



L.E.A.D. Teaching School Hub Lincolnshire Partnership Board

1. Context

These terms of reference are drafted and maintained by the L.E.A.D. Teaching School Hub Partnership Board. The aim of this document is to provide an understanding of how the strategic direction within the Teaching School Hub will be set and how the efficiency will be both monitored and evaluated.

2. Role and Purpose:

2.1: Overview/Background:

Witham St Hughs is an academy within L.E.A.D Academy Trust. It is designated as the Teaching School Hub to serve Lincolnshire. The Hub's core functions are to support schools to invest in their workforce in order to grow, recruit, develop and retain the very best teachers, support staff and leaders, complementing the internal support they provide. The role of the Hub in its entirety reflects the importance of high-quality continuous professional development from initial teacher training through to leadership, supporting teachers throughout their career in a sequential and cohesive way. The ultimate aim being to impact upon the life chances, well-being and outcomes for pupils within our region. The Teaching School Hub is designated to support schools across Lincolnshire, outlined by the DfE as the following areas: **Boston, Lincoln, North Kesteven, South Holland, South Kesteven, East Lindsey, West Lindsey**. This designation includes supporting every school type and phase including Nursery, Primary, Secondary, Special and Alternative Provision.

2.2: The Role of the Teaching School Hub:

The objectives of the Teaching School Hub are:

- to meet the responsibilities of Teaching Schools Hubs as set out by Department for Education (DfE)'s Conditions of Designation, including:
- undertaking the delivery of the Early Career Framework (ECF) and the National Professional Qualifications (NPQ);
- supporting the delivery of Initial Teacher Training;
- providing Appropriate Body (AB) Services for Early Career Teachers;
- providing other Continuous Professional Development; and
- building over time effective infrastructure and work strategically with key stakeholders and providers to support all Teaching School Hub activities.

2.3 The Partnership Board's Role and Purpose:

The Teaching School Hub Partnership Board is responsible for:

- guiding the strategic direction of the L.E.A.D. Teaching School Hub;
- implementing the vision, values and aims in all aspects;
- monitoring the delivery of the objectives and key performance indicators of the Teaching School Hub;
- ensuring that the quality of professional development is high as a result of rigorous and robust quality assurance processes and feedback mechanisms;
- ensuring that the needs of teachers and leaders across Lincolnshire are accurately identified and prioritised accordingly within the Teaching School Hub offer;
- innovation and forward thinking to ensure that the Teaching School Hub remains at the forefront of the educational landscape;
- supporting the information supplied to the L.E.A.D. Academy Trust Board of Trustees and the L.E.A.D. Teaching School Hub Ltd Board of Directors, providing an added level of scrutiny in the monitoring of the Teaching School Hub; and
- identifying the potential risks and barriers in relation to the Teaching School Hubs success and support the strategy for mitigating these aspects.

3. Vision

The collective purpose of the Partnership Board is to build an effective and sustainable partnership to deliver improved outcomes for young people through the development of high quality teaching, mentoring and leadership, continually seeking to further school improvement within a school led, self-improving system. At the heart of this will be shared knowledge and expertise, and the collaboration of key partners.

