



Charging Policy 2016/2017

What is a National Leader of Education (NLE)?

An NLE is an outstanding Principal / Head Teacher who works with schools in challenging circumstances to support school improvement. They usually work with schools identified as being in need of significant improvement by the Department for Education, Ofsted, a teaching school, a local authority or the Diocese.

How they work

Their support role will often include members of their own staff, the school of a national leader of education is called a national support school.

They will meet with the Head Teacher and senior staff from schools to discuss the challenges faced and establish what help is needed.

They will work in collaboration to improve performance at schools in need of support

They will support schools alongside staff from within and from their own school under their Direction.

What is a Local Leader of Education (LLE)?

An LLE is an outstanding Principal / Head Teacher who works with other schools to improve pupil outcomes where attainment is considered the minimum standards. LLEs work outside their own schools, providing support to other Head Teachers, working in collaboration together to drive forward improvements. LLEs also provide support to new Head Teachers in their first two years of headship.

The goal of a Local Leader of Education is to increase the leadership capacity of other schools to help raise standards. This is part of the government's plans to give schools a central role in developing a self-improving and sustainable school-led system.

How they work

In addition to leading their own school, they will coach and mentor other Head Teachers who are currently working in challenging-circumstances.

They will negotiate objectives for improvement.

They will coach and mentor the Head Teacher to develop skills, judgement and professional effectiveness.

They will support and arrange coaching for staff in supported schools and meet with the Head Teacher and senior staff from schools to discuss the challenges faced and what help is needed.

They will work in collaboration to improve performance at schools in need of support.

What is a Specialist Leaders in Education, SLEs

Specialist Leaders in Education are outstanding middle and senior leaders such as Assistant Head Teachers, key stage leaders or subject leaders with at least two years of leadership experience.

SLEs have an excellent knowledge in a particular area of expertise and a successful record of supporting other middle and senior leaders in other schools. The SLE focuses on developing leadership capacity so that other leaders develop the skills to lead their own teams more effectively. The alliance has 15 SLEs.



How they work

In addition to leading in their own school or department they will coach and mentor through to one to one group support, involving a variety of activities, such as:

- Coaching
- Facilitating and training
- Discussion, asking the right questions and seeking solutions together
- Data analysis
- Joint action planning

Commissioning

Different organisations will commission support from Prince Bishops Teaching School Alliance. They will request support from SLEs, LLEs, NLEs and NLGs. The most likely commissioners include: Dioceses, local authorities, schools and academies.

A teaching school may commission support for a school within its alliance. The commissioning body will usually fund the support.

Brokerage

The support will be brokered by the leads of Prince Bishops Teaching School Alliance. The lead will review and organise the best specialist leader of support, they will :

- Finding the right SLE, LLE, NLE or NLG to undertake the specific support
- Agreeing the objectives and expected impact
- Agreeing the support approach
- Agreeing the time commitment and financial terms

Deployment

The SLE, LLE, NLE or NLG is deployed to support another school.

The deployment could take different forms depending on the needs of the supported school.

Quality Assurance and Review

The lead of Prince Bishops Teaching School Alliance is responsible for ensuring that any support is delivered to a high standard and for reviewing progress against agreed objectives. The National College is responsible for the review of LLEs, NLEs and NLGs. Teaching schools are responsible for the review of designation of SLEs.

Funding

Funding for NLEs and LLEs is available as a bursary from the National College or through the bidding process as part of the NLE/LLE Deployment Fund. Schools in receipt of funding are responsible for managing their own funds.

NLEs

- The Teaching School Alliance may commission and fund support to schools.
- For schools brokering their own support from a NLE the cost will be **£550 per day**, a rate that has been agreed across the 12 regional local authorities.
- Schools brokering support from Prince Bishops Teaching School Alliance will be charged **£50 per day** of the deployment as an administration fee.
- The NLE will receive **£150 per day**
- The NLEs school will receive **£350 per day**.
- When charging schools the NLE will give consideration to the type and duration of support and may offer some concessions.



LLEs

- The Teaching School Alliance may commission and fund support to schools.
- The daily rate for an LLE is **£400 per day**.
- Schools brokering support from Prince Bishops Teaching School Alliance will be **charged £50 per day** of the deployment as an administration fee.
- The LLE will receive **£100** per day
- The LLEs school will receive **£250** per day.
- When charging schools the LLE will give consideration to the type and duration of support and may offer some concessions

SLEs

- The Teaching School Alliance may commission and fund support to schools.
- SLEs can only be brokered through the teaching school alliance.
- SLEs will be charged out at **£300 per day, £175 per half day or twilight**.
- The SLEs school will receive payment of **£250** to cover supply costs/preparation.
- The SLEs school will determine whether the SLE receives remuneration or preparation time. Etc. (payment to the SLE will be made from the allocation made to the school)
- The Teaching School Alliance will retain **£50 per day** of the deployment for administrative purposes.

SLEs

- The Teaching School Alliance may commission and fund support to schools.
- SLEs can only be brokered through the teaching school alliance.
- SLEs will be charged out at **£300 per day, £175 per half day or twilight**.
- The SLEs school will receive payment of **£250** to cover supply costs/preparation.
- The SLEs school will determine whether the SLE receives remuneration or preparation time. Etc. (payment to the SLE will be made from the allocation made to the school)
- The Teaching School Alliance will retain **£50 per day** of the deployment for administrative purposes.