



Services for schools

2016/17 catalogue

[**www.grow-education.org**](http://www.grow-education.org)

Grow Education Partners Ltd

About us

- We are a subsidiary company of the London Diocesan Board for Schools (LDBS) and are committed to inclusive Christian values.
- We believe that all children deserve the best education so that they may experience “life in all its fullness.”
- We are a team of Headteachers, SLE’s, LLE’s, Independent Consultants and Ofsted trained inspectors.
- We continue to ‘grow’ and now work in partnership with 112 schools.
- We support Primary, Secondary, Academy Trusts, Community, Church, Faith and Independent schools across 18 London Boroughs.
- We work collaboratively with schools, Governing Boards, Local Authorities and professional associations including national organisations, such as The Key for School Leaders
- We believe in the potential of schools to make an immense difference to the lives of children, which will benefit individuals and society as a whole.
- We want to support schools to cultivate success for children and adults alike and to play our part in ensuring schools in London provide the quality of education that all children deserve.

What can we offer?

- A service tailored to the needs of your school
- A dedicated team of professionals with a breadth of experience, all working in education to make a difference
- Excellent staff training opportunities
- A high quality, personalised service that represents excellent value for money.

Support Packages

Good news for 2016/17

We have been able to hold our prices without increase for another year. We are aware that your budgets are tight so we are offering you the same value for money packages that we offered last year.

1) Oak Package - 3 days of support

£1,800 (excluding VAT)

The **Oak** package provides a level of external support and advice that will benefit all schools. It provides an external perspective for the schools leaders and the Governing Body.

- 3 days tailored support at your school with a Leadership Partner (this can be used as ½ day or whole day support. This flexibility is factored into the charge for the package)
- OFSTED support and guidance when an inspection is announced
- Access to a wide range of high quality courses
- Brokered support drawn from across 18 Boroughs to find the right partner to meet your school's needs
- Using 1 day for Headteacher appraisal/Performance Management
- Telephone/ e-mail support and guidance from our central team

2) Beech Package - 6 days support

£3,300 (excluding VAT)

The **Beech** package bridges the gap between the Oak and Cedar packages, providing schools with six days of support.

- Includes all the benefits of the Oak support package
- A total of 6 Leadership Partner/SLE/Consultant Teacher days

3) Cedar Package - 12 days support

£6,000 (excluding VAT)

The **Cedar** package is aimed at schools requiring additional capacity and support to bring about or maintain improvement. If you are expecting an Ofsted inspection this year, the Cedar package will provide additional capacity to help you prepare.

- Includes all the benefits of the Oak support package
- A total of 12 Leadership Partner/SLE/Consultant Teacher days

Grow Leadership Partners

We work in partnership with Headteachers across 18 Local Authorities in London. We can provide you with experienced serving Headteachers and Advisers who work independently of Local Authorities.

We know it is the quality of the people with whom you work in partnership that makes a difference. Our Leadership Partners are, or have been, highly regarded school leaders with a proven track record of effective school leadership.

Working with a Leadership Partner can bring a fresh perspective to your school. Through listening to you and assessing the needs and context of your school, we will find a Leadership Partner with the right skill set to provide the necessary support.

Our tailored and personal leadership support will be more responsive to the needs of your school and leadership team and will help your school to move forward.

A Leadership Partner can support you in a number of ways, by working with you personally and/or by brokering targeted support, for example by :

- Developing new ways of school self-evaluation, including assistance in the gathering of evidence
- Action planning for School Improvement
- Coaching and mentoring of staff
- Building capacity and developing the role of the middle leader
- Supporting in your preparation for Ofsted inspections
- Arranging joint visits to other schools to observe “Outstanding practice”
- Providing subject leader support/subject specific support e.g. SLE/Consultant Leading Teacher
- Providing class teacher support
- Arranging Headteacher Performance Management (1 day)
- Reviewing teaching, learning and leadership
- Arranging or carrying out governance reviews

Headteacher Appraisal

This service will be of great benefit to Governing Boards looking for an in-depth understanding of the performance review process. We can provide Schools with an experienced Grow Education Performance Manager.

The Grow Education Performance Manager will:

- Provide support and guidance throughout the Headteacher Performance Management review process.
- Provide a structured, manageable process to deliver an effective review process.
- Support the development of clear, well defined objectives and criteria.
- Provide clear guidance and advice to ensure the process is carried out in line with current regulations and guidance.

