



Prospectus 2016



Welcome

Dear Colleagues,

I am delighted to share with you the new BEP Prospectus, outlining the opportunities Birmingham Education Partnership (BEP) offer the Birmingham family of schools.

Despite the ever changing educational environment and the expansion of BEP's initiatives, our mission remains constant; to secure a deeply good academic, social and civic education for every child and young person living in Birmingham.

BEP was set up in 2013 by Headteachers to be a school led organization that would improve connectivity in our city and increase our collective strength. We aim to make a virtue of our size, drawing out the unique learning that comes from every single school in the city.

We are an independent company and charity seeking to serve all of Birmingham's state funded schools, with all phases and types of schools as active members. In September 2015 we entered into a strategic partnership with Birmingham City Council so that BEP now provides

the school improvement service for all maintained schools in the city. Our Director of Continuous School Improvement, Tracy Ruddle, leads this work with an increasing take-up of our services by academies and we are currently developing a fully traded model of school support that academies will buy. Tracy works through a team of District Leads, who are seconded or recently serving Headteachers alongside a team of District Engagement Coordinators. Tracy also draws on the wisdom of our Commissioners who are excellent, recently retired Headteachers.

We trust that you will find this prospectus informative and that it will enable you to fully understand BEP and more actively participate in our mission. There is an abundance of great practice in our schools, coupled with a shared ambition for all our children and young people; we see schools as a strengthening asset to an increasingly

flourishing city. For all your support in getting us this far and for all that we hope we can achieve together in the future, we want to thank you. We know we share an ambition for making sure that the education children and young people receive in the city is as deeply good as it possibly can be.



Tim Boyes
CEO



Estelle Morris
Chair

Why should you join BEP?

Be part of a unified voice for the city's schools in a time of upheaval and change.

You will be part of a mission to support a deeply good academic, social and civic education for every child and young person living in Birmingham, ensuring that no school is left isolated and sharing the responsibility for all our children.

Get access to valuable support and advice.

Our training and CPD opportunities include school improvement support, Ofsted workshops, BEP Lectures, events for new and established Headteachers, District Strategy Group meetings, *BEP Meets* learning, governor training, the BEP Hub with *Insights* of best practice, helpful views about providers and educational resources.

Have a strong voice in helping to shape the system.

BEP is structured so that it stays close to you and you get your voice heard. You will be able to share your ideas and challenges through our regular district strategy groups and through our district and phase representatives. In short, you will have a direct role in shaping the UK's largest school-led system.

Access expertise.

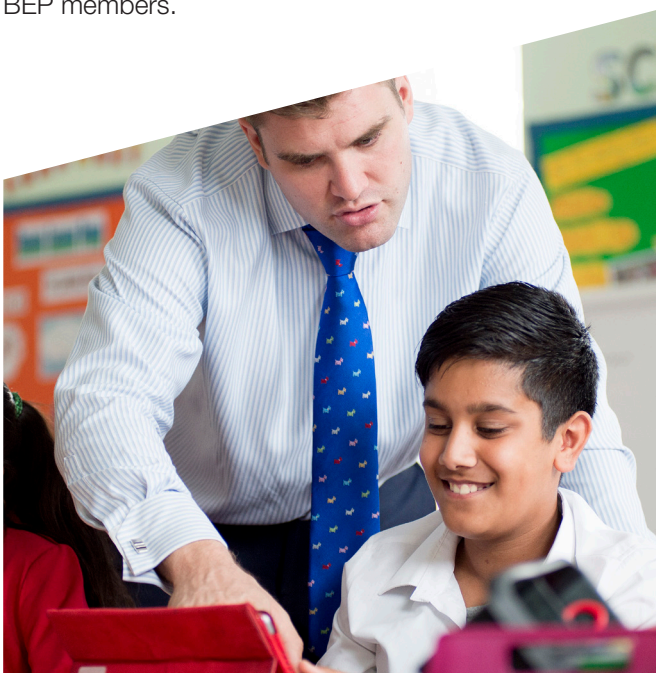
BEP is working with, for and on behalf of school leaders, developing a trusted offer of expert advice from Headteachers who have a strong record of impact in their own schools. Since September 2015 the team of District Leads have provided their expertise to improve leadership and outcomes.

