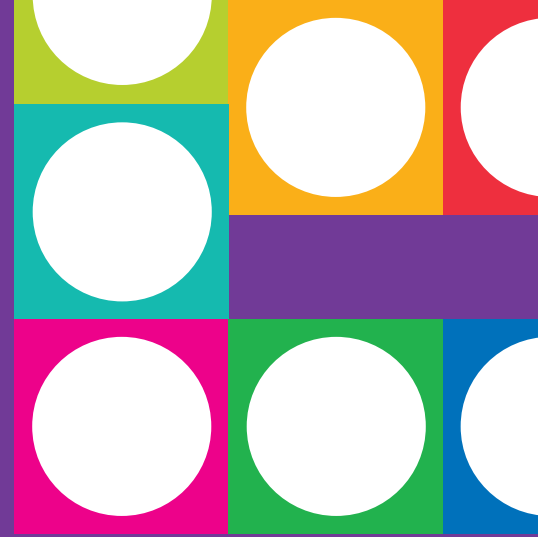
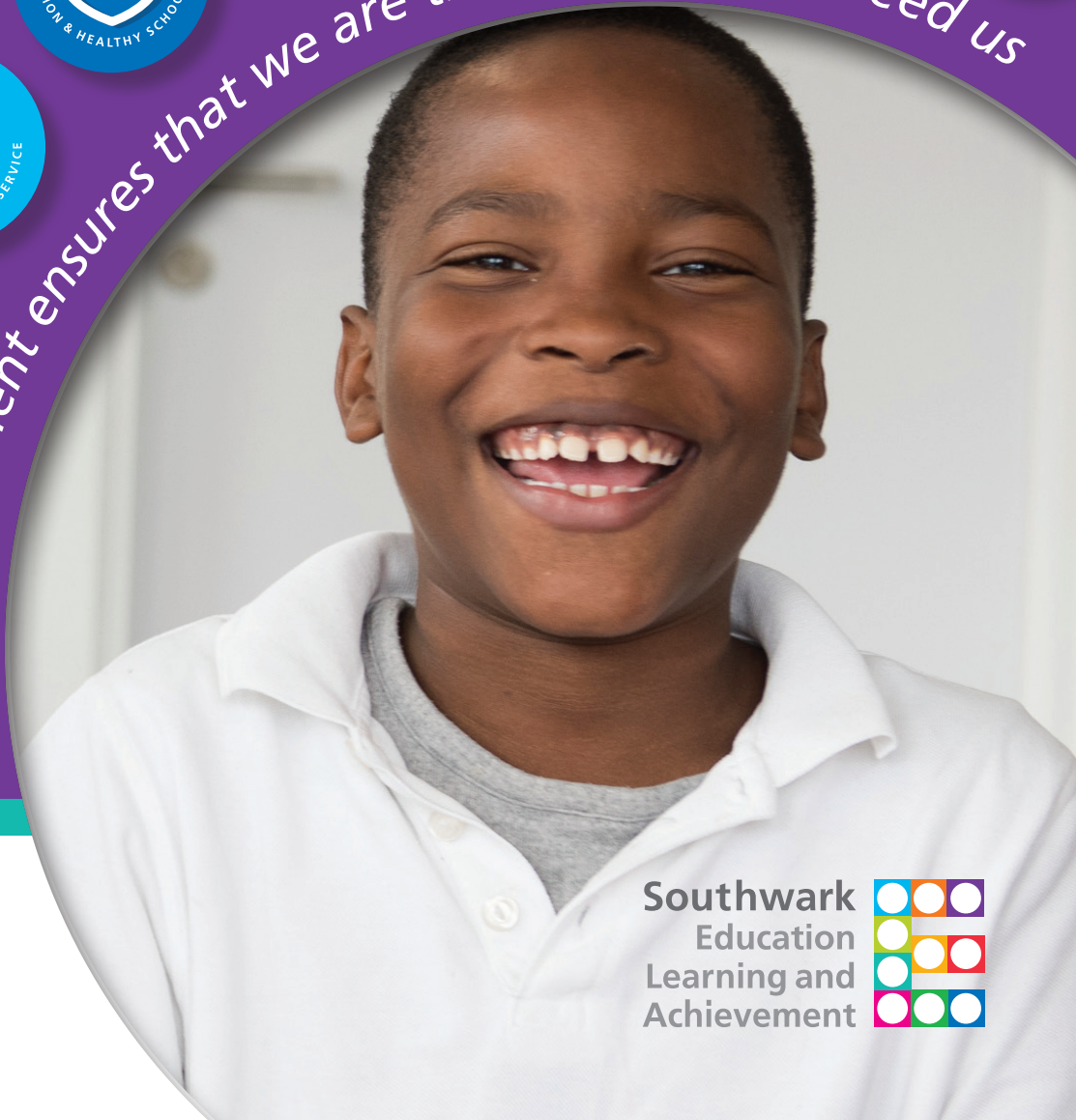


