

November 2010

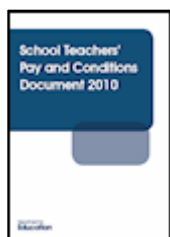
This edition focuses on: -

- The Education Partnership
- School Teachers' Pay and Conditions 2010
- Threshold Guidance Round 11
- Performance Management for Teachers
- Support staff update
- Extended Schools update

The Education Partnership

Please note that the Social Partnership (Workforce Agreement Monitoring Group) (WAMG) has been disbanded by the Coalition Government.

The Government has established a new Education Partnership – see <http://www.education.gov.uk/inthenews/inthenews/a0061465/secretary-of-state-invites-unions-to-become-members-of-the-new-education-partnership>. More details to follow.



School Teachers' Pay and Conditions Document 2010

The School Teachers' Pay and Condition Document 2010 has been published on the Department for Education website under Publications. Hard copies can be ordered on The Stationery Office (TSO) website at **£24 each**.

<http://publications.education.gov.uk/default.aspx?PageFunction=viewtoptenproducts&PageMode=publications&Type=TopTen&>
<http://www.tsoshop.co.uk/education/bookstore.asp?DI=627346&CLICKID=002289>



Performance Management for Teachers

Workshops were held around the County during the summer term for those new to the role of Performance Management reviewer, or reviewers who wished to refresh or update their knowledge and practice. These sessions were very well received. To register your interest in attending a future workshop on Performance Management for Teachers, please send an email to workforce.development@norfolk.gov.uk or telephone Virginia Wakely in Children's Services on 01603 638092.

Threshold Round 11 Guidance

Revised provisions for the threshold assessment process are set out in paragraphs 19 of the School Teachers' Pay and Conditions Document 2010. Revised guidance and a model application document are due to be published on the DfE website at <http://www.education.gov.uk/schools/careers/payandpensions/performancethreshold>.

Support Staff update

Nationally

In late October, the DfE confirmed that the School Support Staff Negotiating Body (SSSNB) will be abolished.

The Government has conducted a review of the future policy direction for determining school support staff pay and conditions, including the role of the SSSNB, and has concluded that the SSSNB does not fit well with the Government's priorities for greater deregulation of the pay and conditions arrangements for the school workforce. To read ministerial statement, go to <http://www.education.gov.uk/inthenews/inthenews/a0065939/written-ministerial-statement-on-abolition-of-the-school-support-staff-negotiating-body-sssnb>.

School support staff will remain on their current pay and conditions under the National Joint Council for Local Government Services (or other appropriate local arrangements).

Norfolk

Training and Development of School Support Staff

Since 2006, over 2,000 support staff have received funding for accredited training and development. Programmes supported have included:

- Level 1 / 2 qualifications for new or newly appointed support staff – 392
- Level 3 qualifications in supporting teaching and learning – 467
- HLTA Status – over 600 have achieved the status, with approx 155 currently in the system
- Foundation Degree for Teaching Assistants – Level 5 qualification which has enabled Teaching Assistants to progress on to a full Degree with some continuing to achieve qualified teacher status – 144.

Qualifications supported for school administrators and school business managers have included:

- working in partnership with the National College to locally deliver the Certificate in School Business Management (CSBM, a level 4 qualification) - 71
- working with local training providers to establish the Certificate in School Administration, a level 3 qualification – 36.

In addition, over 50 candidates have been supported to achieve ad-hoc qualifications ranging from GCSEs in English and Maths, A level Maths, OU degrees, and a variety of subject specific vocational qualifications. Over 130 candidates have received specialist training in Maths, Science and Food Technology for HLTAs. Also funding has been provided to further develop and extend Norfolk's PE Teaching Competence Standards Course (NPETCS) which is now accredited at Level 2 and Level 3 on the national qualification framework, a model we hope to replicate to other areas of the curriculum.

Working in partnership with training providers and sector skills bodies we have been able to commission training in accordance with the Norfolk Children and Young People's Plan and Every Child Matters agenda to improve outcomes for children and young people in our County by providing a well-skilled and motivated workforce. Our aim has been to increase the skills, knowledge and understanding of all learners who engage, embedding

a culture of lifelong learning and professional development whilst ensuring training that meets the need of the sector. To this end, a full programme of CPD is being developed for school support staff which will include information, advice and guidance on Recruitment and Induction; Training and Development; Career Progression, including appraisal; National Occupational Standards; Case Studies and examples of good practice.

We have been instrumental in implementing workforce remodelling, helping schools find staffing solutions 'fit for purpose'. Working with National agencies we have secured funding to explore workforce development strategies to meet local need, in particular a national project exploring the benefits of an Advanced School Business Manager for a cluster of small rural schools.

Working with training schools to set up local hubs for identifying local training and development needs, and supporting local delivery of bespoke training packages for cluster support staff has been highly successful. Presentations at 'Careers in Schools' events and 'Routes into Working in Schools' evenings are delivered in partnership with the training schools. Briefing sessions and conference events are a regular fixture.

