



RAINBOW EDUCATION MULTI-ACADEMY TRUST

HEADTEACHER / HEAD OF SCHOOL ↔ ASSISTANT HEADTEACHER SUPPORT OVERVIEW 2023/2024

STATEMENT OF INTENT

KEY AREAS SUPPORTED

TARGETED STRATEGIC PRIORITIES

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| <p>Multi-Academy Trusts have been identified as the key feature in a strong school system, which are part of a group within a single governance and accountability structure. In breaking this down to identify what makes a strong trust, the Confederation of Schools Trusts have highlighted shared accountability and collaboration as being a key in underpinning success. Through strong relationships and successful school-to-school support, we are confident in our approach to school improvement .</p> <p>We are committed to delivering the best possible education and school experience for each and every learner.</p> <p>This document provides some clarity as to how the headteachers / heads of school and assistant headteachers will work together collaboratively to build shared accountability. At the heart, sits the importance of honest and transparent relationships to allow the joint evaluation of schools strengths and areas for development. We work together to secure a supportive response to risk, ensuring access to the best practice, whilst deploying expertise, when and where it is needed.</p> | <p>HIGH STANDARDS AND EXPECTATIONS</p>  | <p>Place each and every learner and their families at the heart of all we do in our schools.</p> | <p>Support our schools in delivering an ambitious curriculum that promotes inclusion, diversity and aspiration.</p> | <p>Ensure the Trust and all of its schools know their strengths and areas for development, placing continuous improvement at the heart of what we do.</p> |
| | <p>LEARNING AND DEVELOPMENT</p>  | <p>Embed robust data management systems that empower leaders to promote strong school culture and performance.</p> | <p>Develop and encourage school to school support and collaboration across and beyond the Trust.</p> | <p>Support CPD programmes that promote improvement and professional practice.</p> |
| | <p>PEOPLE</p>  | <p>Proactively develop future leaders through distributed leadership, coaching and mentoring.</p> | <p>Work closely with curriculum leads / pastoral leads to ensure that schools run as effectively as they possibly can.</p> | <p>Proactively identify new and emerging opportunities for workforce development, to ensure staff are equipped to embrace future challenges.</p> |



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| SUPPORT OFFER 1 | SUPPORT OFFER 2 | SUPPORT OFFER 3 |
|--|---|--|
| <p>Collaborative Review Meetings/Supervision Purpose: This is a safeguarded opportunity to engage in dialogue about the school and areas of responsibility. These meetings will help create a more supportive, caring and positive working environment and provide a space for regular communication, problem solving, and increased teamworking.</p> <p>A key feature of these meetings will be 'stepping into' the role of the Assistant Headteacher to experience the strengths and understand the role, responsibilities; and schedule; all with a view to establishing an agreed way forward. It is a supportive, solution-focused forum, where we explore strategies for the sharing of best practice, as well as planning actions required to mitigate risk to enhance practice that is already a strength.</p> <p>In addition, they aim to support Assistant Headteachers in reflecting on their work, relationships, the emotional demands of their work, and the impact these and the wider education system have on their psychological well-being.</p> <p>The agenda is agreed collaboratively.</p> <p>Standing agenda items:</p> <ul style="list-style-type: none"> • Supervision • Performance Development Targets • TOAPs / StepLab • Curriculum Leadership Documents (action planning / monitoring information) • Communication Map (areas of responsibility) | <p>Rainbow CPD Programme 23/24 Purpose: Continuing Professional Development is a commitment to ongoing lifelong learning. CPD encourages us to look forward and identify opportunities to learn something new, refresh existing knowledge, improve skills, or simply keep up-to-date with the latest developments within teaching and leadership.</p> <p>The Rainbow CPD Programme offers an array of courses to further develop skills, knowledge and attitudes linked to the vision, values and mission of the Rainbow Education Multi-Academy Trust.</p> <p><u>RAINBOW CPD 2023-2024</u></p> <p>Frequency of activity:</p> <ul style="list-style-type: none"> • Ongoing throughout the year <p>Who will be involved?</p> <ul style="list-style-type: none"> • Central Leadership Team • Headteachers / Heads of School • Assistant Headteachers • TLR Post Holders • Pastoral Team • Open to all members of REMAT | <p>Performance Development Purpose: An effective appraisal process is a framework to allow a clear and consistent assessment of performance of assistant headteachers to support their development and professional needs within the context of the School's Development/Improvement Plan.</p> <p>It is key in securing progress and improvement in the school.</p> <p>Assistant headteachers need to be actively engaged in the process so that they have ownership of the outcomes. The process should be supportive yet rigorous and designed to promote an open, challenging and professional dialogue that encourages the headteacher to:</p> <ul style="list-style-type: none"> • reflect on their performance and achievements over the past year; • assess their needs for personal development; • suggest key priorities for moving forward that are clearly linked to the school improvement plan <p>Frequency of activity:</p> <ul style="list-style-type: none"> • An initial meeting and termly meetings as a minimum <p>Who will be involved?</p> <ul style="list-style-type: none"> • Headteacher / Head of School • Assistant Headteacher |