Southwark Education Learning and Achievement offer



*Improving lives and
outcomes for all*

Your investment ensures that we are there when you need us





A fairer future

Improving lives and outcomes for all

Southwark Council wants every child to have a **great start in life** and for Southwark to become a full employment borough.

*Every child deserves the best start in life. We want all children and young people in the borough to grow up in a safe, healthy and happy environment where they have the opportunity to reach their potential.**

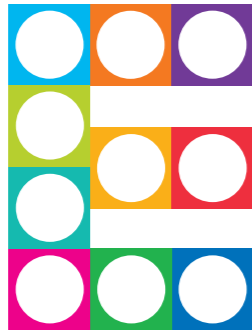
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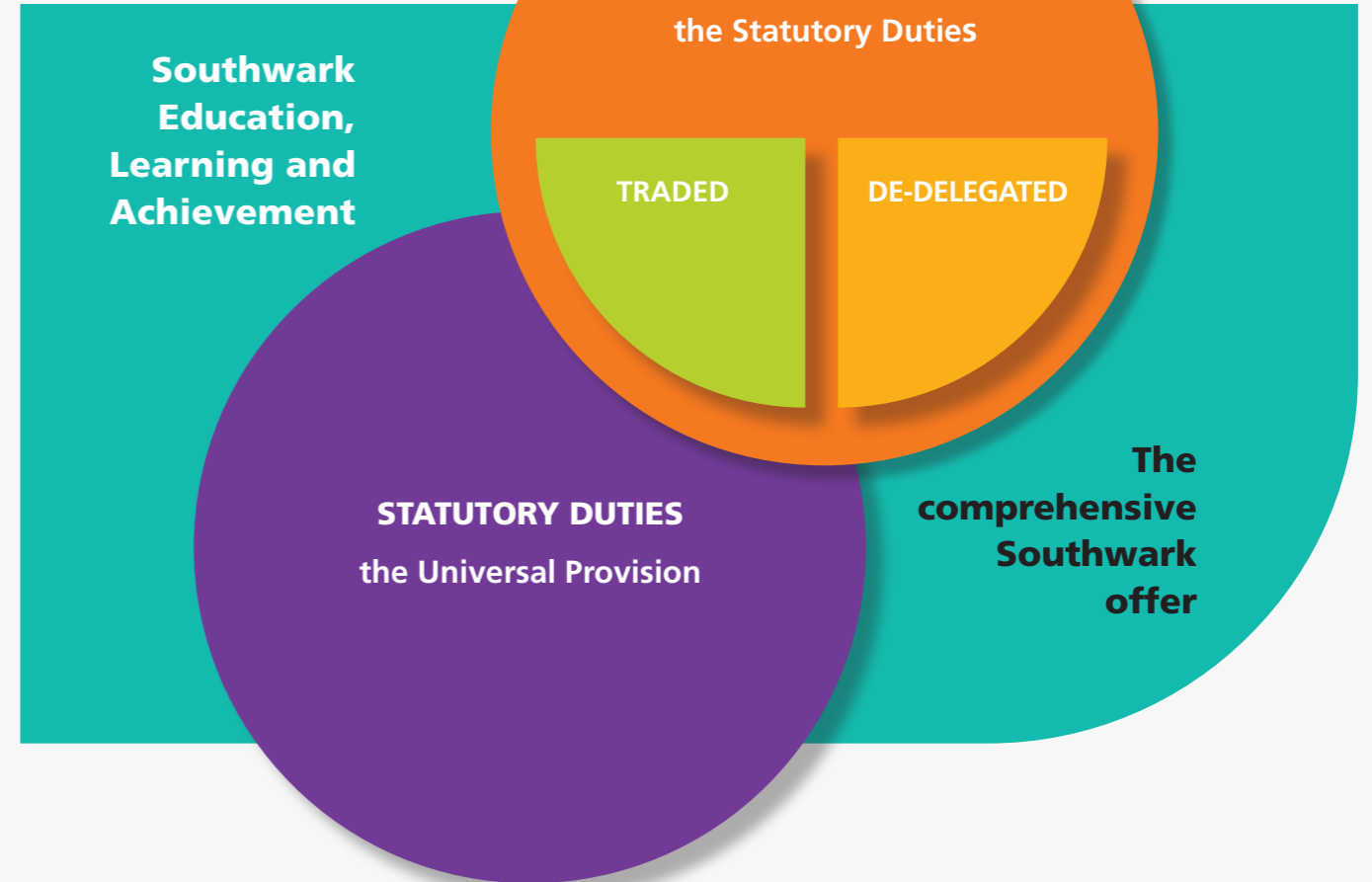


