

Secondary and Post-16 School Improvement

WITH HEP

@HaringeyEduc

www.haringeyeducationpartnership.co.uk

How We Work:

Support

Built Around You

All the work we do supports our member schools to **raise outcomes** for students and young people so that their achievement is better than anywhere in the country.

As a secondary school or college working with HEP, you get a **significant amount** in your core membership (details provided on the next page). You also have the **flexibility** to enhance the core membership offer with additional support tailored to your needs.

There is a lot to take in, but we will work with you to ensure you make the most of what is on offer and make a **sustained difference** across all the key stages.

If there is anything you need that we cannot offer directly, talk to us – we will find or develop the right expertise for you. We want you to be demanding!

The following pages are just a taste of what we offer. We are constantly building and developing **new** and **exciting** projects and ideas.



Membership on a Page

Leadership and Governance

- Secondary and Post-16 Improvement Partner team
- Leadership development and executive coaching
- Support Partner team and subject specialists
- Data analysis
- Ofsted preparation
- Governance support

Professional Practice and Resources

- Departmental and subject professional development
- Support and reviews
- Core training on pedagogy and practice
- Early Career Framework
- NPQs
- Racial equity
- SEND
- Behaviour & inclusion

Keeping Connected

- Leadership networks
- Subject networks & STEM
- Weekly briefing
- School improvement networks
- Exam board insight
- Peer review
- Insight and intelligence

Access More of HEP

- Additional Improvement Partner and Support Partner time
- Access to WalkThrus
- Professional development and subject networks
- Headteacher performance management
- Recruitment support
- Governor training and clerking



Membership Offer:

Overview

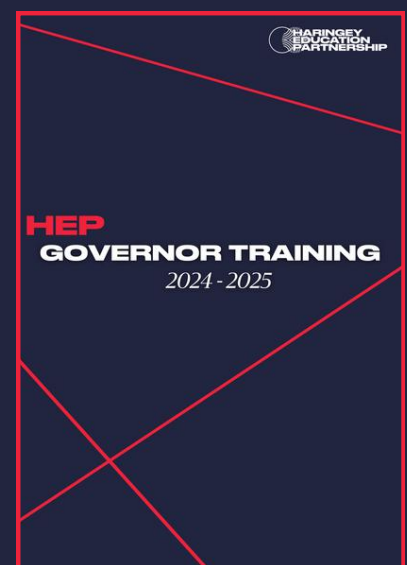
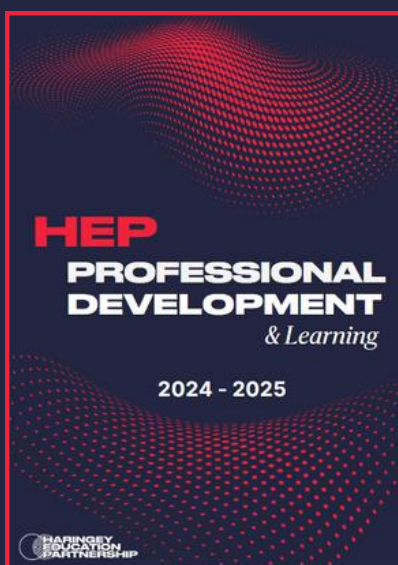
The Secondary core membership offer with HEP includes:

- 1. Improvement Partners & Support Partners:** Minimum of 4.5 days strategic input from your Improvement Partner, with access to the full team's expertise. 2 additional days for schools in the Ofsted window
- 2. Leadership:** Leadership programmes including executive coaching, headteacher hotline, resources and advice to support leaders wherever you are on your leadership journey
- 3. Data analysis:** Annual school profile, additional data analysis and challenge tailored to your school and borough/national level analysis
- 4. Post-16:** Additional time for schools with a Sixth Form with our team of specialist Improvement and Support Partners for Post-16 across Sixth Form and FE
- 5. Ofsted preparation:** Training, resources and coaching support tailored around your school to support leaders, teachers and governors
- 6. Curriculum:** Secondary subject networks and specialist subject Support Partners
- 7. Pedagogy:** Training for teachers with optional access to WalkThrus and bespoke support drawing on the best cognitive science and research
- 8. SEND:** Developing high quality, inclusive teaching for SEND, built on core standards with training, peer review and specialist secondary SENDCo Support Partners
- 9. Professional development:** Core CPD sessions; enhanced ECF and NPQs
- 10. Racial equity:** Working across our schools with training and resources to improve outcomes for students from all our communities
- 11. Behaviour and inclusion:** Support for leaders and teachers, central training and in school support
- 12. School to school collaboration:** Collaborative school improvement networks and peer review with £10k per annum for the secondary network
- 13. Keeping you ahead of the curve:** Weekly briefings with all the latest guidance; termly headteacher breakfast meetings for your network; and keeping you connected to research, policy, and innovation

