

Haringey Education Partnership

Context: success in Haringey

We have excellent outcomes all the way from early years settings through primary, secondary and special schools and at post-16:

- 90% of all early years settings are good / outstanding
- 99% of schools (all secondary, special and nursery) are good / outstanding
- 74% achieve Good Level of Development – in London Top Quartile
- KS1 and KS2 scores all above national at Expected and in London Top Quartile for Greater Depth
- 0.31 Progress 8 at GCSE is in the top 10 local authorities nationally
- Looked after children came top in the country for GCSE results in 2016
- 26.3% A*-A in A-level results and above national for all grades

- And the list goes on...

School improvement services are a vital platform for schools to succeed

This includes:

- School Improvement Advisers – link to every school, health checks on SEF and SIP, Ofsted preparation, strategic focus e.g. STEM, BME achievement
- Early Years quality team
- Data analysis and support
- Governor support services
- CPD, conferences
- Statutory functions – NQT and ITT, KS2 moderation, SACRE

However, the status quo cannot continue for 3 key reasons:

1. **National policy:**

- School led school improvement
- Drive for MATs and to reduce LA role in school improvement

2. **Funding:**

- Loss of ESG to the Council – c.£750k for school improvement
- School budgets are under pressure!

3. **Exceptional in Haringey:**

- Maintain collaborative working in Haringey
- Protect schools from being forced into a MAT and system fragmenting
- Develop powerful schools led model in Haringey
- Access DfE funding to become a national leader in school improvement

Developing a plan for the future

Over the last 18 months headteachers, governors and the local authority have worked together closely to take decisions through:

- School Improvement Steering Group
- Strategic Partnership and Planning Board
- Feedback at conferences and heads / governor events

We now have a clear set of proposals on:

- Setting up a new organisation
- The offer for schools – and the cost
- An operating model and staffing structure

Governors have been involved throughout and are critical to the next steps

What is the future?

Heads, governors and the LA have all committed to developing a schools led school improvement company – known as **Haringey Education Partnership**:

- New legal entity: ‘schools company’ focused on school improvement
- Not-for-profit, limited by guarantee
- Owned, governed and led by schools in partnership with the local authority



Other LAs have already started down this road...



Key messages before the detail...

1. **It's now or never** – there won't be another opportunity
2. **HEP is yours** – schools who buy-in as members will literally own HEP
3. **It's money back in your school's pocket** – HEP will be cheaper than current services and schools can trade (buy and sell) services to each other
4. **We believe in collaboration** – HEP will maintain the 'family of schools' and ensure the system doesn't fragment
5. **Haringey can become a national leader** – we can build on existing excellence to access national funding and support others beyond Haringey

Membership offer – the principles

Membership of the organisation is membership of a system that commits to working together to improve all of its 'parts' and to ensuring that all children achieve exceptional outcomes; that our schools have the very best teachers and leaders who are constantly striving to improve and are supported do so.

Members will receive the offer outlined below for a membership fee. The offer has been designed to provide schools, colleges and the wider education system with the information and support to know both its strengths and areas for development.

The partnership work and system leadership undertaken by the NLCs is integral to the self-improving system and so membership of an NLC requires full membership of the organisation.

Members will also be signing up to some key principles including a willingness to share data and an openness to peer challenge and support

Membership offer

1. External challenge and support
 - Improvement partners
 - NLC and peer to peer challenge
2. CPD
3. Data
4. HT half termly briefings
5. Governor support
6. NQT and ITT recruitment and induction
7. Hotline phone support

Traded offer

In order to provide members with as much choice and flexibility as possible to tailor support for their schools HEP will also provide a traded service where schools can purchase or commission

Some examples

- Additional or specialist Improvement Partner support
- Additional Data Analysis
- Subject an phase specific support
- Full range of high quality CPD and professional development
- Governor support and Governor Services
- Access to a range of professional events and initiatives

These services would also be available to non-member schools and colleges for purchase or commission but at a higher cost



BRINGING HARINGEY SCHOOLS TOGETHER

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OUR MISSION

300
MEMBER SCHOOLS

8000
CHILDREN

The current core offer can be delivered at a cost of:

£19 per pupil for nursery, special and primary schools, with a £12,500 cap

This works out approximately as follows:

- 1 FE primary with nursery - £4,978
- 2 FE primary with nursery - £8,474
- 3 FE primary with nursery - likely to reach the cap of £12,500 depending on numbers

£12,500 per secondary school without a sixth form

£15,000 per secondary school with a sixth form

£7,500 for FE Colleges

Invoice or change?

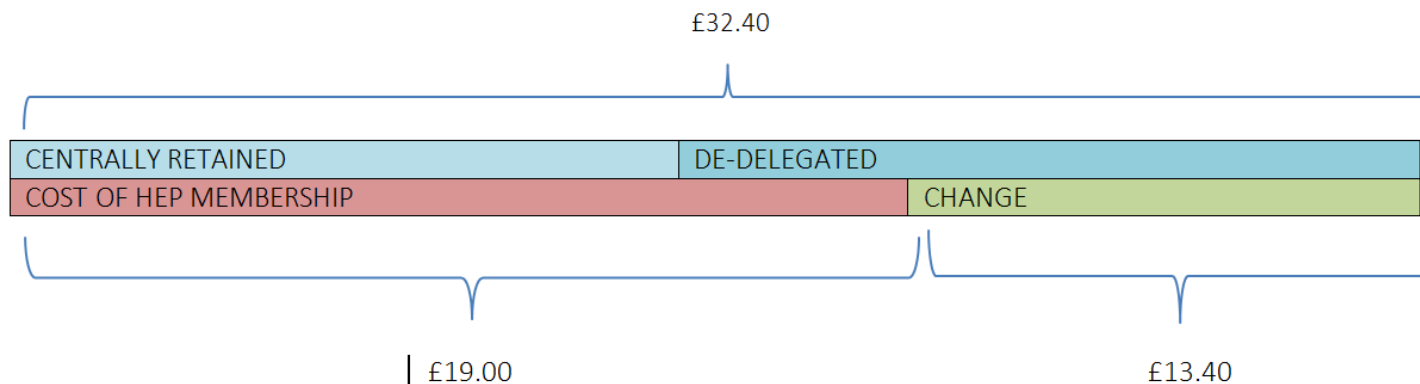
This is **not** an additional charge to schools when budgets are tight – this is money back in schools' pockets.

An illustrative example is given below for St Mary's C of E Primary School:

Cost of **current** school improvement services: $\sim£32 \times 570$ pupils = £18,240
This money is 'top sliced' from school budgets before you see it

Cost of **future** HEP membership offer: $£19 \times 570$ pupils = £10,830

Money back = £7,410 (or c.40%)



Timeline – and your role

Nov 17

- Cabinet decision on HEP
- HEP brochure for schools

Dec 17

- Documentation to support Governing Bodies
- Schools Forum to take budget decisions

Jan 18

- HEP established as a legal entity
- Interim MD appointed and HEP board elected

Feb 18

- Governing bodies commit to joining HEP

Apr /
Sep 18

- Schools to receive money back / 'pay' for HEP in April or September

Questions – what do you think?

Some FAQs:

- Why is HEP significantly cheaper than current services?
- Is it a 'lift and shift' of LA staff?
- Is there a partial or cheaper membership option?
- Can you be a member of your NLC and not of HEP?
- Could HEP operate beyond Haringey?

Welcome your views...