Southwark Education Learning and Achievement

Improving lives and outcomes for all

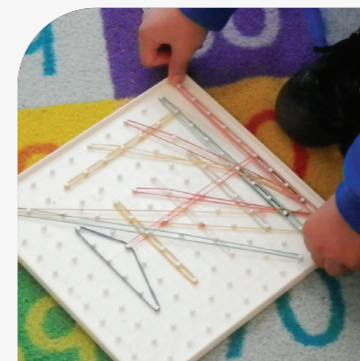


Southwark Education, Learning and Achievement Service structure

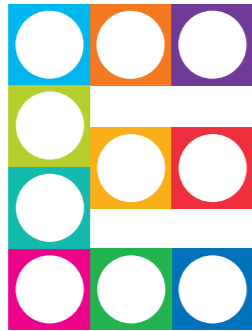


A number of teams work in partnership as Southwark Education, Learning and Achievement Service. We offer support to maintained, academy and free schools, including federations and Multi Academy Trusts, nursery through to secondary for a range of learners.

The services on offer are:



- School Improvement Advisory Team
- Education Business Alliance
- Governor Services
- The Appropriate Body ECT Induction Service offer
- Wellbeing, Mental Health, PSHE and Healthy Schools
- Schools' Human Resources
- Southwark Adult Learning Service
- Summerhouse Behaviour Support Service
- Southwark Music



We support, empower and challenge individuals and educational settings to improve.

We value the strength that working as a family of professionals' offers. We believe in being an advocate for independence and diversity, so that the needs of all learners can be met and no one is left behind.

By investing in our service you have access to a full range of complementary support, expertise and guidance that works together to promote positive change.

All teams across Southwark Council have a common organisational structure, culture and working practices which guarantees a joined up, considered and effective approach to improvement.

Southwark Education, Learning and Achievement

- Our multi-layered approach focuses on both the individual context as well as borough-wide priorities.
- We have evidence of our positive impact on improving outcomes, developing leadership, and strengthening partnership working.
- We have strong, positive relationships with schools, academies, educational providers and learning communities and other local and regional partners.
- We have high-quality improvement capacity.
- We are champions for all learners in the local area, including the most vulnerable.

Implementation

The Southwark Education, Learning and Achievement service is designed to provide you with a range of **strategic, bespoke and responsive** advice, expertise and guidance, tailored to your unique context.

Strategic

- We facilitate consultation and debate on key issues that affect education, whilst interpreting these for the Southwark context.
- We work closely with other London local authorities to ensure consistent and fair working practices in key areas e.g. Special Educational Needs and Disabilities (SEND) and safeguarding.
- We work through local systems in order to benefit from effective and innovative collaborations with key partners and agencies e.g. Public Health and local charities.
- We safeguard representation from **all** schools and stakeholders in Southwark in order to promote effective collaborations and partnerships.
- We provide advice and guidance and act as an advocate for schools during times of local and national crisis.

Bespoke and responsive

- We are on hand to provide timely advice and guidance on a comprehensive range of school issues.
- We assure expert advice and guidance for all individuals and the learning community accessing our services.
- We understand the challenges of working in and being part of education and believe in high quality pastoral care.
- We offer a coaching and mentoring model to support individuals at different stages in their career journey.



Universal provision - statutory education provision in schools

Local Authorities (LAs) have a duty to promote and act as champions of high standards in education across their schools. Each LA interprets their duties differently and has considerable freedom as to how they deliver their statutory responsibilities. In Southwark, we term our duty for school performance as the universal provision which is interpreted to reflect the Southwark context.

