

# **LDBS Core Partnership Service: Primary Schools**



**April 2020 - March 2021**

# LDBS Core Partnership Service Schools

## LDBS Vision

The LDBS embraces the Church of England's Vision for Education which is deeply Christian, with Jesus' promise of 'life in all its fullness' at its heart. We believe in this vision of human flourishing for all, permeated by the key elements of wisdom, hope, community and dignity.

As an expression of the Body of Christ within the Diocese of London, the LDBS serves and supports schools confidently, creatively and compassionately in order that:

- young people and adults develop spiritually, physically, intellectually, emotionally, morally and socially
- pupils of all backgrounds achieve excellent outcomes to give them the best opportunities in life

### **At the LDBS we are here for you.**

Our subsidised rates allow us to be responsive to the needs of individual schools and to support schools facing difficulties. We often provide additional help and advice at no extra cost to support those in need. Over time this assistance is provided equitably. Subscription fees from schools cover approximately one-third of the true expenditure. The remaining two-thirds of expenditure is covered by a grant from the Diocese and income from the Uniform Schools Trust (LDBS is sole trustee).

We look forward to working with you again this year.



## **Inigo Woolf, Chief Executive of the LDBS**

### **The LDBS**

- Works closely with the DfE, Regional Schools Commissioners and other Dioceses in order to represent the family of CE schools across London
- Fosters partnerships with LAs in the Diocese to facilitate the sharing of good practice and support
- Nominates members to all LA Education Scrutiny Committees and other statutory bodies to represent the interests of CE schools
- Promotes RE in all schools through direct involvement with the Standing Advisory Council for RE and Agreed Syllabus Conferences for each LA in the Diocese

Subscription fees for the core service 2020-2021 are:

- £11.22 per pupil per year up to the first 500 pupils on roll and £6.63 per pupil per year thereafter (as in the January School Census)
- Schools can pay annually or in three equal installments at the beginning of each term
- Schools paying in full for the whole year by the end of May will receive 1% discount

#### LDBS Complaints Procedure

In the event of schools being dissatisfied with any part of the service, a written complaint should be sent to the Chief Executive, Inigo Woolf. The Chief Executive will arrange for a senior officer of the Board to investigate and respond. If unresolved, a further level of arbitration will be established involving appropriate members of the Board.

# LDBS Core support for your school

**Each school in the LDBS has a named link adviser, all of whom have been successful Headteachers in London schools.**

**Under the Core Partnership schools will receive:**

## **Adviser support**

- Two half day school leadership visits from LDBS advisers per financial year (NB up to 500 pupils; those with 500+ pupils will receive an additional leadership visit)
- One half day visit focusing on RE/SIAMS
- Attendance at Ofsted or HMI feedback meetings following inspection wherever possible
- Advice and support for senior leadership recruitment (Headteacher, Head of School and Deputy Headteacher positions), including attendance at interviews
- New Headteacher induction to the LDBS and Church school leadership
- Telephone and email advice

This support can cover

- Preparation for SIAMS inspections
- Self-evaluation
- School improvement planning
- Assessment
- Staffing structures
- Middle and senior leadership
- Governance
- Confidential personal and pastoral support
- Provision of Headteacher and Deputy Headteacher mentors (in liaison with the LA)
- Deanery school support
- Advice on staff
- Governor, LA and Church relationships
- Safeguarding

## **Central support for SIAMS Inspections**

- Co-ordination and quality assurance of SIAMS (Section 48) inspections

## **Central support for RE, Collective Worship and SMSC**

- Access to associated LDBS guidelines, policies and resources
- Access to the LDBS RE Syllabus
- Centrally held meetings for RE subject leaders

## **Finance, Premises and Insurance (for Voluntary Aided Schools only)**

- Oversight of repairs and improvements to school buildings
- Research into archival material relating to trust deeds, sites and premises matters
- Insurance Cover: LDBS has block policies available for schools, including insurance for premises, contents and people (additional costs apply)

## **Regular communications**

- A copy of all LDBS publications and bulletins / password protected access to website
- Regular information bulletins via email for Headteachers/Principals, Chairs and clerks

## **Central support with marketing and staff recruitment**

## **Central advice on admissions, exclusions and parental complaints**

## **Central co-ordination of SENDCo network meetings**

## **Guidance and policies on a range of aspects (see our website for details)**

# Human Resources and Legal

LDBS Core Partnership HR and Legal support can be supplemented by packages from Grow Education Partners. Offering comprehensive advice and guidance in all aspects of employment across the education sector, Grow’s bespoke Human Resource service can be uniquely tailored to help you overcome any challenges you face.

