

## Portsmouth Education Partnership (PEP)

### Initial Teacher Training, Recruitment & Retention Group

#### Terms of Reference (October 2020)

##### 1. Introduction

**The Initial Teacher Training, Recruitment & Retention Group will support the implementation of the Portsmouth Education Strategy 2020-2023, contributing to the vision and overall themes of the strategy, and leading on Priority 4 of the strategy.**

Our vision as outlined in the Portsmouth Education Strategy is that through working together we can ensure that:

*All children and young people make good progress through education which sets high expectations for them, is infused with restorative high support and high challenge and which is supported through leading edge use of digital technology, empowering them to drive their own learning anywhere.*

A central theme of the PEP strategy is inclusion - *creating an educational environment that is welcoming to all children and young people and not giving up on any child whatever their circumstances.*

The strategy will also have running through it a commitment to engage with schools and partners to develop and share anti-racism training and resources in response to Black Lives Matter.

##### 2. Key purpose

The key purpose of the Group is to recruit, retain and grow the best teachers, practitioners and leaders and provide high quality continuing professional development.

##### 3. Key responsibilities

The key responsibilities of the Group are to:

- a) To promote and increase visibility of Teach Portsmouth, with a focus on the ethos of a teaching city.
- b) To utilise the Teach Portsmouth website, social media and other initiatives, to provide clarity on pathways into teaching and easy methods to apply for vacancies
- c) To recognise teaching excellence and encourage teacher recruitment through initiatives that promote teaching in Portsmouth (including Teach Portsmouth week, teacher recruitment fair and regional events, teacher recruitment campaign) and promoting incentives to work in education in Portsmouth.
- d) To promote continuing professional development.

- e) To identify and bid for funding opportunities to support time-limited initiatives related to teacher recruitment and retention which have a lasting positive impact in Portsmouth.
- f) To develop and implement a strategy for Grow Your Own and second career teachers
- g) To develop an evidence base to underpin direction of travel for teacher recruitment and retention initiatives.

#### 4. Membership

The membership of the Group is as follows:

| Member                        | Title  |
|-------------------------------|--|
| Simon Barrable (Chair)        | Principal, Portsmouth College                          |
| Amanda Percy (Strategic Lead) | Post 16 Commissioning Manager, PCC                     |
| Alison Critchley              | Education Business and Partnerships Manager, PCC       |
| Andrew Porter                 | Director of ITT, UoP                                   |
| Bev Collins                   | Head of HR, Hamwic Trust                               |
| Callum Murphy                 | Senior Campaigns and Events Officer, PCC               |
| Cate Worrall                  | Principal, Portsmouth SCITT                            |
| Catherine Carroll-Meehan      | School of Education and Sociology (EDSOC), UOP         |
| Fiona Calderbank              | Headteacher, Miltoncross Academy                       |
| Gavin Lumsden                 | Essential Teaching Ltd                                 |
| Helen Reeder                  | TLP Representative                                     |
| Henry Wiggins                 | The Portsmouth Grammar School                          |
| Justine Streeton              | Campaign and Events Officer, PCC                       |
| James Doherty                 | Principal, UTC   |
| Karen Everitt                 | HR Business Manager, PCC                               |
| Kate Freeth                   | ITE Programme Director, University of Southampton      |
| Louise Birch                  | University of Chichester Academy Trust                 |
| Lynn Nicholls                 | Portsmouth Teaching School Alliance                    |
| Mike Stoneman                 | Deputy Director of Children, Families & Education, PCC |
| Rebecca Parkyn                | Headteacher, Mayville High School                      |
| Sara Chesters                 | Recruitment Officer, TSAT                              |
| Sarah Christopher             | PEP and School Inclusion Manager, Education, PCC       |
| Sophie Venables               | Director of PTSA                                       |
| Susannah Smith                | Senior Lecturer in Education, University of Chichester |
| Tanya Riordan                 | PGCE MFL Course Leader, University of Portsmouth       |
| Vanessa Pszonak               | The Portsmouth Academy                                 |
| Sarah Lee                     | Minute Taker   |

The membership of the Group will be continually reviewed and monitored.

In the spirit of openness and transparency, any headteacher within the city is at liberty to request to attend meetings of this group in the capacity of an observer.

## **5. Chairing, frequency of meetings and administration**

The Group will be chaired or vice-chaired by a local education leader from an education setting or Multi Academy Trust. The length of service will be for at least one year and will be reviewed at the end of each academic year.

The Group will meet half-termly.

Minutes of the meetings will be circulated to all members as soon as available and shared on the PEP website. The agenda and supporting papers will be sent out in advance of each meeting.

## **6. Accountability and governance arrangements**

The Group will report and be accountable to the PEP Strategic Board.