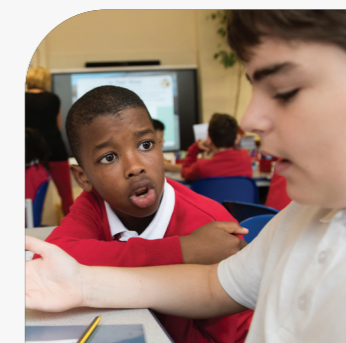
The Southwark Education, Learning and Achievement-Local Authority universal provision offer is regularly shared with all schools for comment and can be found on the schools website;

<https://schools.southwark.gov.uk/school-improvement-advisory-team/southwark-education-learning-and-achievement-universal-provision-offer>

Interventions are focused on acting swiftly to address underperformance, financial and governance failures and helping schools to deliver the best outcomes for their pupils.

The duties and responsibilities of Local Authorities and the Regional Schools Commissioner are outlined in the DfE Schools Causing Concern guidance.

<https://www.gov.uk/government/publications/schools-causing-concern--2>





School Improvement Advisory Team

“While the council role in education continues to evolve, one thing that has remained constant is the vital role that councils play in driving school improvement to ensure that children, young people and their families all have access to a good school place”

(the Local Government Association (LGA), 2017).

Our offer gives you access to a range of high quality school improvement services.



The School Improvement offer from the Advisory Team

The Advisory offer is designed to support your school throughout the academic year to:

- Systematically evaluate and develop an aspect of school improvement,
- Reflect on practice and measure impact over time,
- Build capacity at all levels,
- Ensure sustainability and embed change,
- Inspire innovation and facilitate partnerships.

Key features

- Provision of opportunities for Head teachers and senior leaders to share their expertise to strengthen and improve other schools, by working in formal partnerships, such as federations.
- Robust quality assurance of school-to-school working and partnerships.
- A wide range of opportunities for career development within the borough to support the retention of talent.
- Support for structural change and development through close collaborations with key stakeholders, such as Trade Unions, the Catholic Commission and the Diocesan Board, and the sharing of local intelligence.
- Close in-service working relationships that facilitate the triangulation of key information to ensure accurate advice and guidance.

Dedicated time from the team

- A named Advisor and Early Years Consultant to advise, empower and challenge. At the beginning of the year you will be contacted by your named advisor and consultant to discuss your individual needs and to plan how best to develop and improve.
- The brokering of advice and guidance for your school with established traded services such as Human Resources, Governor Services and Education Business Alliance.
- Online, telephone and email access to a named advisor and consultant, who have direct access to a range of Southwark Council services and expertise.

Specialist advice

- Support and guidance from an Advisor for Special Educational Needs and Disabilities (SEND), beyond the statutory requirements.
- Access to a specialist school data team via your Senior Advisor.
- Support and guidance from school-based Champions with expertise in a range of areas.



Communications and updates

- Briefing papers and updates on national policy, including Ofsted.
- Notification of special initiatives and opportunities, e.g. Champions initiatives.
- Full access to the Leadership and Management and EYFS sections of the Southwark Schools website.
- Records to provide evidence of external challenge and validation.
- Access to an experienced, knowledgeable and professional Business Support Team.

Recruitment and retention

- Range of borough wide opportunities to support the retention of experienced staff.
- Initial advice and guidance to school leaders when considering recruitment and retention issues, including the brokering of other services.
- Representation at university recruitment fairs.
- Signposting to Southwark Council recruitment incentives e.g. leisure and cycle to work schemes.

Continuing professional development (CPD)

- The opportunity to take part in a range of Champions initiatives.
- Preferential rates for CPD.
- Ongoing network support and advice for Head teachers in their second year of headship.
- Assigned credits to be redeemed against selected high quality CPD.
- Offer of free network meetings facilitated by the EYFS Team and Champions.
- Opportunity to be part of termly cluster meetings to moderate Year 2 and Year 6 in an informal and supportive capacity.

Resources

- Discounted subscription to The Key.
- Subscription and membership to ASE (Association of Science Education).
- Access to Southwark Tracking and Assessment Record (STAR) (English, Maths and Science) updates.



School Improvement Advisory Team

TRADED OFFER



Our Secondary Advisory offer provides a range of bespoke support according to your individual school needs and requirements.