Access More of HEP

Giving schools flexibility, the following services can be purchased in addition to your core membership:

- **Improvement Partners and Support Partners:** Additional bespoke support, whole school and subject/specialist reviews
- **Access to WalkThrus:** The best approach to pedagogy development
- **Professional development:** Access our extensive annual CPD and leadership development as a package or pay as you go
- **Headteacher performance management:** Working with Heads and governors for a meaningful annual review and objective setting
- **Recruitment support:** Support with HT and SLT recruitment and interviewing
- **Governor training:** Access to our comprehensive annual governor training programme
- **Clerking:** A governance professional to plan, advise and minute your Governing Board and committee meetings



Membership Highlights

Secondary Improvement Partners and Support Partners

HEP understands the need for leaders to have access to high quality, robust support and challenge from professionals who truly understand secondary school contexts.

We provide access to the best Secondary and Post-16 Improvement Partner team available anywhere.



We recruit only the best:

- All IPs are currently, or have recently been, successful Secondary Headteachers or Executive leaders
- IPs bring wider skills and experience to the team, including Lead Ofsted Inspectors, DfE Special Advisors, links to research and innovation
- All IP reports are quality assured and agreed with the school
- Our IPs work as a tight-knit and reflective team, constantly sharing best practice and the latest system intelligence

What this means for you:

our key relationship is with your Improvement Partner, who will work closely with you and your team to plan the programme of support with access to the wider team.



Sixth Form and Post-16 Highlights

The Post-16 landscape comes with some unique challenges. For schools with a Sixth Form, membership includes additional time with specialist members of our Improvement Partner and Support Partner team.

All are up to speed with the relevant aspects of Post-16 qualifications, vocational and academic pathways, and have a detailed understanding of how to manage and use data and analysis, timetabling, curriculum design, and careers education.

Examples of some of the elements available to you:

- Leadership and management support and coaching
- Access to data analysis and insights
- Subject deep dives or departmental review
- Support and best practice sharing for the leadership of careers and destinations
- Termly Post-16 network meetings
- A-level subject meetings
- Vocational qualifications focus group
- Access to shared resources



Leadership Offer

HEP has established a comprehensive programme to develop leaders at every stage of their career. Whether you are just beginning your teaching career or an experienced headteacher, executive head, or trust leader, our programme will support, challenge, and inspire you.

With an emphasis on connecting with other school leaders to build professional networks, many elements of the leadership programme are free as part of the Secondary and Post-16 HEP membership offer.

While it is possible to purchase individual training programmes, most schools find it best value to buy the HEP professional learning package, which incorporates full access to all the leadership programmes for you and your school.

