

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 see the 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.

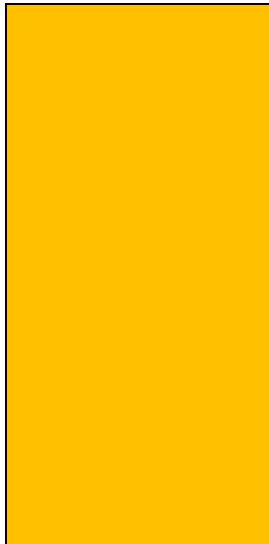
Humber Education Trust has agreed that all schools will pay a levy of 4.25% of their General Annual Grant (GAG) funding.

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 & 0.8 FTE School Improvement Leads – access for advice, support, challenge Access to Ofsted Inspectors, 2 National Leaders of Education, 27 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 SEND Review and associated support 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 leadership training programme Training and support for governors at all levels as needed Suite of shared policies and procedures Sharing of expertise and curriculum design through network groups: Literacy, Maths, EYFS, DSL, SEN, Phonics & Early Reading, Early Career Stage teachers 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 Offsite education procedures</p>
<p>Business Support</p>	<p>Full-time Chief Operations Officer and Finance & Contracts Manager Full-time Estates Manager Full-time Recruitment and Marketing Officer to undertake all recruitment advertising Support for all financial matters including: budgets, ESFA returns, audit, monthly protocols Monthly financial checks and feedback Bespoke financial review and crisis management work Full HR Service including legal support from Browne Jacobson - case work, recruitment, strategy, support & advice Clerking for local governance meetings Financial Software and payment systems (not payroll) – SAGE 200</p>



Budgeting Software and variance reporting and support – HCSS
 Compliance systems and procedures for Health & Safety and Risk Management - EVERY
 Premises management including the scheduling of cyclical testing and maintenance
 Health & Safety, Play Safety and Fire Safety Audits including Competent Person cover
 IOSH training for all SBMs
 Condition Surveys, support with planning premises work including early project management
 External audit & actuarial processes and production of accounts
 Asset Management system
 Local Government Pension Scheme – audit & review
 Internal audit processes and checks including Responsible Officer visits
 Suite of shared policies and procedures
 Strategic procurement and best value tendering
 Legal Services and unlimited telephone support
 Trustwide Procurement service
 IT Strategic Support Service, including MIS Support

**Experiences
for Children**

HET Trust Pupil Council - termly meetings and events
 Termly events for children to get together – sports, music, curriculum, arts, STEM
 Inter-school competitions for children
 Shared fund-raising and learning events / activities



Where everybody counts, every moment matters.