The service works as a 'critical friend', guiding and assisting with self evaluation and can be used to support all of those involved in senior leadership, including deputy Head teachers and Governors.

The Secondary Advisory offer

Key features

- Direct access to an experienced secondary Advisor.
- Development of leadership at all levels through CPD and coaching.
- Provision of bespoke CPD for your school at professional training days, staff meetings or governor training sessions.
- Advice on the recruitment of Head teachers, deputy Head teachers and other senior staff.
- Inspection support for school leadership and facilitation of school-led peer reviews.
- The brokering of support for your school with established traded services (Human Resources, Governor Services and The Early Career Teacher Advisory Team).
- Telephone and email access to a named Advisor - who has direct access to a range of Southwark Council services and expertise.
- Access to advice and facilitation of innovation projects, initiatives and research to help drive improvement, including work in school improvement hubs.



Contact
learningandachievement@southwark.gov.uk
<https://schools.southwark.gov.uk/leadership-management>
 Tel: 020 7525 3804



Education Business Alliance

TRADED OFFER



In the Education Business Alliance (EBA) our aim is to raise aspirations and introduce the next generation of talented young people to the world of work by bringing schools and businesses together through creative and engaging projects.

The Education Business Alliance offer

We have over 15 years of experience in brokering relationships with businesses and schools and in delivering effective work related learning activities and skill developing projects. We work with both primary and secondary schools to prepare young people for the world of work by creating an environment where new goals arise and aspirations grow.

Working in partnership with a variety of businesses across a diverse range of industries, we provide young people with a realistic picture of the job market, understanding of employers' requirements and authentic experience of the working culture.

In line with the UK Governments Careers Strategy launched in December 2017, the EBA now deliver programmes to meet the requirements of the Gatsby Benchmarks.

Key features

- Volunteer readers scheme for primary schools.
- Financial literacy for primary and secondary schools.
- Employer-led mentoring for secondary schools.
- Business visits – Office tours for primary and secondary schools.
- Work experience project co-ordination.
- Employer led career talks.
- Annual Careers Fair - activity based employer encounters.
- Young Entrepreneurs project, opportunity for young people to sell their products at Borough Market.
- Apprenticeships and Internships.
- Digital engagements with employers- All of our offerings are available in digital form including work experience.

Our programmes provide an excellent opportunity for employees to give back to their community through volunteering their time and inspiring young generations in one of the most diverse boroughs in London. All volunteers undertake training provided by the EBA and are Disclosure and Barring Service (DBS) checked.

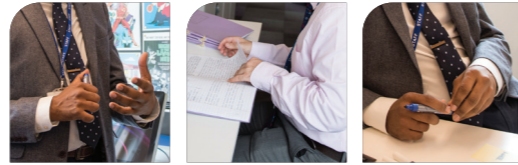
The EBA also manages Southwark Council's scholarship scheme which each year sponsors a cohort of young people by paying their university tuition fees (further details available on the website).

Contact
eba@southwark.gov.uk
<https://www.southwarkeba.org.uk>
 Tel: 020 7525 2895





Governor Services



TRADED OFFER

The role of a governor grows ever more complex and demanding and it is essential you have access to the right high quality support, advice, information and training in order to support effective school leadership and excellent governance.

The Governor Services offer

The Governor Services offer, founded on close partnership working, provides comprehensive support, development and training for all governors in order to promote effective governance.

The Governor Services offer has two strands:

- Clerking Support and Advice,
- Governor Training and Development.

Key features:

- A named Governor Development Advisor who will clerk and advise at meetings (allotted as part of the purchased offer).
- Timely advice and guidance on governance issues including changes to regulations, policy and DfE guidance, and up to date details of requirements placed on governors.
- Model policies and templates to meet statutory duties.
- An extensive knowledge of all aspects of governance regulations.
- Advice on the review of the governing body structure and assistance with reconstituting.
- Specific advice and guidance for governors when taking on new roles and responsibilities.
- The facilitation of partnerships between governing bodies.
- A comprehensive annual programme of training courses and events for school governors designed to develop key skills and competencies.
- Specially designed training for new governors.
- Access to centrally run courses and events for all members of your governing body.
- One bespoke whole governing body training session on a chosen area per year.
- Access to the full range of features offered by GovernorHub.