Support, Advice and guidance

Our dedicated support staff website at www.norfolk.schools.gov.uk/go/supportstaff will keep you informed of the following:

- government directives
- briefings sessions
- celebration events
- conferences
- funding issues
- training and development opportunities
- case studies
- current trends
- guidance on deployment
- useful contacts.

In addition to this, a termly flier is issued to schools with the latest information.

Don't miss out on a great opportunity- Free Emotional Health training coming to a cluster near you!

Emotional Health Awareness - Foundation Training

From 2011 emotional health awareness training will be offered **FREE** to all School Clusters.

"This training makes you think and consider your own practice" Teacher 2010

Training **will support staff** who regularly work with children and young people **develop skills, knowledge, allay myths and fears** around emotional and mental health. The training is **not about asking people to become therapists** or take on additional work.

"Because schools are so target driven, they're expected to get their literacy and numeracy targets as high as they possibly can, . . . so if you address the children's mental health

side of things then they'll work better and the targets will go up". School staff member 2009

By attending participants will have access to:

- Further resources and information
- Access to specialist consultation network
- Opportunity to participate in further **FREE** training
- A cascading pack to enable participants to share learning across the school

"Very useful and informative –you realise you know more than you think you did but it helps you think further". Teacher 2010

Training will focus on building skills and knowledge so that school staffs are better equipped to support children with:

- emerging emotional health issues
- knowing how and when to refer to specialist support.

Children's Mental Health is Everybody's Business



The **majority** of children and young people **stay within (schools) universal services**, but some at times will **need additional targeted, specialist or highly specialist support services as well** as accessing universal services.

1 in 10 children and young people aged 5 - 16 suffer from a diagnosable mental health disorder - that is **around three in every class**¹.

Supporting the emotional health and well being of children and young people has been a **key priority** of

Norfolk's Children and Young Peoples Plan for sometime. Over the last two years the CAMHS (Child Adolescence Mental Health Service) has been successfully piloting a targeted mental health in schools project (TaMHS) in the west of the county. The project has been working with four school clusters to improve the emotional health of children and young people by offering staff regular access to training and support. Early findings show that of the 410 school staff who have already accessed training and support.

- 77% rated the emotional health awareness course as '**good or very good**' and commented on the course as being '*excellent, interesting and useful*'.
- 23% indicated they intended to change their practice by, *adopting strategies, purchasing resources, **increasing their awareness of support agencies**, devoting more time to EMHW in staff meetings.*



In asking participants what they would do differently as a result of attending the training they said:

*'be **more aware of pupils' problems** and emotions'. Have a '**greater understanding** of what's available for support' knowledge of agencies and how to make referrals to them'.*

"Some schools have said . . . this training has really made a difference"

A significant number of people commented that the training having increased their understanding and they felt they knew the subject well.

The emotional health awareness- foundation training aims to support all staff build upon existing skills, nurture and improve the emotional well-being and mental health of children and young people.

If you would like **more information** about TaMHS, or if your **cluster is interested in hosting this training** please contact Julia Haig CAMHS Service Development Manager on 07500 999673 or julia.haig@norfolk.gov.uk Special Schools and Pupil Referral Units should contact Julia directly to link up with a suitable training session.

Extended Schools update

Following the recent LA organisational review the central management of Extended Schools has changed. Further details in [MI 223/10](#) issued 12th November to schools.

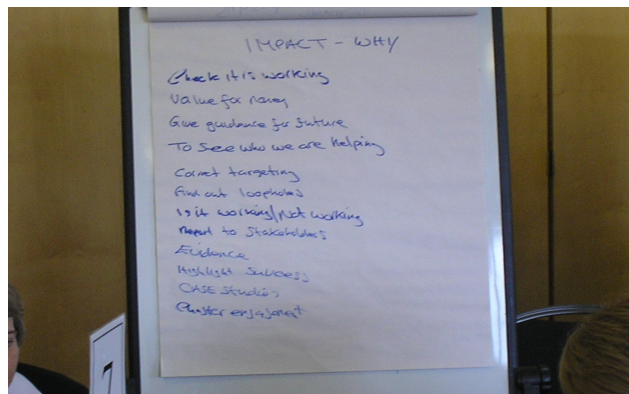
All Norfolk schools are currently providing access to the full core offer of extended services. The Local Authority, in liaison with schools, has been evaluating the impact of services that are being delivered on children and their families across the County and producing a number of impact case studies, particularly around the Disadvantage Subsidy. There is already definite evidence from Ofsted that extended services are **making a difference** to:

- Motivation, self-confidence and positive attitudes to learning
- Attendance and behaviour
- Substantial improvements to the educational outcomes and personal well-being and achievement of pupils
- Better access to additional support services, particularly when based at school
- Valuable differences to the lives of some parents through direct provision of educational programmes.