Gain opportunities to work and learn across all school phases.

Being part of a united organisation means a wealth of opportunities for leaders to learn from each other and improve, including our highly effective Peer Review programme, which is discounted for BEP members.

Get great value for money.

For just £1 per pupil annually, membership gives you substantial opportunities to work with and learn from leaders across the city, as well as support and highly rated training and resources for all leaders in all types of schools. Member benefits are growing and fees remain the same for local authority and academy status schools, with negotiated rates for independent schools.



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**Schools in Birmingham
benefit from
BEP membership**

Our Impact

BEP helps Birmingham's schools in their improvement journeys through school improvement support, partnerships and training.

Between January-April 2016, 2000 more pupils in our city were added to the number being educated in a good or better school.

What Headteachers say:

"Four Headteachers came to my school for two days... I am deeply appreciative of the time commitment that was. And if you add up their salaries for two days, I was also acutely aware that it had to be good value for money - and it was (and more). Spending 2 days with 4 other heads, dissecting, analysing and caring about my school was a huge privilege. Never before have I experienced having 4 highly experienced and skilled professionals come to do nothing other than help me make my school better."

Carolyn Snaith - Headteacher
Wheeler Lane Technical College
– BEP Peer Review participant

What Ofsted says:

"The local authority has commissioned Birmingham Education Partnership to provide support. This has been very valuable and utilised to good effect by the school. Advisers have helped improve early years, supported the creation of an assessment system without levels and focused on improving writing in Key Stage 1."

Our Lady and St Rose of Lima Catholic Primary School, February 2016

"The support of the Birmingham Education Partnership is valued. This organisation has helped to identify new partnerships for the school and enabled leaders to access high-quality training opportunities and participate in new networks. The district lead of the Birmingham Education Partnership, who oversees support for the school, has a good understanding of what the school needs to do to move further forward."

Chandos Primary School, February 2016

"The Birmingham Education Partnership has monitored the progress of the school in the form of half-termly meetings and will continue to do so. As a result, the Birmingham Education Partnership has an accurate view of the school and has brokered external staff to support mathematics and the management of behaviour. Colmers Farm Junior School is now much less reliant on this support, which demonstrates the steady progress this school has made."

Colmers Farm Junior School, April 2016

School improvement

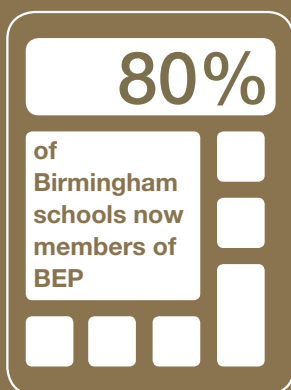
Schools Causing Concern - working in partnership with BCC



BEP started working in partnership with Birmingham City Council (BCC) in September 2015 to provide statutory school improvement services for all local authority schools. We monitor all Birmingham's schools and take on responsibility for closer monitoring and intervention in all underperforming schools.

Support for these schools is brokered through Teaching Schools and all those that have the capacity and capability to help others.

BEP also contracts with support schools to supplement our own capacity for targeted review and monitoring work in priority schools.



Teaching School Alliances - working on partnership

Our CEO, Tim Boyes meets regularly with the Regional Commissioner to ensure the work BEP does across the city is consistent and communicated. He also coordinates the appropriate sharing of information with other BCC teams impacting on school improvement. Our Director of Continuous School Improvement (DCSI), Tracy Ruddle, leads this work, supported by a team of District Leads and Engagement Coordinators and Representatives. Our DCSI meets with the Teaching School Alliance leaders every half term to share information about the needs of schools, brokering support and commissioning reviews. Regular meetings mean this is carried out in an open and transparent way, developing a self-improving system of support across the diverse schools in the city.

The team's aim is to increase the percentage of good and outstanding schools and reduce the number judged to require improvement or that are in special measures.

