

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:

L.E.A.D. Teaching School Hub is an ambitious, values driven, partnership-centred organisation, determined to impact on the life chances, aspirations and outcomes for pupils. Holding the 'Golden Thread' central to the Hub's work, it aims to equitably support all settings to invest in their workforce to recruit, retain, inspire and develop the best teachers, support staff and leaders. Recognising that high quality teaching has the greatest impact on pupil outcomes, the Hub offers inspiring, research-informed, actively inclusive, accredited professional development, sharing capacity and expertise to raise expectations and ultimately change lives.

The Teaching School Hub is designated to serve schools across Lincolnshire, outlined by the DfE as the following districts: **Boston, Lincoln, North Kesteven, South Holland, South Kesteven, East Lindsey, West Lindsey**, 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 and KPIs of Teaching Schools Hub 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 and county wide strategic oversight of Initial Teacher Training in collaboration with ITT providers across the region;
- providing Appropriate Body (AB) Services for Early Career Teachers;
- building, over time, effective infrastructure and work strategically with key stakeholders and providers to support all Teaching School Hub activities e.g. DfE approved Curriculum Hubs, Whole School SEND and the Research School.
- ensuring that all aspects of the 'Golden Thread' are research based and evidence informed, striving for the highest quality and maximum impact in all areas.
- supplementing cohesion across the 'Golden Thread', responding acutely to local area needs via a rigorous process of analysis and feedback from all stakeholders, wider professional development (CPD) will be offered by L.E.A.D. Academy Trust for leaders, teachers and support staff. Although this is not mandated by the DfE, this will be quality assured.

2.3 The Partnership Board's Role and Purpose:

The Teaching School Hub Partnership Board is responsible for:

- guiding, challenging and supporting the strategic direction of L.E.A.D. Teaching School Hub
- implementing the vision, values and aims of the Teaching School Hub throughout all work streams
- hold the Hub leaders to account against the strategic plan and Key Performance Indicators
- support the Teaching School Hub to align with Lincolnshire's strategic plan (ESOP) and outcomes ensuring proactivity and agility against the plan where necessary.
- strategic evaluation of outcomes in relation to 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
- ensure that the Hub is seeking best practice and demonstrates professional generosity in the system where appropriate.
- working in conjunction with the relevant information and direction set by the L.E.A.D. Academy Trust Board of Trustees/Board of Directors who provide an added level of scrutiny in the monitoring of the Teaching School Hub
- identifying the potential risks and barriers in relation to the Teaching School Hub's success and support the strategy for mitigating these aspects.
- have strategic oversight of the Witham St Hughs English Hub (see separated TOR in Appendix A)
- continue to influence wider national strategy and policy where possible through feedback mechanisms available to the Teaching School Hub.

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.