**Assistant
Head**

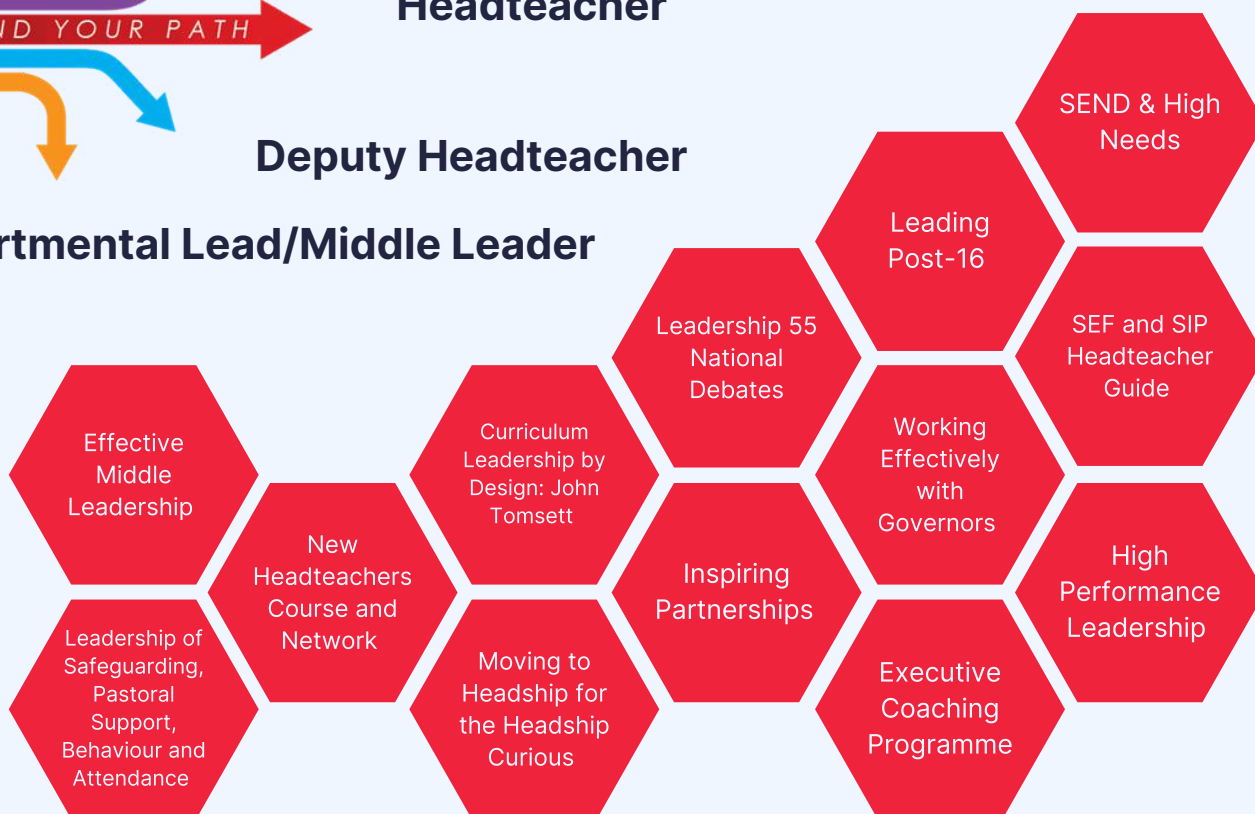


Executive Headteacher

Headteacher

Deputy Headteacher

Departmental Lead/Middle Leader



*"The single biggest way to impact an organisation is to focus on leadership development. There is almost no limit to the potential of an organisation that recruits good people, raises them up as leaders and continually develops them."
John Maxwell*

Preparation for Inspection

School based support

- Preparing for the 90-minute phone call: Workshop and practice call
- Coaching sessions for senior and subject/departmental leaders
- Governor workshops
- Whole school staff meetings for teachers and support staff (all phases)
- Attendance, absence and pupil wellbeing review

Central support

- Regular Ofsted briefings and updates
- Central training for Governors
- School leaders workshop and toolkit
- Subject leader workshops and coaching sessions
- Crib sheets and quality assurance guidance
- Example questions for staff, governors, parents and pupils
- Summaries of Ofsted subject reviews and best practice



Ofsted readiness review

- Table top review of SEF, SIP and relevant documentation
- Pre-review phone call
- Discussions with senior and departmental leaders
- School walk and possible 'deep dives' into subjects
- Behaviour and attitudes and personal development conversations

Pedagogy

HEP works in partnership with Teaching WalkThrus nationally.

Rooted in research, WalkThrus provides the perfect framework for teachers, schools, and networks to engage in shared development as a system. HEP members benefit from **heavily discounted** access to WalkThrus subscriptions and a package of support and training.

COACHING CASE NOTES.

Five reasons why technical pedagogical coaching matters.