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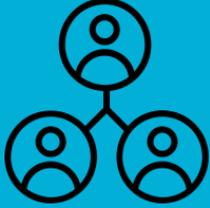
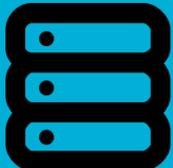
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| <p>Frequency:</p> <ul style="list-style-type: none"> Once per half term <p>Who will be involved?</p> <ul style="list-style-type: none"> Headteacher / Head of School / AHT | | |
| <p>SUPPORT OFFER 4</p> | <p>SUPPORT OFFER 5 (*as required)</p> | |
| <p>Assistant Headteacher Network Meetings</p> <p>Purpose: To provide a regular opportunity to explore issues of importance to assistant headteachers and their schools. They aim to create a safe, confidential space where you can:</p> <ul style="list-style-type: none"> Reflect upon and develop your leadership practices Share thoughts, concerns and ideas Share good practice and source support / expertise across schools Distribute and collaborate on leadership tasks to reduce workload and develop practices, skills and knowledge. Undertake high quality CPD <p>Frequency of activity:</p> <ul style="list-style-type: none"> Once per half term <p>Who will be involved?</p> <ul style="list-style-type: none"> Assistant Headeachers from actress the trust | <p>Facilitated Self-Evaluation</p> <p>Purpose: Following on from the Collaborative Review Meetings, headteachers / head of schools and assistant headteachers will agree on focus areas which may need to be reviewed. These areas may be different from school to school and will reflect each schools' improvement plan.</p> <p>Facilitated self-evaluation will be undertaken alongside the Assistant Headteacher, with support from members of the Central Management Team and Headteacher / Head of School.</p> <p>The Education Inspection Framework will be used as a basis of feedback to support discussion and identify risk with regard to assistant headteacher areas of leadership.</p> <p>A simple SWOT summary report will be produced following the meeting, which will include an agreed set of actions to maximise benefits to the school and/or trust.</p> <p>Frequency of activity:</p> <ul style="list-style-type: none"> One half day as and when required <p>Who will be involved?</p> <ul style="list-style-type: none"> Headteacher Assistant Headteacher Members of the Central Leadership Team | |



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OUR STRATEGIC GOALS

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|---|--|---|--|--|
|  <p>DELIVER EXCELLENT EDUCATION</p> |  <p>ENSURE STRONG AND EFFECTIVE GOVERNANCE AT ALL LEVELS</p> |  <p>BUILD A STRONG AND SUSTAINABLE INFRASTRUCTURE</p> |  <p>BECOME AN EMPLOYER OF CHOICE</p> |  <p>DRIVE SUSTAINABLE GROWTH</p> |
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CALENDAR OF SUPPORT OFFER

| Half Termly Offer | | | | | |
|-------------------|----------|----------|----------|----------|----------|
| Autumn 1 | Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
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