Contact

governor.services@southwark.gov.uk
<https://schools.southwark.gov.uk/governance>



Early Career Teachers Advisory Team



TRADED OFFER

Induction is the bridge between initial teacher training and a career in the teaching profession. Southwark Appropriate Body offers a robust ECT induction service for all schools.

The ECT induction service ensures that ECTs are fully supported at every stage of the statutory induction process and are registered, monitored, developed and assessed in line with Teaching Regulation Agency (TRA) regulations.

The service also provides ECTs and their schools with a digital handbook and toolkit, detailing the most up-to-date guidance on the ECT induction process.

The



The Appropriate Body ECT Induction Service offer

In order to undertake induction ECTs need to register with an Appropriate Body. We have over 20 years of successful experience acting as the appropriate body for our schools and teachers.

Registering your ECTs with Southwark LA as the appropriate body for ECT induction enables you to benefit from a proven track record of effective support and specialised knowledge and expertise.

Key features

- Independent and impartial advice and support throughout the whole process
- Robust and realistic support and advice to ensure the required standards are met at all times
- Provision of handbook, resources and frameworks to ensure a high quality and compliant statutory induction process to empower schools
- Administrative services for registration, monitoring, progress reviews and assessments, including returns to the Teaching Regulation Agency (TRA)
- Expertise and guidance for overseas trained teachers
- Advice, support and guidance where ECTs experience difficulties - quick intervention when needed; "an insurance policy model" to ensure standards are met
- Support for Head teachers and ECTs including union negotiation and contract termination and appeals
- Formal "peer review panel" assessment when ECTs are at risk of failure
- Specialised, dedicated administration team and infrastructure to ensure a rapid response
- Training for induction tutors/leads
- Access to an extensive suite of high quality phase and subject specific training, designed to complement the Early Career Framework (ECF) and support ECTs.



Contact

learningandachievement@southwark.gov.uk
<https://schools.southwark.gov.uk/ects>





Wellbeing, Mental Health, PSHE and Healthy Schools



Wellbeing, health and personal development are an integral part of the achievement and life outcomes of all children and young people. As part of the Healthy Schools London accreditation scheme, the continuing improvement of Personal, Social, Health and Economic (PSHE) and Wellbeing Education in Southwark schools contributes to the overarching personal development of all learners and is a high priority for the Council's education and inclusion teams as well as the Public Health programme.



The Wellbeing, Mental Health, PSHE and Healthy Schools offer

We are committed to ensuring that all children and young people have access to excellent PSHE and Wellbeing Education within schools and local communities. We work in partnership across agencies to provide the best support for education, for all our children and young people.

Key features

- Support and challenge to primary, secondary and special schools to develop effective strategies to improve PSHE and Wellbeing Education over time, as part of the Healthy Schools London scheme.
- Support and challenge to primary, secondary and special schools to develop effective strategies to improve mental health and emotional wellbeing provision as part of Southwark's 'Improving Mental Health and Resilience in Schools' (IMHARS) Project over time.
- Up to date guidance, advice, training and support as well as knowledge and understanding of current developments in education and health sectors and best practice in the effective teaching and learning of PSHE and Wellbeing Education.
- Contributions to the equality, diversity and inclusion agendas within schools and across the service as a whole.
- Support for all schools in their Healthy Schools accreditations, including supporting the evaluation of the impact of HS and IMHARS provision for all children and young people.



Contact

learningandachievement@southwark.gov.uk
<https://schools.southwark.gov.uk/pshe-healthy-schools>
 Tel: 020 7525 3804



Schools' Human Resources



TRADED OFFER

The Schools' Human Resources (HR) team recognise staffing is your most valuable asset and the importance of being able to manage HR matters effectively and in a timely way. We understand the challenges facing schools and have the expertise and experience to help senior leaders navigate through complex staffing matters. Our strive for excellence is reflected in how we deliver our service.



The Human Resources offer

You will have access to a team who are experienced in providing HR services in the education sector. Through experience we have an understanding of your needs within the context of the ever changing landscape of education and employment legislation.

Key features

- A named HR Business Partner who will work with you on specific issues in your school.
- Advice and guidance on a range of issues, including disciplinary, grievance and capability.
- Advice and guidance on restructures and TUPE transfers.
- Unrestricted access to our website and regular updates.
- Regular dedicated session with your school as well as telephone and email contact.
- Telephone helpline service – Monday to Friday from 8:30am to 5:00pm.
- Learning and development courses throughout the year.
- Accredited Safer Recruitment Training
- Job evaluations.
- Online disclosure and barring checks and barred list checks.
- Annual HR Audit.