MATT STONE 01

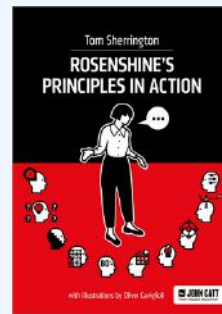
TEACHING TECHNIQUES | KNOWLEDGE TRANSFER | LEARNING PROBLEMS | OUTSIDE PERSPECTIVE | DIALOGICAL EQUITY

Stimulated by my new role with WalkThrus, a visit to Orlando, and countless discussions and conversations both in-person and online, I've been thinking hard about coaching teachers and why a technical, pedagogy-focused coaching approach seems a really good bet for developing great teaching. Here are five reasons why I think it works:

- 1 Technique is the bedrock of fluency.**
Technical pedagogical coaching focuses on developing and refining teaching techniques. Many teachers so codifying techniques to provide a shared language is helpful. When pedagogical coaching focuses on techniques, we are laying the foundations for autonomy, fluency and creativity.
- 2 The knowledge transfer problem.**
Traditional approaches to professional development often struggle with the knowledge transfer issue - the gap between theory and practical application in the classroom. Coaching that focuses on specific pedagogical techniques, which can be explicitly modelled and rehearsed, can support the transfer from the training room to the classroom.
- 3 Addressing learning problems.**
The inherent complexity of teaching and learning means that teachers face a continuous effort to address and resolve learning problems that arise in their classrooms. Pedagogical coaching that is problem-centered and goal oriented can be an effective way to help teachers find solutions to learning problems and embed them into their practice.
- 4 An outside perspective.**
Classrooms are busy, dynamic places where the logistical and cognitive challenges of managing the learning of a class of students at once are immense. Coaches can support teachers to notice the things that are easily missed in the moment and support their capacity for professional vision.
- 5 Dialogical equity.**
Whereas traditional, formal systems of lesson observation, evaluation and review inevitably lead to judgment, coaching provides a productive, formative space for teachers to think, reflect and develop their practice. The conversational dynamics are important - the ebb and flow of two professionals sharing insights and pooling their wisdom.

“ The key point here is the sequential dependency that exists between these stages of implementation; you can't reach autonomy until you've wrestled with cognition. Learning core techniques is central to fluent, responsive teaching.”

Created by MATT STONE (@MattTeachCoach) | COACHING CASE NOTES



MATT STONE
OLIVER CAVIGLIOLI
TOM SHERRINGTON

COACHING WALKTHRUS

FIVE-STEP GUIDES TO COACHING TEACHERS

QUESTIONS & FEEDBACK | THINK, PAIR, SHARE

CONCEPTS & CULTURE
Engage and foster the conditions for effective teaching.

IMPLEMENTATION & DESIGN
Make sense of the complexity of teaching and learning in the classroom.

TEACHING EXPERTS
Elicit thoughtful and meaningful insights to support teachers' professional growth.

WISDOMS & REMINDERS
Build a shared understanding of core teaching techniques by making time and space for practice.

FEEDBACK & REVIEW
Promote autonomy and learning by seeking long-term health change.

JOHN CATT

Dylan William

'Teaching is such a complex endeavour that the idea of a complete guide to teaching excellence is surely impossible, but this comes closer than anything I have seen to date. Anyone seriously interested in improving education needs this at their side.'

"I have been in teaching 20 years and always been good at it. However, I am confident that I am now the best teacher I have been at any point in my career and I love it" - HoD

STUDENTS & PARENTS

LEARNING WALKTHRUS | BETTER LEARNING STEP BY STEP

TOM SHERRINGTON
OLIVER CAVIGLIOLI

HOW TO LEARN IN THE CLASSROOM
HOW TO BE SUPPORTED FROM YOUR TEACHER
HOW TO LEARN INDEPENDENTLY
HOW TO LEARN IN A GROUP

THE 5-STEP TECHNIQUES FOR SUCCEEDING AT SCHOOL

JOHN CATT

Learning WalkThrus is a visual guide for students and parents. A guide to key aspects of learning and studying at home and at school. It features 70+ five-step techniques devised by Tom Sherrington and illustrated by Oliver Caviglioli, with guest authors including Sarah Cottingham, Peps Mccrea, Sara Milne Rowe, Christopher Such, Emma Turner and Jennifer Webb.