Effective schools have integrated extended services and school improvement planning, with a clear focus on outcomes. In addition, the Disadvantage Subsidy is already making a huge difference to children, young people and their families across Norfolk.

Over 80 LA Development Workers, schools based Extended Schools Co-ordinators and Parent Support Advisers took part in a **Norfolk Extended Schools Impact Evaluation** event on 1st October. The event focused on Norfolk's successes and achievements in the delivery of Extended Services and the Disadvantage Subsidy, the impact of such services and the challenges in the future. Here is some of the invaluable feedback from the event.

Impact of extended services



- Opened opportunities to disadvantaged families
- Childcare has positively transformed peoples/families lives
- Great interaction of parents with their children's education
- Opened more schools to community
- CAFs have facilitated multi-agency working.

Lets Celebrate the Disadvantage Subsidy!

"Throughout the summer holiday there were activities that many children attended, they experienced trips and made new friends from other schools/estates and were shown to have increased their confidence and self-esteem. Some children have never been out of the area and they had a beach trip, a trip to Wembley Stadium, enabling them to attend together with their friends..."



"The Subsidy grant was used for a family whose children, particularly the Infant school aged children where often at risk of serious harm on the way to school and had serious behavioural problems and attendance issues at school. The money paid for transport and the fees for Breakfast Club which has provided a safe and happy environment for the start of the day meaning the children have attended and behaved".



What difference has the Extended Services agenda made to children and young people and their families?

- Economic issues/benefits, e.g. childcare – working parents' employment opportunities
- Bring community together – Big Society
- Given children and young people purpose in life and improving life chances
- Improve aspirations
- Reach vulnerable families – getting them to engage with schools and therefore raise attainment.
- Social cohesion – school and community links
- Good use of resources – value for cluster
- Strengthening transition
- Services brought to rural areas
- Low income families access to activities
- Broadening horizons – building self-esteem
- Bridging the gap – school/home
- Development of multi-agency working
- Empowering of children's families
- Encouraging parental autonomy
- Holistic family support
- Reduction in anti-social behaviour
- Improved attendance, behaviour outcomes for children
- Relating to other agencies
- Social skills especially in rural areas
- Opportunity of access
- Informal networks (becoming formalised) supporting children/young people – outside schools
- Early intervention = £ saving.



Extended Schools – contact details from 1st November, 2010

Paul Hoey, Senior Adviser (Extended Services/Community Strategies), 01603 223824 or email paul.hoey@norfolk.gov.uk

Jean Bain, Business Support Officer, 01603 222361 or email jean.bain@norfolk.gov.uk

Lorraine Crab, Study Support and PfS Clerical Assistant, 01603 222458 or email lorraine.crab@norfolk.gov.uk

Or your LA locality based Development Worker.

Website: <http://www.schools.norfolk.gov.uk/index.cfm?s=1&m=1584&p=979,index>

School Workforce

Denise Beckett, School Support Staff Development Officer, 01603 222743 or e-mail: denise.beckett@norfolk.gov.uk

Lisa Harrison, School HLTA Co-ordinator, 01603 638098 or email: lisa.harrison@norfolk.gov.uk

Peter Simmonds, Senior Adviser (Governor Development, Headteacher Recruitment Retention, Performance Management and Succession Planning)
Tel: 07795 265669 or e-mail: peter.simmonds@norfolk.gov.uk

Virginia Wakely, School Performance Management Officer
Tel: 01603 638092 or e-mail: virginia.wakely@norfolk.gov.uk

Website: <http://schools.norfolk.gov.uk/myportal/index.cfm?s=1&m=564&p=402,index>

Local WAMG key contacts:

ASCL, Richard Moore, rdmbenefars@waitrose.com

ATL, Andrew McCandlish, amccandlish@norfolk.atl.org.uk, 01263 513618

GMB, Ivan Mercer, Ivan.Mercer@gmb.org.uk, 01603 626492

NAHT, Christine Gibson, head@saxlingham.norfolk.sch.uk, 01508 499271

NASUWT, Colin Collis, nas3887@nasuwt.net, 07787 572777

Norfolk Governors' Network, Judy Leggett, judy.leggett@ngn.org.uk, 01603 429986

NUT, Mike Smith, norfolknut@btinternet.com, 01953 607259

PAT, Jan Tanner, j.r.tanner@ntlworld.com, 01603 712295

TGWU, Steve Harley, stephen.harley@unitetheunion.com, 01603 624052

Unison, Nigel Bailey, Nigel.bailey@btconnect.com, 01603 222384

Useful resources

Ease the Load

Real-life examples of how to manage your workload efficiently and productively, while improving your work/life balance.

There are 27 videos in this series. Go to http://www.teachers.tv/series/ease-the-load#utm_source=primary-weekly&utm_medium=email&utm_campaign=primary-update-25-10-10

They range from an over busy School Business Manager, a teacher who puts too much time into planning lessons, the challenges of a first Deputy Headship, bringing a management team together, to time saving ideas to make life easier for staff.