Provider	Outline of service	Cost
LDBS Core Service	<ul style="list-style-type: none"> <li>• Telephone and email advice available 5 days a week</li> <li>• Access to LDBS policies and updates</li> </ul>	<b>Free with LDBS Core Partnership Service</b>
Grow Education	<p>Comprehensive advice and guidance in the following areas:</p> <ul style="list-style-type: none"> <li>• Employment law</li> <li>• Discipline and grievance</li> <li>• Managing organisational change</li> <li>• Performance, capability and attendance management</li> <li>• Dealing with parental complaints</li> <li>• Establishing effective working relationships with trade unions</li> <li>• Terms and conditions for teaching and non-teaching staff</li> <li>• Negotiation of settlement agreements</li> <li>• Mediation between members of staff, parents and the school</li> <li>• TUPE in relation to outsourcing services</li> </ul> <p>In addition:</p> <ul style="list-style-type: none"> <li>• DBS checking service and counter-signatory service</li> <li>• Payroll services through our preferred suppliers</li> <li>• Occupational health pay-as-you-go services through one of our partnerships</li> <li>• If required, preparation of documentation and packs for HR hearings</li> <li>• For a small additional fee per annum, preparation of contracts of employment</li> </ul>	<p>Packages based on school size (forms of entry). From £850 for a 0.5 FE to £5780 for a secondary school</p> <p>Contract preparation packages from £70 to £400.</p> <p>DBS checks:</p> <ul style="list-style-type: none"> <li>• £40 per application for schools with a Grow HR package</li> <li>• £46 per application for LDBS Core Partnership Schools</li> <li>• £55 per application for all other schools</li> </ul> <p>See Grow brochure and website for full details</p>

# Governor Support and Training

LDBS Core Partnership governor support and training can be supplemented with a range of options from Grow Education Partners.

Provider	Outline of service	Cost
LDBS Core Service	<ul style="list-style-type: none"> <li>• Centrally held governor training on a range of aspects</li> <li>• One in-school governor training session each year</li> <li>• Telephone access and advice relating to the areas specified in the core agreement</li> <li>• Support with the recruitment of a Headteacher / Principal from your LDBS adviser, including attendance at shortlisting and interviews.</li> <li>• Support for governors' disciplinary, capability or grievance hearings</li> <li>• Access to additional specialist legal advice (schools will be charged separately by the solicitor)</li> <li>• Headteacher / governor relationships</li> <li>• Public notices</li> <li>• OFSTED advice</li> <li>• Induction and professional support for new Chairs and clerks on request</li> <li>• Password access to online publications</li> <li>• Advice on legal matters including: the responsibilities of Headteachers and governors; constitution and membership of governing bodies and terms of reference for committees</li> <li>• Support on the recruitment of LDBS Governors</li> </ul>	<b>Free with LDBS Core Partnership Service</b>
Grow Education	<p><b>Full external Governing Board review</b> 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"> <li>• Ensuring clarity of vision, ethos and strategic direction</li> <li>• Holding the Headteacher to account for the performance of the school and its pupils</li> <li>• Overseeing financial performance and making sure money is well spent with a fourth indicator of effective governance practice.</li> </ul>	Competitive rates; see Grow brochure and website for full details  Approximately 2.5 days
	<p><b>Bespoke review / supported self-evaluation</b> It is also possible to arrange a more tailored approach which involves some of the elements outlined above or supports the board in a self-evaluation exercise.</p>	The cost and length of this review can be agreed with the consultant
	<p><b>Additional in-school training sessions</b> We can provide training for governors in their school setting in addition to their Core offer.</p>	Generally up to 2 hours
	<p><b>Clerking Service</b> Our experienced clerks can provide a full service including:</p> <ul style="list-style-type: none"> <li>• Clerking of your governing board meetings and committees</li> <li>• Clerking of HR and exclusion panels</li> <li>• Organising parent/staff governor elections</li> </ul>	Package to meet the needs of your governing body

# Teacher Recruitment

Provider	Outline of service	Cost
LDBS Core Service	<ul style="list-style-type: none"> <li>Marketing and profile raising of the LDBS family of schools within educational and church communities including representation at recruitment fairs</li> <li>Access to candidates from the talent pool</li> <li>Advice on QTS for overseas trained teachers</li> <li>Advice on sponsorships for non-EU teachers</li> </ul>	<b>Free with LDBS Core Partnership Service</b>
	Advertising service, including: <ul style="list-style-type: none"> <li>Unlimited placement of adverts on the Guardian and LDBS websites</li> <li>TES discount</li> </ul>	£350
	Tier 2 visa application for a non-EU teacher or a student switching from tier 4 to tier 2	£500 plus additional Home Office costs
	Preferential rates for day-to-day and long term teachers and teaching assistants with our supply agency partner Anzuk Education. Call Anzuk direct on <b>020 3384 6110</b> and see LDBS website	Preferential rates with Core Partnership Service.

# Marketing

Provider	Offer	Cost
LDBS Core Service	<ul style="list-style-type: none"> <li>Website review and advice</li> <li>Marketing materials review</li> <li>Support and advice on effective use of social media</li> </ul>	<b>Free with LDBS Core Partnership Service</b>



# Cultivating Success in Schools

Grow Education Partners works with over 200 Church of England, Roman Catholic and community schools to support them in achieving the best education for their pupils.

We do this by providing high-quality, bespoke support from outstanding practitioners, advisers, consultants, inspectors and HR and data protection teams who specialise in education.

For further information please visit our website [www.grow-education.org](http://www.grow-education.org) or call us on 0207 932 1175.

We look forward to working in partnership with you.

Helen Ridding  
Grow Managing Director



## LDBS Core Partnership Service

# Serving and supporting schools

## Contact Us

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