy Headteachers, Assistant Headteachers, SENDCOs, Director of Operations & HR and School Business Managers

Operational Arrangements

The schools will:

- Share policies and procedures where appropriate
- Collaborate on curriculum development and staff training
- Share specialist staff and resources where beneficial
- Work together on school improvement priorities
- Maintain their individual character and ethos
- Collaborate on procurement and budget savings

Over time these arrangements may change, with prioritising the educational experience for our children as the key driver.

5. What Will Change and What Will Stay the Same?

What Will Change:

- **William Davis children :** Will go to school at Stewart Headlam School
- **William Davis school :** Will no longer admit pupils
- **Governance:** One governing body will be responsible for all schools. Kobi Nazrul and William Davis governing bodies will cease to exist. The current Weavers Federation Governing Body would be dissolved and replaced. By the new Weavers Federation Governing Body. New elections would be held for parent and staff governors.
- **William Davis staff:** Those staff required will move to Stewart Headlam School.
- **Some leadership roles:** May be shared across schools
- **Some policies:** Will be harmonised across the federation where possible
- **Opportunities for collaboration:** Increased joint working between schools
- Weavers' Federation is able to offer wrap around childcare provision at the beginning and end of the school day where required by families

What Will Stay the Same for Swanlea, Hague, Stewart Headlam and Kobi Nazrul Schools:

- **School names and identities:** Each school will keep its current name and identity
- **School sites:** These schools remain on their current sites
- **Admissions:** These 4 schools maintain their own admission arrangements
- **Ofsted inspections:** Each school continues to be inspected separately
- **Budgets:** Each school has its own delegated budget. The Stewart Headlam budget will be increased to accommodate the amalgamation with William Davis, in line with statutory guidance.

- **Staffing Structures:** Will not be altered as a direct result of the proposed federation changes
- **Uniform:** Each school keeps its own uniform.
- **Term dates and school day:** May be aligned but each school can maintain differences if appropriate.

What will change for William Davis School

- **School names and identities:** William Davis School will amalgamate with Stewart Headlam School. The William Davis School site and name will not be continued. All the children at William Davis will be able to move to Stewart Headlam School.
 - **School sites:** William Davis School site will close. Stewart Headlam School will on its current site. The William Davis School Library will move to the Stewart Headlam site.
 - **Admissions:** William Davis School will no longer admit children. Children currently at William Davis School, and their siblings will be given places at Stewart Headlam School.
 - **Ofsted inspections:** William Davis School will not be inspected by OFSTED after September 2027, because it will not exist as a DFE registered school. Stewart Headlam School (including the provision for William Davis pupils) will continue to be inspected separately from the other federation schools.
 - **Budgets:** William Davis School will no longer have its own budget from September 2027. Each school in the Weavers Federation has its own delegated budget. The Stewart Headlam budget will be increased to accommodate the amalgamation with William David, in line with statutory guidance.
 - **Staffing Changes:** Staffing structures will change, this will involve full consultation, including with trade unions, following the principle that compulsory redundancies should be avoided
 - **Uniform:** William Davis children will be provided with new Stewart Headlam school uniform to wear.
 - **Term dates and school day:** William Davis School will be merged with Stewart Headlam School so will follow Stewart Headlam holiday dates and school day timetables.
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6. Impact on Pupils

Educational Benefits

Pupils will benefit from:

- **Enhanced curriculum:** Sharing of expertise and resources across schools
- **Better outcomes:** Evidence-based approaches to teaching and learning shared across the federation
- **Wider opportunities:** Access to facilities, clubs, and activities across all schools
- **Smoother transitions:** Particularly for pupils moving between federated schools
- **Specialist support:** Shared access to specialist teachers and support staff

Pastoral and Wellbeing

- Pupils will continue to be known and supported by familiar staff
- Enhanced pastoral support through shared expertise
- Consistent safeguarding and behaviour approaches
- Consistent approaches to early intervention support
- Better knowledge of families' needs across the Federation

7. Impact on Staff

Professional Development

Staff will benefit from:

- **Collaboration opportunities:** Working with colleagues across schools
- **Enhanced CPD:** Shared staff training and development programmes
- **Career progression:** Greater opportunities for promotion and new roles across the federation
- **Reduced isolation:** Particularly for subject leaders and senior staff
- **Shared expertise:** Learning from best practice across the federation

- **Sustainability:** Confidence that federation provides greater opportunities for financial sustainability across the family of schools

Terms and Conditions

- Existing contracts of employment will be honoured
- Pay and conditions will be protected
- Staff consultation will take place regarding any changes to roles or responsibilities
- Greater opportunities for redeployment

8. Impact on Parents and the Community

What Parents Can Expect

- **Continuity:** Your child's education will continue without disruption, or with minimised impact for William Davis children
- **Communication:** Clear information about any changes
- **Involvement:** Continued opportunities to be involved in school life
- **Parent governor representation:** Parents from all schools can stand for election

Community Links

- The schools will maintain their links with the local community
- Community use of facilities will continue, but the William Davis site will no longer be used.
- Local partnerships will be preserved and enhanced

9. Financial Implications

Budget Arrangements

- The four schools will retain their own delegated budgets
- The local school boards propose the annual school budget
- The full federation governing body agrees the annual budget for each school

- Savings from shared services will be reinvested in teaching and learning
- Financial transparency will be maintained through regular reporting

Expected Efficiencies

The federation expects to achieve efficiencies through:

- Shared leadership and administrative costs
- Joint procurement and contracts
- Shared specialist staff
- Reduced duplication of services
- More efficient use of school sites

These savings will be reinvested in:

- Teaching and learning resources
- Staff development
- Building improvements
- Enhanced pupil opportunities

10. Frequently Asked Questions

During the Consultation Period we will build a Frequently Asked Questions (FAQ) log for each school. This will enable Governors to consider and respond all the points raised during the consultation and will reflect the different perspectives that each school community may have. The first version of these is attached and is available on each school's website.