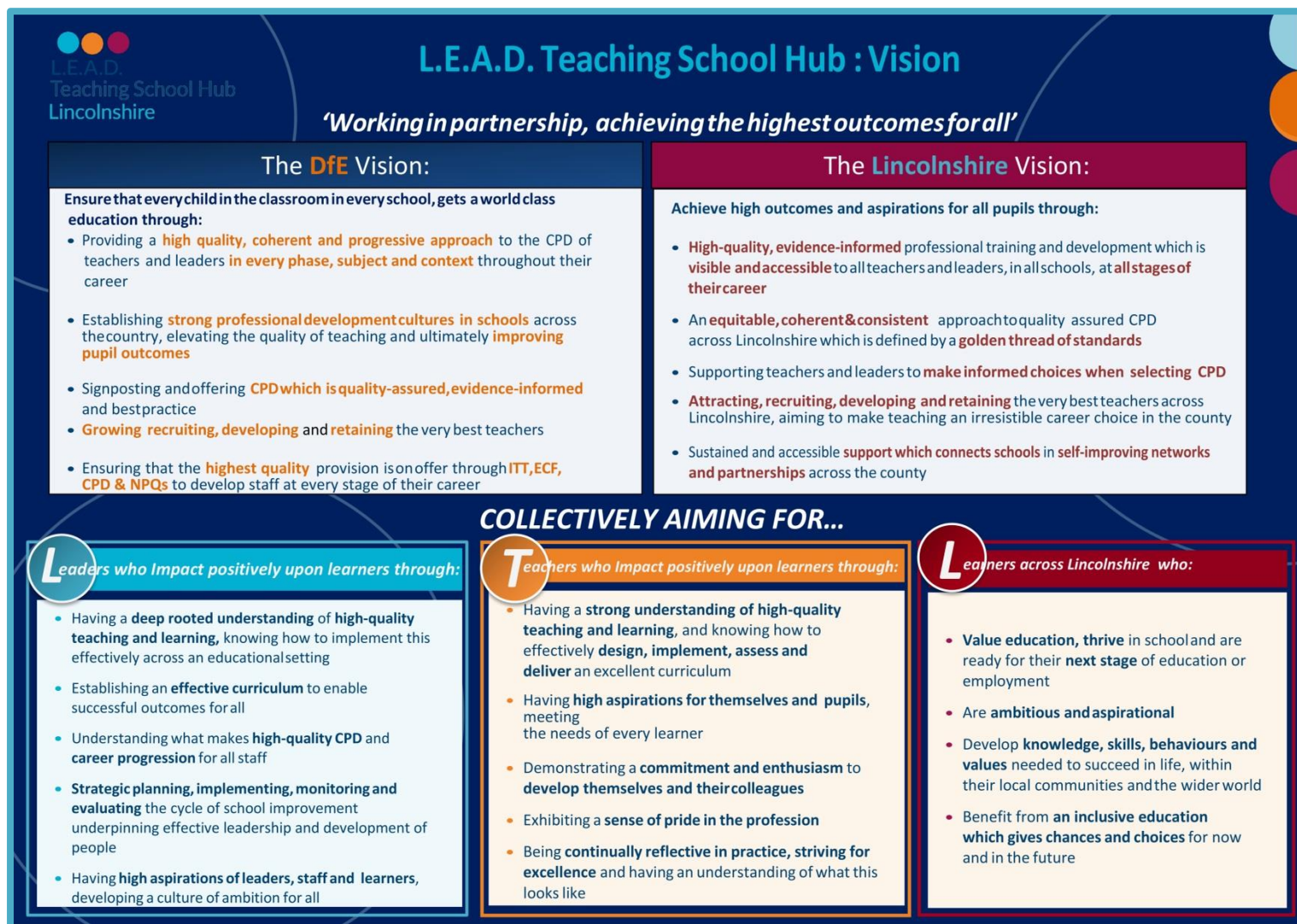
3.1

Strategically leading a wider partnership, serving the schools in Lincolnshire, we strive to *achieve high outcomes and aspirations for all pupils through:*

- ***High quality, evidence informed*** professional training and development which is ***visible and accessible*** to all teachers and leaders, in all schools, at ***all stages of their career***
- ***An equitable, coherent & consistent approach to quality assured CPD across Lincolnshire, which is defined by the Golden Thread of Standards***
- ***Supporting teachers and leaders to make informed choices when selecting CPD***
- ***Attracting, recruiting, developing and retaining the very best teachers across Lincolnshire, aiming for teaching as an irresistible career choice in the region.***
- ***Sustained and accessible support which connects schools in self-improving networks and partnerships across the county.***

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3.2 Our vision is further outlined for each group through the diagram below:



3.3

To achieve our vision L.E.A.D. Teaching School Hub will:

- be part of system-wide improvement that creates a better future for all, building on the maturity of the system and on the expertise of system leaders;
- deepen a culture of continuous improvement across regions and take a long-term view of school improvement;
- clearly define how sustainable improvement can be delivered across local areas through a three-year commitment;
- devise DfE approved annual delivery agreements, which set out the full details of operation and measurable school improvement targets for that year;
- ensure there are outstanding opportunities for staff to develop their teaching and leadership skills, experience and confidence at all stages of their careers;
- ensure the supply of outstanding new teachers into the profession through effective ITT;

- draw on expertise and capacity to ensure coverage of all phases and settings;
- quality assure the work of all individuals, schools and providers designated in the annual delivery agreement;
- hold individuals, schools and providers set out in the annual delivery agreement to account and demonstrate how they meet the requirements of the agreement.

4. Our Values

4.1 The values and guiding principles through which the Teaching School Hub operates, are fundamentally underpinned by the L.E.A.D values: Lead, Empower, Achieve, Drive. These values have been further refined by the Partnership Board to include the following:

- Equity & Inclusion
- Excellence
- Collaboration
- Innovation
- Achievement
- Making a Positive Difference
- Moral Purpose

4.2 As a strategic group we value:

- the moral purpose of our leaders that drives the partnership to help others and be professionally generous in all aspects of our work as we strive for excellence for all;
- the relationships between partners that are the foundation for the TSH's existence and success;
- an equality of opportunity for all young people and the staff who work in our schools;
- the unique nature of each partner/school and its place within its own community;
- the needs of all schools and young people;
- openness and trust that enables and supports effective partnership working;
- a sense of fairness in the way we work together; fairness towards each other as partners and towards our associates and the individuals we work with;
- the contribution that other organisations and partners, such as other education providers, charitable bodies, etc. make to the success of the school system;
- effective governance that ensures our values and aims are adhered to and delivered upon.