SEND and Inclusion

Inclusive Schools, Inclusive Classrooms, Skilled Educators

Professional development: Providing all the training you need for the leadership of SEND, as well as the specific knowledge and skills teachers and support staff need to support pupils of all needs and abilities. Training can be bought as a package or on a pay-as-you-go basis.

SEND Core Standards: developed in partnership with Haringey SEND, the Core Standards cover:

- Statutory requirements
- Creating a fully inclusive school and inclusive classrooms
- High-quality teaching
- Identifying need
- Support and intervention
- Working with families

Consultancy support: SEND specialist Improvement and Support Partners provide bespoke in-school support and training for leaders, SENDCos, teachers and support staff.

SENDCo networks: Keep up to date and ahead of the curve with all things SEND.

SEND quality assurance: Access a review to support you in quality assuring provision, evaluating work, and feeding into school self-reviews. This includes optional participation in a facilitated peer review programme.

Racial Equity

Every student and young person deserves the best life chances, especially when they face additional barriers due to ethnicity and disadvantage.

We aim to develop inclusive leadership and cultures, enhance teaching and learning, and deliver in-school support.

We have developed a suite of resources, training, and school-based support available on our website.

'We cannot say we have succeeded until success is shared by all.'

Racial Equity Pledge 2023 - 2025



“ Every child and young person in Haringey matters. Every child and young person deserves the best life chances, especially when they face additional barriers due to ethnicity and disadvantage, particularly our Black Caribbean young people. It is everyone's responsibility to make this a reality and build a culture of belonging. ”

_____ is committing to:

1. A champion on the Senior Leadership Team and a lead Governor for the racial equity pledge
2. Completing a self-evaluation, undertaking a school review and working towards a recognised anti-racism award
3. Leaders setting stretching attainment targets, leading 'difficult conversations' and committing to a whole school focus, especially for Black Caribbean children
4. Identifying racial equity in our School Improvement Plan, with regular progress updates and an annual report to governors
5. Supporting staff and governors to attend and disseminate CPD on racial equity
6. Supporting transition arrangements for vulnerable young people from ethnic minorities
7. Engaging parents' views at school and providing positive parenting support
8. Being an active advocate for racial equity within and beyond Haringey, learning and sharing together



Headteacher

Chair of Governors

We cannot say we have succeeded until success is **shared by all**

HARINGEY EDUCATION PARTNERSHIP

BLACK EDUCATORS NETWORK

Sign up by filling out the form here

All Black teachers, at whatever stage of their career, are invited to attend

AIMS:

- To increase the diversity of the workforce to better reflect the community served by Haringey Schools with the ultimate aim of improving educational outcomes for Black children.
- To increase the aspirations of Black pupils by providing role models that look just like them.
- To make Haringey an attractive borough, based on its inclusive ethos, for aspiring Black teachers to choose to come and work in.
- To support more Black teachers to stay in teaching and progress to leadership roles through mentoring and coaching.
- To offer opportunities for peer support that will increase the confidence of Black teachers already in post.

CHANGING THE NARRATIVE

RACIAL EQUITY CONFERENCE 2023

LONDON ACADEMY OF EXCELLENCE TOTTENHAM
9 DECEMBER 2023

HARINGEY EDUCATION PARTNERSHIP Haringey



Membership

What Does it Cost?

We understand the pressure on school budgets. We are committed to keeping costs down while delivering the highest quality service to each of our member schools and continuously developing our membership offer.

