

The Swaledale Alliance

Rolling Memorandum of Understanding

between all Partner Organisations



From 1st September 2022

The Swaledale Alliance

- Is a mutually supportive community of schools with a shared aspiration to provide the best possible education for all of our pupils.
- Is based on principals of mutual trust, peer accountability and professional generosity to the benefit of all pupils and professionals working in our schools.
- Welcomes as partners all schools which share these aspirations irrespective of their status – community or church school, LA maintained or academy, federation or MAT, outstanding or special measures, rural or town.
- Strives to develop a climate of mutual professional confidence in which all are willing to celebrate the success of others, to be open about their own needs, to give and accept constructive challenge and provide and accept support.

As a former teaching school Alliance, we continue to work on the key priorities of:

- providing high-quality school-to-school support to spread excellent practice and promotion of collaborative working.
- providing evidence-based professional and leadership development for teachers and leaders.
- Supporting ITT providers and school hubs in their coordination and provision of high-quality school-led initial teacher training (ITT)

Our beliefs

- We believe in the development of the Alliance as a sustainable learning community in which we all share the highest aspirations for our pupils and for ourselves. We all contribute to ensuring that all pupils in all of our schools benefit from the best possible teaching, and the broadest possible range of experiences, to meet their needs and to enable them to fulfil their potential.
- We believe that we have a shared accountability for the quality and impact of the work of the schools across the Alliance. We share information both from within our own school and collectively across our schools to identify our strengths and to understand our needs.
- We believe that our collective strength is greater than the sum of the parts, that all schools and professionals can contribute to the success of the Alliance and that the diversity of our schools is a source of strength. We all contribute capacity and expertise through our active engagement in the work of the Alliance.

We believe that everyone who works within the Alliance is entitled to support and opportunities to meet their professional development needs and to ensure their well-

To ensure that these shared beliefs impact on outcomes for pupils and inform the work of the Alliance all partners agree to follow the principles set out in this Memorandum of Understanding.

The Swaledale Alliance's work is directed by a number of key bodies:

- Steering Group
- Partnership Schools
- Initial Teacher Training providers and Teaching School Hub
- Working Groups

Synergy Schools' Governing Body

- Monitor the Swaledale Alliance budget as part of the school's financial accountability.

The Steering Group

The Alliance Steering Group meets at least 3 times per year and is made up of:

- Headteacher of Synergy Schools
- Alliance Executive Officer
- Alliance Administrator (clerk)
- Partnership School Headteacher - Richmond Area development Group
- Partnership School Headteacher - Wensleydale Cluster
- Partnership School Headteacher – Bedale Cluster
- Partnership School Headteacher - Catterick Cluster
- Partnership School Headteacher – Darlington Schools
- Partnership School Headteacher – Northallerton Custer
- Partnership School Headteacher – Dales Academy Trust
- Partnership School Headteacher - CPLD Lead
- A representative from the Teaching School Hub
- A representative of the Local Authority
- A representative of the Anglican Diocese of Leeds

The responsibilities of the Steering group are to:

- Work collaboratively to improve outcomes for children in schools across the Alliance.
- Provide direction to the work of the Swaledale Alliance in all areas of its work, namely:
 - Continuing professional development
 - School to school support
 - Initial teaching training
- Develop and monitor the implementation of the Alliance Development Plan
- Consider and implement improvements to the core offer and other provision for Partnership Schools.
- Provide a conduit for communication between the Alliance, Partnership Schools and other organisations e.g., Teaching school hubs, Diocese, Local Authority and subject hub such as Maths and English.

Partnership Schools

Partnership schools agree to:

- Actively support the development of the Alliance as set out in this Memorandum of Understanding.
- Gain formal support to become partners from their governing bodies.
- Actively promote the work of the Alliance within and beyond its partners and ensure that a link to the Alliance website features on their own homepage.
- Contribute to the development of the Alliance by
 - encouraging outstanding practitioners to apply for roles in the Alliance and strategic partners.
 - enabling professionals in their school to attend development groups and CPD programmes and to contribute to the work of the Alliance.
 - contributing time and expertise to the Steering Group, Alliance Working Groups and other development activities
 - attending key Alliance conferences and meetings
- Offer expertise and capacity through both professional generosity and formally brokered funded support.
- Promote and publicise ITT programmes run through ITT Teaching School Hub and other providers and accept ITT students on placements whenever possible.
- Engage fully with the Alliance quality assurance and planning processes.

Initial Teacher Training Lead Schools

Alverton Community Primary is the Lead Hub School working with Red Kite Teacher Training.

Brompton-on-Swale CE Primary school is the Lead Hub School working with High Force Education

The ITT lead schools:

- Work with designated provider to recruit ITT students and to support their training.
- Manages, and ensures the quality assurance of, student placements in Alliance schools.
- Supports and encourages Alliance schools to be actively involved in the Alliance ITT work and to offer ITT students career opportunities.

Working Groups

Working groups are convened as required to support the development of the Alliance including the production of resources or guidance to meet the needs of Alliance schools.

Facilitators of working groups report to the Steering Group.

Membership Fee

The annual membership fee will be £6 per pupil. Schools with fewer than 60 pupils on roll will be charged a minimum fee of £360 and schools with more than 300 on role will pay a maximum of £1800. The fee for a federation of schools operating with one governing body will be calculated based on the total number of pupils on roll. The number of pupils will be taken from the October census each year; Nursery pupils will count as 0.5 fte.

School will be invoiced as follows:

Invoice a: 7/12th of the annual membership for the period September to March

Invoice b: 5/12th of the annual membership for the period April to August

The membership fee will be reviewed annually by the Steering Group who will consider any recommendations for change. Schools will be informed by the 1st March of any change for the following September.