5. Behaviours:

The Partnership Board will make every effort to support the vision and principles of the Teaching School Hub through the 7 Pillars of Partnership Behaviours when working together. This is captured here as an overview here and will be adhered to by all members:

- **Commitment:** *Commitment to the pupils in Lincolnshire and to developing the highest quality provision through leadership and professional development.*
- **Collaboration:** *Value the work of others, challenging and engaging colleagues in a supportive and professional manner, harnessing and maximising the collective impact upon pupils, teachers and leaders.*
- **Resilience:** *Determination to reduce obstacles and to overcome challenging, adverse or uncertain circumstances.*
- **Awareness:** *Knowing ourselves and each other in order to reflect and improve.*
- **Integrity:** *Acting with honesty, transparency and mutual trust, remaining focused on the interests of pupils in Lincolnshire.*

- **Respect:** *Fully Inclusive and respectful of the rights, views, feelings, beliefs and faiths of pupils, colleagues and partners.*
- **Ambition:** *Determination to achieve excellence in every aspect of our work, deploying creative, problem-solving approaches.*

6. Composition of the Board:

6.1 The composition of the board is constructed to ensure that:

- there is a core constitution which has representation from key organisations across Lincolnshire;
- there is flexibility and agility to invite representation from specialists, strategically developing the most current priority areas identified across Lincolnshire; and
- strategic thinking and challenge are maximised.

6.2 Membership of the Partnership Board will be made of 2 key groups:

- Members: A core committee of partners who represent key organizations across Lincolnshire.
- Co-opted members ‘Specialist Partners’ who fulfill a specific function. The need is identified within the strategic priorities, by the Members.
- One co-opted member who will provide strategic challenge from beyond Lincolnshire.

6.3 The Teaching School Hub Partnership Board is a collaborative group made up of the following core partners:

- Teaching School Hub Director
- Teaching School Hub Deputy Director
- LA Representative
- LLPB Chair
- Inclusion leader

6.4 An additional reporting function will take place at each meeting. This will include reports presented from the:

- ECF/AB Strategy lead
- ITT Strategy lead
- NPQ lead
- CPD lead (currently the Deputy Director)

7. The Chair

7.1 The Chair of the Partnership Board shall be the Teaching School Hub Director.

7.2 The Vice-Chair of the Partnership Board shall be The Deputy Director.

7.3 The Chair will have a second or casting vote, where there is an equal division of votes.

8 . Provision for Review or Change of the Partnership Board

This Partnership Agreement is not a legal undertaking. The Partnership Board will strive to do their best to achieve the vision and aims set out in this document. Changes to the Partnership Board are governed by the L.E.A.D. TSH Ltd Board of Directors.

9. Meetings

- 9.1 The Partnership Board will meet at least three times a year to review the TSH annual delivery agreements and KPIs and will meet otherwise as required.
- 9.2 Each meeting consists of a review of actions and progress to date against the relevant sections of the TSH delivery agreement. Minutes will record the discussions by those in attendance and circulated to the Board following each meeting.
- 9.3 Governance of the L.E.A.D. Teaching School Hub Lincolnshire will be undertaken by the L.E.A.D. TSH Ltd Board of Directors and overseen by the L.E.A.D. Academy Trust Board of Trustees. The Director of Teaching School for the L.E.A.D. Teaching School Hub, will report to the L.E.A.D. TSH Ltd Board regarding progress towards the annual delivery agreement where the decision making, operational plans, financial management and quality assurance arrangements are reviewed.

10. Quorum

A quorum shall be 4 members including the Chair or Vice Chair.

11. Notices

- 11.1 To be sent out at least 7 days before each meeting except in the case of exceptional circumstances.
- 11.2 Minutes will be circulated as soon as is possible after the meeting to all Partnership Board Members.

12. The Strategic Board representation

- 12.1 Each Board Member shall be appointed by the organisation they represent.
- 12.2 The board member shall be vacated if:
 - any event or circumstance occurs which would disqualify him or her from the board, failing to meet the aspects within these Terms of Reference e.g. Appropriate Behaviours;
 - without the consent of the Board, the member fails to attend three consecutive Board meetings;
 - the board member resigns from office in accordance with the Terms of Reference.

13. Review

These terms of reference shall be reviewed annually by the Teaching School Hub Partnership Board.

Date Approved: September 2021

Review Date: September 2022