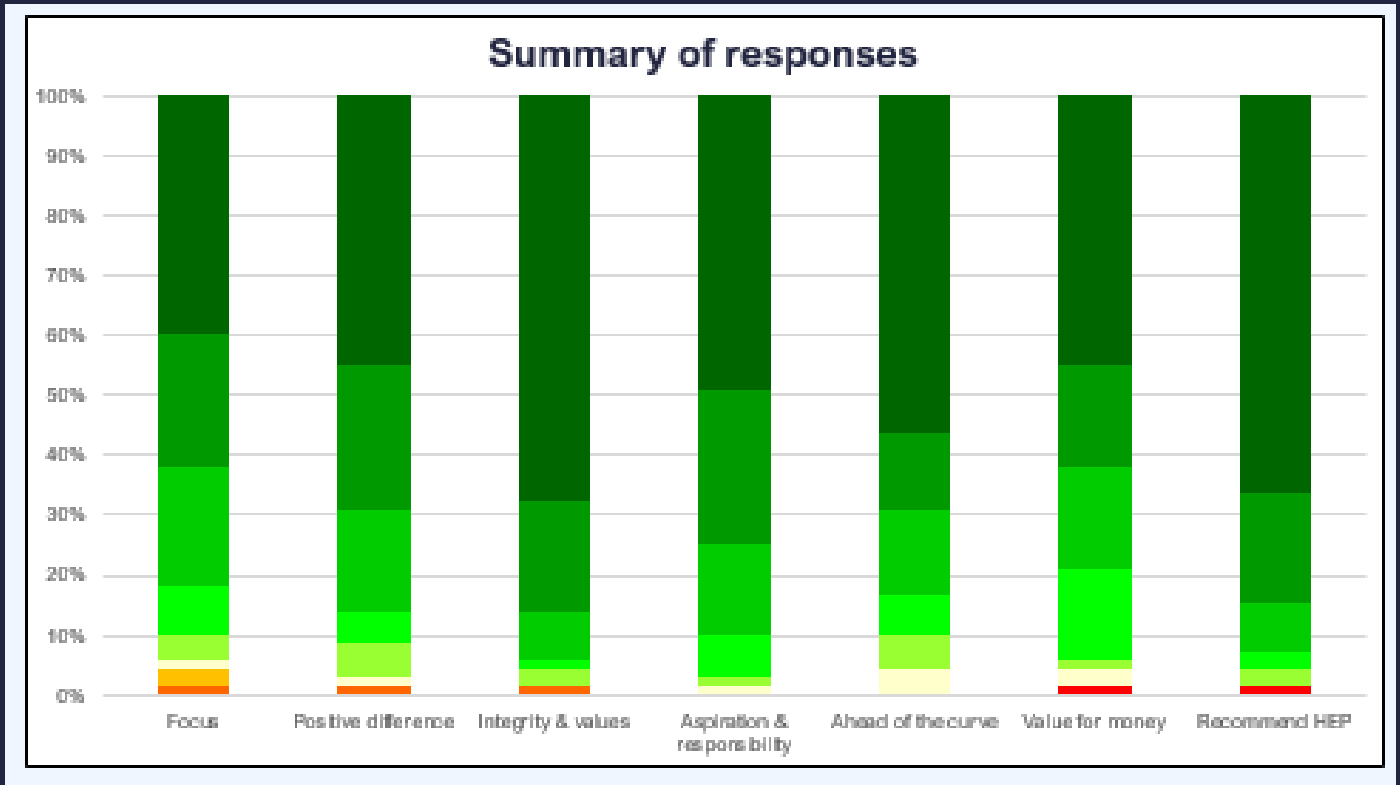
HEP's **membership offer costs** £12.5k for secondary schools or £13k for schools with a sixth-form.

This is your company and your money. As a not-for-profit organisation, you can be certain that all funds spent by schools will be reinvested in your school and your children.

Additional services

Service	Cost
Improvement Partners – additional bespoke support	£350 half-day £650 full day
Support Partners - additional bespoke support	£250 half-day £450 full day
Headteacher Performance Management	£595
Governor training package	£1,350
Professional Learning packages	
HEP CPD (unlimited access including subject networks)	£1.5K for secondary schools
Access to subject networks only	£500
Pay as you go	See individual course costs
Leadership 55 series (six sessions)	£165 (total cost)

What Our Schools Say About Us



HEP Member Survey: July 2024

“ We as a school want the best for our pupils which is supported by the HEP ethos. As a result of our membership the outcomes have improved. ”

“ We are delighted to be part of the HEP family of schools. ”

Make the most of your membership, get in touch.



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Paul Woods

Lead Improvement Partner for Secondary & Post-16

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