Costings: There are 3 options

1. **Schools using package to fund review:** No additional cost (minimum of 1 day of support will be used)
2. **Schools which have purchased a Grow support package:** £600 (excluding VAT)
3. **Schools which have not purchased a Grow support package:** £650 per school (excluding

Training courses

Grow Education Partners Ltd also provides high quality training for school staff, from NQT's to senior leaders. We cover a wide range of subjects and aspects in order to meet the needs of your schools.

- All training courses are rigorously reviewed and evaluated.
- We offer a 10% discount to schools sending more than one person along to the same course as we appreciate that this is expensive

Below are some of the comments made on training provided in the 2015-16 academic year:

“Very good sessions which enable you to reflect on what is or is not going on in your school.”
“Very useful information shared by professionals in other settings. Good sharing of the way things are done elsewhere “

Please refer to our website www.grow-education.org for current courses. Our new course booklet for the academic year 2016/17 will be on-line and sent to schools in the summer term 2016.

Human Resources and Legal Services

We offer a comprehensive package of HR support, tailored to your requirements. including

- Employment law and good practice guidance
- HR policies and procedures, including capability, sickness absence, redundancy, grievance & discipline
- Coaching and advice on the application of policies
- Attendance by an HR Officer at Governors' capability, sickness absence, redundancy, grievance, disciplinary and appeal hearings
- Advice on managing organisational changes, e.g. restructuring, early retirement
- Performance management advice
- Advice on the management responsibilities of Headteachers and Governors
- Contracts of employment, Person Specification and Job Description examples and advice
- Support and advice on complaints, Employment Tribunals and insurance matters
- Occupational health pay-as-you-go services, provided through our partnership agreement with *InterHealth*
- DBS checking service (we act as a counter-signatory)
- Payroll services, provided through our partnership agreement with *Strictly Education*

Prices from 1st April 2016

- **Schools which subscribe to the LDBS Core Service:** £9.69 per pupil per annum up to first 600 pupils & £3.21 pp pa thereafter (excluding VAT): *e.g. 1FE primary school - 210 pupils = £2,034.90*
- **Schools do not subscribe to the LDBS Core Service:** £10.71 per pupil per year up to first 600 pupils & £4.29 per pupil per year thereafter (excluding VAT) *1 form entry primary school - 210 pupils = £2,249.10*

(Fees may be paid annually or each term. It is possible for schools to join the service at any time in the year and will be calculated on a pro rata basis)

Recruitment & Retention Service

We can help you find the people you need by:

- Assisting schools with discounted advertising in the TES and national newspapers for all teaching posts.
- Placing all your vacancies for free on the LDBS website
- Providing access to the LDBS pool of newly qualified primary and secondary teachers through both the LDBS SCITT and our national recruitment programme.*
- Making available application forms, interview notes and interview panel recommendations for candidates in the NQT Pool.
- Advising schools on QTS status for overseas trained teachers.
- Advising schools on sponsorship for non EU teachers

For details on the NQT Training Programme please see the training brochure.

Price for Recruitment and Retention Service: £350 per school (excluding VAT)

Summary of Prices

Service	Further Details	Price (excluding VAT)
Leadership Support Packages	Oak Package (3 days support)	£1,800
	Beech Package (6 days support)	£3,300
	Cedar Package (12 days support)	£6,000
Additional days - Leadership Support	Schools subscribing to a Leadership Support Package	£600 per day £350 per half day
	Non subscribing schools	£700 per day £400 per half day
Headteacher Performance Management	School to use package to fund review	No additional charge (1 day of support will be used)
	Schools who have opted not to use a day of their package to fund review	£600
	Non subscribing schools	£700
Recruitment and Retention Services	All schools	£350 per school
Human Resources and Legal Services <i>(From 1st April 2016 - 31st March 2017)</i>	Schools subscribing to LDBS Core Services	£9.69 per pupil p.a up to first 600 pupils £3.21 per pupil p.a thereafter
	Schools not subscribing to LDBS Core Services	£10.71 per pupil pa up to first 600 pupils £4.29 per pupil pa thereafter.



Don't see what you need?

**Please contact us to see if we can assist with your
specific training and development needs.**

Contact Us:

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