



Schools Funding Forum 14th September 2017 ITEM 7

Subject Heading:

The Havering Academy of Leadership

Report Author:

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Manager

Eligibility to vote:

All members

SUMMARY

This is a request for permission to use £50k of the centrally held Partnership Funding to support the establishment of the Havering Academy of Leadership.

(Please note, this is not a request for new funding, but permission to access funding already allocated for Partnerships).

RECOMMENDATIONS

That the Schools Funding Forum agrees to allow the Local Authority and Steering Group to use £50k towards the establishment of the Academy, which will launch on 1st November 2017 and serve all schools and academies in Havering.

REPORT DETAIL

1. Background

These are the key points in relation to this request:

- Following wide consultation, the Havering Academy of Leadership will be launched on 1st November 2017.
- The Academy is a collaborative between the LA, the two Havering Teaching Schools, and all schools and academies in Havering. It will promote partnerships for all, not just schools causing concern.
- The Academy will support the development of leadership at all levels.
- The Academy is currently being managed by a Steering Group of representative heads, principals and governors. From 1st November 2017, at its launch, the Academy will be governed by a Board of representatives from schools, academies and the LA. There are clear lines of accountability.
- The LA submitted a bid to the Strategic School Improvement Fund in July 2017 but was not successful.

- The LA is already making a contribution: the interim staffing arrangements; the administration and the management set-up costs; meeting the cost of the establishment of the new website and logo, etc.
- The contribution from the Partnership Fund will help to fund the Director role, admin support and the general running of the Academy.

The Academy's 6 Priorities:

- a) To ensure that the leadership and management within Havering schools and academies is at least good, with a strong aspiration for outstanding.
- b) To ensure that all tiers of leadership can access high quality induction, training, support and development via clear career pathways (from career entry level, up to whole system leadership).
- c) To promote innovative and flexible leadership structures within and across schools, in order to ensure improved pupil outcomes and cost-effective provision.
- d) To strengthen and align the work of all the strategic partners in relation to improving leadership (the LA, the Teaching Schools, all schools and academies, regional and national bodies).
- e) To make more effective use of the expertise and good practice already in the system, so that we learn from the best leaders: local, regional, national, international.
- f) To develop the sustainable climate, conditions, opportunities and incentives, to recruit and retain top quality leaders and potential leaders of the future, and support succession planning.

The Academy's 10 Key Functions:

1. Oversight, monitoring and reporting on the Havering Leadership Strategy and its priorities.
2. Co-ordinating a coherent programme for leadership development for leaders at all levels and providing, commissioning or signposting opportunities as appropriate.
3. Monitoring and evaluating the range and quality of leadership programmes available to Havering leaders.
4. Collating a range of relevant data regarding training, attendance, accreditation, leadership and inspection outcomes.
5. Tracking, encouraging and fast-tracking local leadership talent to support succession planning.
6. Promoting the work and availability of NLEs, NLGs, LLEs, SLEs, local inspectors and consultants and lead practitioners.
7. Maintaining and promoting a Register of Effective Practice across the borough, in various areas to support partnerships.
8. Maintaining an online presence, sharing events, updates, publications.
9. Sharing the latest leadership developments and research and encouraging action research projects within the borough.
10. Advocacy for leadership within Havering.

2. Financial implications

At its meeting on 22nd September 2016 the Schools Funding Forum agreed to the central retention of a £200,000 Schools Partnership Fund. This fund has been used to broker support from schools with expertise in certain areas in which other schools require strengthening particularly in teaching and learning and in leadership and management. The fund is also used by the LA to support schools causing concern. It is anticipated that the £50k can be met within the overall £200k in the current financial year.