11. Implementation Timeline

Date	Activity
5th October 2026	First stage of consultation opens - School Level Consultation
October- November 2026	Initial consultation meetings and feedback period
20th November 2026	First stage of consultation closes
End of November / beginning of December 2026	Governing bodies review consultation responses and Due Diligence analysis
December 2nd 2026	If Federation changes initially approved, Kobi Nazrul and Weavers' Federation chairs sign indicative resolutions and consult on draft IoG, models of working, to develop proposals further
December 2nd 2026	Weavers' Federation and William Davis Governing Bodies decide whether to ask Tower Hamlets Council to progress to Statutory Notice regarding the merger of William Davis School into Stewart Headlam School and the Weavers' Federation
December 2026	LA decide whether or not to move to statutory notice regarding possible amalgamation of Stewart Headlam and William Davis
January 2027	Possible publication of Statutory Notice for amalgamation of Stewart Headlam and William Davis by Local Authority Kobi Nazrul and Weavers' Governors consider and decide on possible formal structures and processes to join the newly convened Weavers' Federation.

Date	Activity
Feb- Mar 27	LA make decision regarding possible amalgamation of William Davis and Stewart Headlam Schools. As soon as decision reached William Davis School will initiate formal HR consultation for staff.
March – May 2027	Finalise loG, agree meeting dates, comms plan, transition plans, first term priorities, governance structures.
April – May 2027	William Davis HR consultations and processes completed, decisions reached and appeals heard so that contractual position for all William Davis staff is clear by May 31 st .
June 2027	Final prep: policies ready, confirm staffing arrangements, line management, update websites and comms, brief all staff on changes from September 2027
August 31st 2027	Formal end of William Davis School If agreed Kobi Nazrul Governing Body formally dissolves
September 2027	All former William Davis pupils attend Stewart Headlam School Remaining William Davis staff transfer on to Weavers' Federation, Local Authority contracts Reconstituted Weavers' Federation becomes the governing body for Hague, Stewart Headlam, Kobi Nazrul and Swanlea Schools

12. Consultation Process

Who We Are Consulting

We are consulting with:

- Parents and carers of pupils at all schools

- Staff at all schools
- Pupils (through age-appropriate methods)
- Local authority
- Recognised trade unions
- Local community groups, faith schools and partners
- Any other interested parties

Consultation Events

We will hold the following consultation meetings:

A range of meetings will be set up in each school with dates circulated to staff and parents separately

In addition, Dr Helen Jenner (the independent consultant supporting this work) the following specific meetings will be available to present the planned changes and answer any questions

Date	Time	Location	Audience
6 th October	2.30 4.00	William Davis School William Davis School	Parents Staff
7 th October	2.30 4.00	Stewart Headlam Stewart Headlam	Parents (Stewart Headlam and Hague) Staff (Stewart Headlam and Hague)
8 th October	2.30 4.00	Kobi Nazrul Kobi Nazrul	Parents Staff
14 th October	2.30 4.00	Swanlea Swanlea	Parents Staff

Date	Time	Location	Audience
9 th November	6pm	Virtual	Open session for all stakeholders
10 th November	9 am	Virtual	Open session for all stakeholders

How to Respond

You can respond to this consultation by:

Attending a consultation meeting (see dates above)

Completing the online survey at: <https://forms.gle/PYyLvdpEC9CVtj2c8>

Completing a response form (printed versions available from each school office)

Emailing your views to:

Consultation@swanlea.co.uk

Consultation@hague.towerhamlets.sch.uk

Consultation@stewartheadlam.co.uk

Consultation@williamdavis.org.uk

Admin@kobinazrul.towerhamlets.sch.uk

Consultation response boxes are in the reception for each school

All responses must be received by 5pm on 20th November 2026.

13. What Happens Next?

After the Consultation

1. **Analysis of responses:** The Joint Working Party will review all consultation responses
2. **Response report:** A summary of feedback and the governing bodies' response will be published
3. **Governing body decision:** All governing bodies will vote on whether to proceed
4. **Notification:** If approved, the local authority will be notified within 7 days

5. **Implementation:** The process to establish the new federation will begin

Decision-Making

- Both Weavers Federation and Kobi Nazrul Governing Bodies must vote in favour for the Federation change to proceed
- Ideally, both Weavers Federation and William Davis Governing Bodies will agree to ask the Local Authority to move to Statutory Consultation on the amalgamation, but either Governing Body is able to make this request if they wish.
- The governors decision will be based on consultation feedback and due diligence findings
- If either governing body votes against the federation changes, the proposal will not proceed
- The decision to amalgamate Stewart Headlam School and William Davis School is taken at Local Authority level, informed by the schools' Governing Bodies.

14. Consultation Response Form

Your Details (optional)

Name: _____

Which school is your relationship with?

- * Hague
- * Kobi Nazrul
- * Stewart Headlam
- * Swanlea School
- * William Davis

Relationship to school(s):

- Parent/carers
- Pupil at
- Staff member
- Governor
- Local resident
- Other (please specify): _____

1. What do you think are the main benefits of these proposals?

[Text box]

2. What concerns do you have about these proposals?

[Text box]

3. Do you have any suggestions for how we can ensure a successful amalgamation of William Davis with Stewart Headlam School?

[Text box]

4. Is there anything else you would like to inform us about these proposals?

[Text box]

Please complete or return this form by 5pm on 20th November 2026 . Thank you for taking the time to respond to this consultation.
