



Services for Schools

2018/19

www.grow-education.org

Welcome

Welcome to Grow Education. We are a subsidiary company of the London Diocesan Board for Schools (LDBS) .

Thank you for your continued support for Grow Education Partners over the last year. We have continued to 'grow' and now work in partnership with almost 150 primary and secondary schools across London and beyond.

We are a team of Headteachers, outstanding practitioners, Independent consultants and Ofsted Inspectors.

Our feedback from Headteachers and Governors continues to be very positive. Particular strengths, which you have highlighted, are the quality of our service and our ability to be flexible in matching the right people to your schools.

We continue to be responsive to the needs of your school.

We have increased the number of leadership partners this year, all of whom have been experienced Headteachers, so that we can be even more proactive in supporting your development needs.

Our highly rated training courses support all levels of leadership and other aspects, including safeguarding and curriculum areas. Please look out for our courses for 2018/19 which will soon be advertised on our website.

We look forward to working in partnership with you again this year. We want to play our part in ensuring schools provide the quality of education that all children deserve.

Helen Ridding



Director, Grow Education Partners

NB All costs listed in this brochure are exclusive of VAT

In the event of schools being dissatisfied with any part of the service, a written complaint should be sent to Helen Ridding, in the first instance. If unresolved, a further level of arbitration will be established involving appropriate Directors.

Support Packages

We provide 3 support packages. They provide an external perspective for school leaders and Governing Boards to support you in your school development needs.

Package	Number of days	cost
Oak	<p>This provides you with 3 days of support which can include any of the aspects below</p> <ul style="list-style-type: none"> • Tailored support at your school with a Leadership Partner • Support in preparation for Ofsted inspections • Headteacher Performance Management (1 day) • Telephone/ email support and guidance from our admin team • School self-evaluation and improvement planning • Safeguarding reviews • Work scrutiny and moderation • Coaching and mentoring of staff • Developing the role of the middle leader • Arranging joint visits to other schools to observe best practice in a range of areas • Providing subject leader and subject specific support • Supporting class teacher support in identified improvement aspects e.g. EYFS • External reviews on the quality of teaching, learning and leadership • Governance reviews and training 	£1890
Beech	<p>6 days support - includes all the benefits of the Oak package</p> <p>This provides you with the option of more support to focus on specific identified areas, e.g. subject leadership, coaching and reviewing alongside the leadership partner or GB reviews</p>	£3480
Cedar	<p>12 days leadership partner, consultant or excellent practitioner support</p> <p>This support package is aimed at schools requiring additional capacity and support due to changes in circumstance. If your school has several new staff, or you are expecting an Ofsted inspection this year we can provide you with additional capacity to support your needs.</p>	£6360

Human Resources and Legal Support

Our fully qualified HR Team at the London Diocesan Board for Schools brings together HR experience gained from across the education sector. We are here to support you with a bespoke HR service to enable your school/s to make the best use of your limited resources.

Our support is practical, effective and sensitive to your school's ethos.

Outline of service	Cost
<p>We provide two HR packages:</p> <p>Silver Package</p> <ul style="list-style-type: none"> • Unlimited telephone, email and face-to-face support on the management of grievance, disciplinary and capability procedures, sickness absence, parental complaints and any other related issues. • Support on employment law and good practice guidance. • Help in establishing effective working relationships with trade unions. • Advice and guidance on TUPE in relation to outsourcing services and academisation. • Coaching and advice on the application of policies. • Attendance by a member of the HR support team at Governors' HR hearings, including pay appeals. • Advice on managing organisational change. • Support and advice on the negotiation of settlement agreements. • Advice on performance management. • Advice on contracts of employment, staffing structures, job descriptions, Employment Tribunals and insurance matters. • Mediation between members of staff, parents and your school. • Occupational health pay-as-you-go services through one of our partnerships. • DBS checking service and counter-signatory service. • Payroll services through our partnership with Strictly Education. 	<p>From 1st April 2018: £60 for each employee of the school at that date.</p>
<p>Gold Package</p> <p>We offer all of the above plus:</p> <ul style="list-style-type: none"> • Drafting of contracts and variations on behalf of your school • Audit of staff files, single central records and administration systems within your school • On-site training in contracts and administration at your school. • Preparation of documentation and packs for HR hearings. 	<p>From 1st April 2018: £70 for each employee of the school at that date.</p>

Headteacher Performance Management

This service is 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 who will:

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

Options	Cost
There are 3 options, listed below	
Schools with a Grow package	No additional cost 1 Grow day will be used
Additional day for schools with a Grow package	£630
Schools not subscribing to a Grow package (1 day)	£750

Recruitment

We offer a range of services to support you in your recruitment of staff.

