

Humber Education Trust

**Working together to get the best for our
schools**

Humber Education Trust Agreed Levy

Our vision is very clear. Children are at the heart of everything we do and we will prioritise our time and resources on the things that have the biggest positive impact on their outcomes – socially, emotionally and academically. We firmly believe that one size does not fit all, but this does not mean that we will not champion the sharing of best practice and the pooling of some resources to ensure that all of the children, families and staff in our schools benefit. We believe in working together, freeing resources to make money go further, reducing administrative burdens whilst ensuring compliance, investing in on-going professional development at all levels, connecting the whole of the learning community together, building system capacity and respecting individuality.

We believe in transparency.

We believe that by working together we can and will make a difference.

Humber Education Trust has agreed that all schools will pay a levy of 6% of their funding for the Age Weighted Pupil Unit (AWPU). This means that all schools are treated equally and pay their levy based on the number of pupils they are funded for, taken from the census. Funding that schools receive for disadvantage indicators, pupil premium, early years, English as an additional language, SEN etc will not be used to calculate the amount of levy that a school will pay to the centre as we believe that these funds should remain where the children are – in the schools.

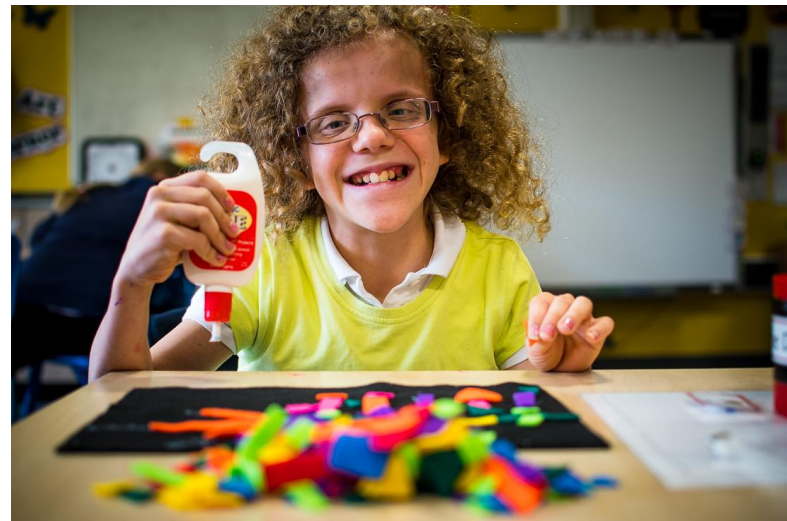
The levy will be claimed from schools on a termly basis and will be used to cover the costs of central services, shared services and centrally employed staff who will work for the trust, for the good of all schools and all children.



We are committed to achieving the best possible value for our schools. We will use our central funds for the following:

<p>School Improvement</p>	<p>Full-time Chief Executive Officer – access for advice, support, challenge Full-time Deputy CEO & 0.4 FTE School Improvement Lead – access for advice, support, challenge Access to 2 Ofsted Inspectors, 2 National Leaders of Education, 28 Specialist Leaders of Education, 4 Mastery Maths experts and a large number of School 2 School Leaders providing support for all aspects of school improvement and curriculum development. Best practice sharing & school improvement co-ordination including moderation of standards Trust-wide and bespoke school improvement work according to need Annual SEF and School Improvement Plan Reviews Termly School Reviews with written report for local governors across a range of aspects Initial Support Plan with bespoke support for schools needing additional capacity Website Compliance Review Annual Safeguarding Review Termly data collection, analysis and benchmarking Shared headteacher reporting to local governing bodies Up to 6 school improvement visits to cover all areas of provision – target setting, data, quality of teaching, learning & assessment, bespoke support Comprehensive programme of training for staff at all levels, including a NQT / RQT and leadership training programme Training and support for governors at all levels as needed Suite of shared policies and procedures provided Sharing of expertise and curriculum design through network groups: Literacy, Maths, EYFS, DSL, SEN, Phonics & Early Reading and curriculum leadership Facilitation of working parties of headteachers and deputy headteachers Headteacher Performance Management appraisals Bespoke leadership support as needed Pre and post ofsted support and guidance Opportunity for staff at all levels to participate in project work across the trust</p>
<p>Business Support</p>	<p>Full-time Chief Operations Officer with 3 part-time Trust Finance Officers Part-time Health & Safety Excellence Officer Support for all financial matters including: budgets, ESFA returns, audit, monthly protocols Monthly financial checks and feedback Bespoke financial review and crisis management work 0.8 FTE HR Manager and 0.6 FTE HR Advisor - case work, recruitment, strategy, support & advice HR Legal Advice from Brown Jacobson Clerking for local governance meetings Financial Software and payment systems (not payroll) – SAGE 200 Budgeting Software and variance reporting and support – HCSS</p>

	<p>Compliance systems and procedures for Health & Safety and Risk Management - EVERY</p> <p>Premises management including the scheduling of cyclical testing and maintenance</p> <p>Health & Safety Audits including Competent Person cover</p> <p>IOSH training for all SBMs</p> <p>Condition Surveys, support with planning premises work including early project management</p> <p>External audit & actuarial processes and production of accounts</p> <p>Asset Management system</p> <p>Local Government Pension Scheme – audit & review</p> <p>Internal audit processes and checks including Responsible Officer visits</p> <p>Suite of shared policies and procedures</p> <p>Strategic procurement and best value tendering</p> <p>Legal Services and unlimited telephone support</p> <p>Trustwide Procurement service</p> <p>IT Strategic Support Service, including MIS Support</p>
<p>Experiences for Children</p>	<p>HET Trust Pupil Council - termly meetings and events</p> <p>Termly events for children to get together – sports, music, curriculum, arts, STEM</p> <p>Inter-school competitions for children to participate in – sporting tournaments, spelling bees, dance events</p> <p>Shared fund-raising and learning events / activities</p>



Where everybody counts, every moment matters.