Contact

schoolshr@southwark.gov.uk
<https://schools.southwark.gov.uk/schoolshr>
 Telephone: 020 7525 0050





Southwark Adult Learning Service



Our family learning programmes are designed to help adults develop the skills they need to support their child's learning in English, Maths, English for Speakers of Other Languages (ESOL), Information Technology and supporting homework.

We have successful partnerships with schools, children's centres and community groups that enhance the support we offer for family engagement, educational achievement and social cohesion.



The Southwark Adult Learning Service offer

Key features

- Tailor made courses that include qualification progression and career opportunities.
- Adult learning courses that provide opportunities to learn new creative skills.
- Sessions held in local learning spaces with bespoke facilities and experienced tutors.
- Flexibility, with courses starting each term.
- Functional skills English and Maths qualifications including level 1 and level 2
- ESOL at all levels (City and Guilds accredited). We welcome pre-entry learners for literacy and beginners for ESOL classes
- IT digital skills courses at Entry 2 and Entry 3
- Work related qualifications in childcare, first-aid, food hygiene and teaching and learning (CACHE level 2).
- A supportive and friendly study environment.
- Promotion of personal wellbeing and development through courses in art and crafts, painting and pottery.



Contact

www.southwark.gov.uk/adultlearning
Tel: 020 7358 2100 or 07394 410 749



Summerhouse Behaviour Support Service



We provide advice and guidance to mainstream schools experiencing difficulties in managing challenging behaviours from young people aged 5-11 with social, emotional and mental health needs.

The Summerhouse offer

Our offer to schools extends to in house as well as outreach services to ensure those working with young people have the right guidance in using positive behaviour management strategies to support them to access their learning entitlement.

Our staff provide services such as in school observations of young people, direct work with identified children in school alongside school staff and staff training. We also provide opportunities for staff from mainstream schools, specialist provisions and students to visit Summerhouse to observe and experience effective behaviour management practice.

Key features

- Consultations for teaching staff, senior managers and Head teachers.
- Peer to peer support in mainstream schools to model best practice.
- Advice for parents and parenting programmes.
- Support for Year 6 transition.
- Behaviour management and de-escalation training.
- Contributions to the Education and Health Care Plan process.
- Part-time pupil placements at Summerhouse.



Contact

office@summerhouse.southwark.sch.uk
<https://summerhousesouthwark.org.uk>
Tel: 020 8693 2592





Southwark Music



Music ignites all areas of a child's development and skills; intellectual, social and emotional, motor, language, and overall literacy. It helps the body and the mind work together and creates successful learners who are responsible, confident individuals.

The Music Service offer

Through Southwark Music Service, every child in your school can experience inclusive, high quality music making and enjoy performing. We work with teachers and pupils across the borough of Southwark, tailoring music lessons and activities to the needs of individual schools.

We offer schools our popular **Curriculum Partnership Programme** which provides music curriculum lessons at primary level. One of our senior tutors will teach all your classes and lead singing assemblies and small instrumental groups as required.

We take time to talk to Head teachers, heads of department, music co-ordinators and individual class teachers to fully understand the musical needs and aspirations of each school.

Wherever we work, we contribute to the musical life and well being of the school and its community. We create successful learners who grow in confidence as they gain new social and technical skills to play, sing, perform and lead each other.

Key features

- Whole class instrumental tuition in recorder, stringed instruments, brass instruments, African drumming and samba.
- At transition level whole class **'Musical Futures'** programme where young people learn to play guitar, bass guitar, drum kit, keyboards and sing and play in bands.
- Continuing professional development for secondary teachers in an area of their choice which is modelled in whole classes.
- The supply of all the instruments and expert tutors who can work independently in the classroom or alongside school staff.
- Programmes for Early Years, Key Stage One, Key Stage Two and Secondary pupils.



Contact

info@southwarkmusicservice.org.uk
<https://www.southwarkmusicservice.org.uk>





Invest in a community that is dedicated to promoting the unique characteristics of education in Southwark and puts you at the heart of the commitment to building, strengthening and investing in learning for the benefit of all.



Your investment ensures that we are there when you need us



learningandachievement@southwark.gov.uk
<https://schools.southwark.gov.uk/>
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London, SE1P 5LX

Southwark
Education
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