



Portsmouth Education Partnership (PEP)

School Leadership and Effectiveness Board

Terms of Reference

1. Introduction

This board will support the implementation of the Portsmouth Education Strategy 2020-2023 and will contribute to overall themes of the strategy, and leading on Priority 1 of the strategy (Strong leadership and ambition at all levels within individual schools to improve effectiveness and outcomes for children and young people - Appendix 1)

Our vision as outlined in this 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.

The leadership of schools, both at the most senior level but also at all levels, is critical to effectiveness.

Over the last five years there has been a significant improvement in the Ofsted inspection grades for schools and academies in the city, improving at a faster rate than nationally. 92% of inspected schools in Portsmouth are currently judged by Ofsted to be Good or better.

At the same time while school leaders and teachers in the city work hard and many go the extra mile for children, as Ofsted inspections testify, the city has seen its position in rankings for local authority areas decline across a number of key indicators, to the point where many are significantly out of line with those of comparable areas. This undoubtedly affects the life chances of children in the city.

2. Key purpose

The School Leadership and Effectiveness Board has been established from the previous School Improvement Board, to improve standards of achievement and accelerate the progress of children and young people, through the development of our school leaders and a collaborative school improvement approach which is based upon the principle of high support and high challenge.

3. Key responsibilities

The Board will:

- a) **Consider and plan** for the holistic development of school leaders, so that they are equipped and resilient to drive forward the school improvement agenda across Portsmouth.
- b) **Work collectively to scope and commission** a co-ordinated leadership programme to help individual school leaders at all levels to achieve their targets building on the leadership programmes that are currently available.
- c) **Agree guidance to schools on tools** for benchmarking and target-setting, and a process for ensuring that across the city all schools set targets for improvement that are at least equivalent to median standards of comparable groups of schools. It is recognised that different MATs may have different approaches to this but all have endorsed the PEP Education Strategy which sets out this ambition.
- d) **Organise and oversee a process to ensure that there is effective peer review** of school plans and actions designed to achieve broad targets as above. With collective resources and connections, enable all schools to be a part of external review processes which celebrate success and identify areas for development.
- e) **Embrace the principle of distributed leadership and strong curriculum design** through the development of middle leaders and leaders at all levels through networks and high quality support.
- f) **Support the development of governance** in order that school and setting leaders understand and fulfil their responsibilities and accountability effectively.
- g) **Consider the particular barriers and vulnerabilities** faced by certain groups of children and young people and advocate specific proven programmes and initiatives that impact on achievement and progress for all.
- h) **Liaise with** other boards and groups whose work connects with and contributes to the raising of standards and achievements.

4. Membership

The membership of the Group is as follows:

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| Chair | James Humphries (UniCAT Director of Standards & Effectiveness) |
| Vice-Chair | Andrew Olive (HT St Swithun's Pri) |
| LA | Debbie Anderson (Hd of Schl Impr & EY) |
| LA Maintained Schools | Matt Johnson (HT, Copnor Pri) Dave Jones (HT, Craneswater Jun) |
| Special School | Sharon Burt (Executive Director, Solent Academies Trust) |
| MAT rep | Natalie Sheppard (Director of Educaiotn for Portsmouth, TSAT) |
| MAT rep | Claire Copeland (HT of Trafalgar, Salterns) |
| MAT rep | Kate Magliocco & Fiona Chapman (ARK) |
| Portsmouth Teaching School Alliance | Sophie Venables |
| Portsmouth Education Partnership | Sarah Christopher |
| EYFS | Ella Harbut |
| Solent Maths Hub | Jess Paul |
| Post-16 | Emily Pountney (Portsmouth College) |
| Governor | |

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

The expectation is that the headteachers and school colleagues on the Board will be representative of both Multi Academy Trusts and LA Maintained Schools, and that schools will lead / champion key actions and proactively communicate the work of the Board and its importance in improving outcomes.

5. Chairing, frequency of meetings and administration

The Board will be chaired or vice-chaired by a local Headteacher or MAT executive supported by the PCC Head of School Improvement and Early Years. The length of service will be for at least one year and will be reviewed at the end of each academic year.

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