Provision for review or change

This memorandum of understanding will be reviewed annually by the Steering Group. The Steering Group will also review the participation of partnership schools in the work of the Alliance on an annual basis. Schools may be asked to complete an evaluation of their contribution to, and benefits from, the work of the Alliance.

The Steering Group will recommend that a school's membership of the Alliance is reviewed if it is felt that it is not committed to the shared vision, values and aims as outlined in this document.

Partnership Agreement

New Partner School

This is a rolling Partnership Agreement which can be terminated by the school subject to a 6-month notice period. The school will be charged pro-rata for the notice period based on the membership fee at the time of their withdrawal from the Alliance.

Existing partnership schools do not need to re-sign this agreement.

By signing below, the school is committing itself to become a Partnership School of the Swaledale Alliance and to agreeing to the principles set out in this Memorandum of Understanding.

All Partnership Schools of the Alliance are expected to actively support and promote the work of the Alliance.

All Partnership Schools benefit from the programmes and resources offered through the Alliance Core Offer. (see Appendix)

Signed _____ (Headteacher)

Date _____

Signed _____ (Chair of Governors)

Date _____

School Name _____

Please return your completed memorandum of understanding to Margaret Thompson, Alliance Executive Officer, Brompton-on-Swale School, Brompton Park, Brompton-on-Swale, Richmond, N Yorks. DL10 7JW

For further information or clarification please contact Margaret Thompson – mthompson@swaledalealliance.org

Appendix: Core Offer

This appendix contains details of the planned Alliance Core Offer.

The Core Offer is responsive to the needs of Alliance partners and this offer is subject to change. For the latest version see www.swaledalealliance.org

The full Core Offer is reviewed by the Steering Group on an annual basis.

Development Groups

Development Groups	Details	Cost to members	Cost to non-members
Early Years Foundation Stage Network	Twilight sessions	Free	£60 for EYFS setting £120 per year for school
Subject Development Group ie English, maths, science, computing	Termly pm session	Free	£60 per session £120 per year
Joint Practice Development/Working Groups	As required	Free	Not applicable
SENCO Development Group	Termly pm session	Free	£60 per session £120 per year
Headteacher of More than one School	Termly pm session	Free	Not applicable
Chair of Governors' Network	Twilight sessions	Free	£120 per year
Teaching Assistant Development Group	0.5 day	Free	£60 per TA

CPD programmes

Programme	Details	Cost to Members	Cost to non-members
Early Careers Framework	The Alliance promotes the ECF programme run via Red Kite, delivery of which is supported by local facilitators	Contact Red Kite	N/A
Recently Qualified Teacher Programme	4 twilights plus a 1:1 session	£250 per RQT	£400 per RQT
Middle Leadership	Currently being revised	tbc	tbc
CACHE Teaching Assistant Course (L3 STL)*	Weekly twilight plus 2 days per week in school	£1650 per person	£2000 per person
New Headteachers Induction	Bespoke mentor support 4 days	£600	
New HLTA Development and Assessment Course	4 days + 7 twilights	£1100 per HLTA	£1400 per HLTA
New to Governance	Twilight session run twice a year	£45 per delegate	£60 per delegate

Developing a Winning Team	Twilight session for Headteachers and Chairs of governors to attend as a team	£75 per school	£100 per school
Managing Challenging Behaviour	One day programme including online pre-learning and certificate	£65 per person (to include locality board schools)	£100 per person

Additional CPD/Conferences

Additional CPD events and conferences are arranged in response to need and include:

	Details	Cost to Members	Cost to non-members
Alliance Conference	Annual	At cost	£120 full day if places available
Head Teachers Meetings	Half termly	Free	N/A
Ad hoc/as required. E.g.: Digital Leaders Conference Data analysis Governors – New to governance Data Safeguarding	As required	At cost	£60 per half day £120 per day
Signposting First Aid Teaching School Hub activities and links to resources	As required	At cost	Not applicable

Resources

The Alliance has negotiated discounts for partner schools for resources to support tracking and assessment of pupils.

In addition the Alliance makes available resources which it has developed to Alliance partners.

Resources	Details	Cost to Members	Cost to non-members
Assessment Resources: Target tracker Rising Stars PUMA/PIRA	Substantial discounts for partner schools	Dependent on school size	Not available
Useful resources developed by the Alliance – e.g: Assessment Guidance UPS guidance NQT induction advice Headteacher report template Website Audit Tool	Available on members area of web site	Free	Not available
Bite size CPD videos demonstrating top tips of good practice	Library of videos available via website	Free	Free

School to school support

Resource	Details	Cost to Members (Based on)	Cost to non-members
Specialist Leaders of Education (SLE)	Available to provide school to school support at request of a school or brokered as part of a support plan.	£350 per day	£350 per day
Peer Support Teachers (PST)	Alliance accredited practitioners offering observations in their own settings.	£150 per session	£200 per session
PE Curriculum Support Teachers (CST)	Alliance accredited practitioners available to support schools to meet the aims of the Sport	£300 per day	£350 per day
Consultant Headteachers	Alliance accredited headteachers available to provide school to school support	£ 450 per day	£ 450 per day
Partnership school review	1 day peer reviews lead by accredited headteachers to provide external validation of school's self-evaluation.	£200	£1000
Headteacher challenge group	Small groups of headteachers providing challenge and support in a safe and confidential environment.	Free	Not applicable
Pupil Premium Peer Groups	Small groups of headteachers working together, to an Alliance framework, to undertake PP reviews in their own schools	Free	tbc
Peer Support Governors (PSG)	Alliance accredited governors available to share their skills, knowledge and understanding with other colleagues.	£150 per twilight	£200 per twilight