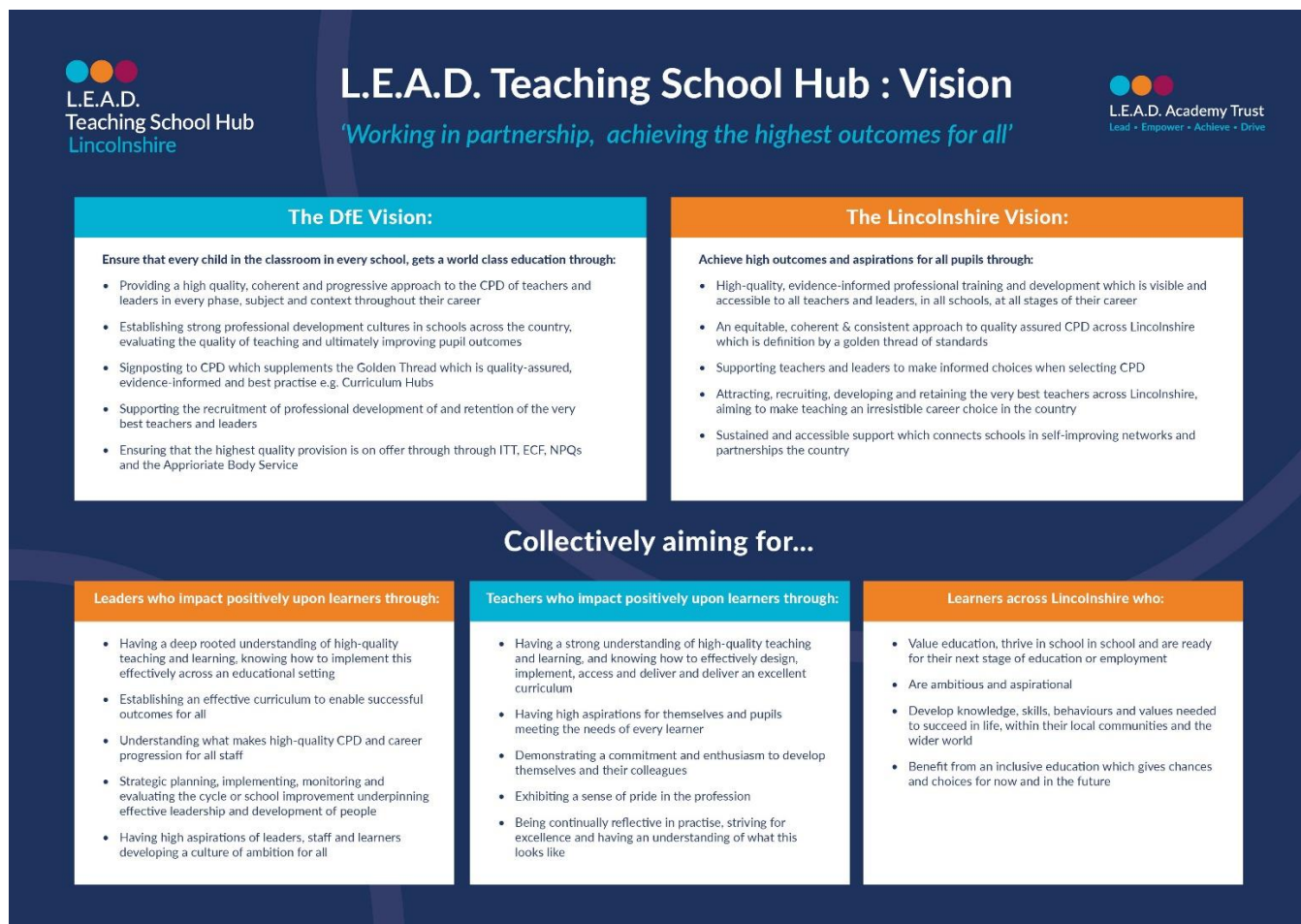
3.1

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 Lincolnshire, taking a long-term view of school improvement;
- clearly define how sustainable improvement can be delivered across Lincolnshire
- devise DfE approved annual delivery agreements, which set out the full details of operation and measurable school improvement targets for that year;
- ensure the supply of outstanding new teachers into the profession through working closely with providers to deliver high quality ITT
- ensure there is a breadth of high-quality opportunities for staff to develop and sustain their teaching and leadership skills, experience and confidence at all stages of their careers;

- draw on expertise to ensure coverage of all phases and settings;
- ensure high quality provision through quality assurance processes
- hold individuals, schools and providers set out in the annual delivery agreement to account and demonstrate how they meet the requirements of the agreement.
- work with schools beyond Lincolnshire where necessary and relevant
- recognise the differing needs of young people, teachers, leaders and support staff, ensuring that an awareness of inclusion, equality and diversity is incorporated into all aspects of the Hub's work.
- continually cultivate the relationships and trust between partners and national figures as the foundation for the TSH's existence and success
- remain focussed on the moral purpose of our work, striving for excellence for all

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 and Drive. These values have been further refined by the Partnership Board to include the following:



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/Active Engagement:** *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.*
- **Persistent Determination:** *Determination to reduce obstacles and to overcome challenging, adverse or uncertain circumstances.*
- **Awareness:** *Knowing ourselves and each other in order to reflect and improve.*
- **Personal 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 up of 3 key groups:

- Members: A core committee of partners who represent key organisations across Lincolnshire.
- Co-opted members ‘Specialist Partners’ who fulfill a specific function. The need is identified within the strategic priorities, by the Members.
- Co-opted members 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 representation
- Inclusion Leader
- ITT Representation x2 places
- EDI representation

- Representation from a national figurehead beyond Lincolnshire

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: October 2024

Review Date: October 2025

Appendix A

Witham St Hughs English Hub Strategic Board – Terms of Reference

Rationale

Inclusion of Witham St Hughs English Hub within the L.E.A.D. Teaching School Hub Partnership Board is for three principal reasons:

- To ensure the English Hub demonstrates transparency and is open to external scrutiny regarding its work;
- To enable the English Hub to draw upon strategic advice and support from people with relevant specialist expertise and local knowledge; and
- To determine the allocation of resources and funding to schools requesting support.

- To ensure that the English Hub is meeting KPIs and statutory responsibilities

Function of the board

The board provides strategic advice, challenge and support to the English Hub leadership. The board meets three times a year scheduled around the review of resources and funding allocation in addition to the Teaching School Hub Partnership Board.

Procedures and protocols

- It is the responsibility of the chair of the board, working in conjunction with the Hub School's Senior Leadership Link, to review membership, construct meeting agendas, and agree meeting notes.
- The English Hub publishes the membership of its strategic board through its website/web pages.
- At each meeting, members of the board are asked to declare any pecuniary interests. In particular, this should include declaration of any work currently, or potentially, undertaken, with / for the English Hub.

These declarations are recorded. In circumstances where a board member declares a significant number of pecuniary interests, then their membership is reviewed.

- Notes of the meeting are recorded and distributed to all members within two weeks of the meeting taking place.