Outline of services	Cost
Finder's Service We prove a talent pool for both primary and secondary schools. This includes NQTs and experienced teachers. If you proceed with the appointment of one of our candidates, we will charge you a finder's fee.	£1000 if you employ a teacher from our Finder's Service
Application for sponsorship for non—EU teachers We can support you in your application and submit it on your behalf.	£300 plus the additional Home office costs
Supply agency link Anzuk Education will offer schools subscribing to a Grow support package a discount on day-to-day and long term supply teacher and TA rates 	Daily rate plus VAT £175 Teacher £110 TA £120 TA 1:1 Favourable long term rates (plus VAT) will be agreed on a case by case basis
Advertising service We can support you in reduced advertising costs e.g. The Guardian, TES and LDBS website. Please contact us for more information.	On application

GDPR– new this year

This new service will support you in the new General Data Protection Regulation legislation

Outline of service	Cost
<ul style="list-style-type: none"> • A named designated Data Protection Officer who will be the point of contact for the ICO and data subjects. • Unlimited telephone and email advice on data protection issues • Access to data protection policies and documents • 3 half day visits a year (1 per term) related to compliance monitoring and data security. • 1 half day visit for a governor visit or training session. • Free attendance at training sessions • Policy reviews • Lead on breach management issues • Lead on Data Protection Impact Assessments 	<p>£1000 NB £900 to schools subscribing to the HR packages</p> <p>Additional support can be arranged at an additional cost</p>

Governor Support

An increasing number of Governing Boards are investing in opportunities to support them in evaluating their practice. Our review options are intended to identify existing strengths and areas for improvement.

They can help you to:

- Become more skilled, focused and effective
- Be confident that you have clear delineation of roles and responsibilities, with the right range of skills and experience to meet the needs of the school
- Provide an appropriate balance of challenge and support in holding leaders to account for the quality of education provided to all pupils
- Have greater clarity in your vision for the school and how you can achieve this with the leadership team

Outline of service	Cost
<p>Full external Governing Board review We follow the NCTL (National College for Teaching and Leadership) process for external reviews which examines governance in relation to the 3 core functions of:</p> <ul style="list-style-type: none"> • Ensuring clarity of vision, ethos and strategic direction • Holding the Headteacher to account for schools performance • Overseeing financial performance and making sure money is well spent with a fourth indicator of effective governance practice. 	<p>This is likely to take 2.5 days</p>
<p>Bespoke review/ supported self-evaluation It is also possible to arrange a more tailored approach which involves some of the elements outlines above or supports the board in a self-evaluation exercise.</p>	<p>The length of this review can be agreed with the consultant</p>
<p>Additional in-school training sessions We can provide training for Governors in their school setting .</p>	<p>These are generally up to 2 hours</p>

Summary of Prices

Service	Further Details	Price (excluding VAT)
Leadership Support Packages	Oak Package (3 days support)	£1,890
	Beech Package (6 days support)	£3,480
	Cedar Package (12 days support)	£6,360
Additional days - Leadership Support	Schools subscribing to a Leadership Support Package	£630 per day £350 per half day
	Non subscribing schools	£750 per day £400 per half day
Human Resources and Legal Services <i>From 1st April 2018 - 31st March 2019</i>	Silver Package	£60 for each employee of the school at that date.
	Gold Package	£70 for each employee of the school at that date.
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 the review (1 additional day)	£630
	Non subscribing schools (1 day)	£750
Recruitment Services	Finder's Service	£1000 if you employ a teacher or a member of support staff from our Finder's Service
	Application for sponsorship for non—EU teachers	£300 plus the additional Home office costs
	Advertising service	On application
GDPR		£1000 or £900 if you have a HR package
Governor Support		As part of a Grow package or additional days as priced above.



Don't see what you need?

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

www.grow-education.org

Contact Us:

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