BEP uses a support and challenge framework – based on Ofsted reports, monitoring visit outcomes and school self-assessment – to determine the BEP support package. This support isn't just for schools in category – schools identified as being vulnerable will get bespoke support too.

The team is working to develop a new risk assessment process that will help us to prioritise the right schools, and provide the right levels of support and challenge.



School improvement through BEP

Peer Review

BEP's peer review programme has been developed and delivered in collaboration with the Education Development Trust; it is at the core of BEP's approach to school improvement. It gives schools from across the city, at all levels of performance and strength, the opportunity to collaborate in school improvement projects that grow out of truly and sharply evaluative professional dialogue.

As BEP makes this programme its own, we want Birmingham to be the first global city where every teaching professional in every one of our schools is trained in peer review, regularly scrutinising and supporting each other's practice. We support groups of schools who already work together as well as broker new relationships and groupings.

Our peer review programme helps schools become self-improving and achieve better outcomes for pupils and students, develops a culture of shared responsibility for pupil outcomes across schools as well as strengthening trust and openness within and between schools.

HeadStart

HeadStart is an ambitious national programme, funded by the Big Lottery. It will help schools become more supportive, emotionally healthy environments by equipping 10-16 year olds to cope better with difficult circumstances and build their resilience, so they have the best chance to do well at school and in life.

From autumn 2016 BEP and The Children's Society will lead the implementation and delivery of the programme with support from the NHS and voluntary sector partners.

BEP is deploying a team of Strategic Wellbeing Leads who will support the schools in each district in learning from this programme and increasingly accessing clinical and support services locally. This district offer is supported by the NHS, Forward Thinking Birmingham and BCC.

Curriculum resources

As a member of BEP you get access to a variety of teaching and safeguarding resources scrutinized and offered online and in person. These are being added to all the time, they currently include primary maths planning, assessments, literacy programmes, mark schemes, spreadsheets and schemes of learning. BEP also hosts *Insights*, our bank of good practice profiles from across the city. All members have access to this powerful range of school improvement case studies through the BEP Hub.



200,719

children in BEP
member schools

143,290

children in
good and
outstanding
Birmingham
schools

Building a community of improvement and support

District Strategy Groups

District Strategy Groups (DSGs) are the vehicle by which all Headteachers in a District (a parliamentary constituency) can meet across phases to provide their input to BEP. They enable Headteachers to determine the agenda for the partnership both locally and city-wide; they also give the opportunity to provide feedback on the whole BEP offer in general. They are supported and led by District Reps and BEP staff.

DSGs were established so that the education community can work cross phase and will benefit from other public and third sector partners collaborating with schools in a locality. At the point of writing BEP is undertaking a review of the nature and frequency of these meetings. Groups have begun to evolve differently in particular areas of the city as they blend around existing groupings of schools. As partner organisations also adapt to BEP structures and allocate resources by District, we anticipate a growing return for schools as we organise in a way that partners can engage with.

BEP Hub

BEP Hub is our new one-stop online shop for information, advice, resources, *Insight* case studies, provider ratings, facilitated forums and hotseats. It's an easy way to share good practice with fellow BEP members, who make up over 80% of the city's schools.



TheSchoolBus educational information and resource

BEP is working in partnership with TheSchoolBus who offer a fantastic service providing current, comprehensive advice, articles, templates and model policies for school leaders – and BEP members can try it free for one month. Governors and school leaders tell us that this saves them time and money, and alleviates anxieties about missing the latest policy or curriculum changes.

Our relationship with TheSchoolBus and Link2ICT, means that we can offer our members this service at a greatly reduced cost of £250.

Visit www.theschoolbus.net
For more information, contact office@bep.education



BEP Meets

BEP Meets provide opportunities for schools to get stronger by giving and by receiving, through networking that brings Birmingham schools together to learn from each other. Past occasions have brought hundreds of school leaders and practitioners together in highly effective events, sharing what works best when dealing with a particular issue or challenge. Successful *BEP Meets* have focussed on SEF writing, support for EAL learners, newly arrived children and literacy. Sessions are short, sharp and packed full of concrete strategies and tips that schools can take away and use.



29 March 2016 Ofsted inspection report stated 'The Birmingham Education Partnership district lead has established a meeting structure aimed at holding the school to account for the rate of improvement. This series of meetings provides on opportunity for the school to be challenged to demonstrate evidence of the impact of its actions.'

David Aldworth - Headteacher
Jakeman Nursery School.



Learning to Shape Birmingham

Learning to Shape Birmingham is an ambitious series of three interlinked conferences, supplemented by a number of more targeted conversations. Hosting these, BEP will ensure Headteachers' voices and thinking are at the heart of the city's developing education landscape. Learning to Shape Birmingham will also explore the idea of the Headteacher as a civic leader, and how the vision for your school can contribute to what we are endeavouring to build across the whole connected city.

Horizon Scanning

BEP helps you keep up to date with the latest national and international thinking and research through our regular series of BEP Lectures. Working with the University of Birmingham and other key partners, we offer a series of monthly 'what do we know about' sessions that provide an overview of the latest ideas and their relevance for your school. Our programme also includes one-off events and updates on what may be round the educational corner.

BEP Space

BEP Space is a new programme of professional development for Headteachers. It has been built around a thoughtful, new approach to the key organisational requirements and personal intelligences needed by leaders in our schools. BEP Space will offer you time for reflection and a space to talk about tough issues, and to reconnect with the values that brought you into Headship. It has been designed for Headteachers at all levels of their career, from a Head of School to an Academy CEO. At every stage of your Headship, BEP Space will offer you support, development and time to think.



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Ofsted report 2016 'External partners commissioned by BEP to support and challenge school leaders and staff are providing effective support. ..The IEB and BEP have also made sure that the senior leaders concentrate their efforts on improving monitoring in order to support and challenge teachers and support staff to improve their practice...Effective partnership work with other schools also provides staff with good opportunities to see and share good practice.'

Paul Smith - Headteacher
Springfield Primary School.

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Supporting great governance

Good governance is crucial to any school's improvement journey – more so today than ever before with an increased scrutiny on Governing Boards and the formation of academies and Multi Academy Trusts increasing. BEP works with Governing Boards and Headteachers as part of the improvement journey, putting school improvement at the heart of the boards, governance health checks. We work with the National Governors Association to offer training for aspiring governors and link a team of expert National Leaders of Governance (NLG) to all schools in the city. NLGs offer coaching and mentoring to all Chairs of Governors, no matter what their phase or organisational structure. With them we can also carry out external reviews of governance.

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The support that the school has received from the BEP District Lead has been skillful, considerable and helpful. He has worked with the Deputy, the Chair of the Interim Executive Board and myself to support the school through a time of challenge and change and is enabling us to continue to bring about the improvements required.

Tim Oxley - Acting Headteacher

Holy Trinity Catholic Media Arts College. ”

Headteacher Recruitment - working in partnership with Schools HR

Few single actions are more important in the success of a school than making the right appointment to the position of headteacher. BEP is now working in partnership with the Schools HR service within BCC. Traditionally the council has offered a senior appointments service that has taken care of the paper work, handling adverts, application forms, references and the issuing of contracts.

BEP is joining forces with BCC to make this a much fuller service with the deployment of some of our most successful Headteachers as education advisors to work with governing boards on all the thinking needed behind this process. BEP will meet with all the governors to advise on the entire process before a selection panel and process has been agreed. Our advisors provide guidance on all the options to be considered and will work with governors through short listing and be present throughout the selection process.

BEP is also actively seeking to locate where talented new leaders can be found, as we take seriously the challenge of managing all the potential and talent that exists within our schools.

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Academies (Summer 2016)



- **77% converters**
- **60 sponsored**



Who are we and how are we run?

BEP is a membership organisation serving Birmingham schools; it is a company with charitable status. All Headteachers are invited to regular District Strategy Group meetings that set the agenda for BEP. Each district chooses a primary and a secondary Headteacher to represent them. One of these two reps from each district, along with Headteachers from nursery, special and selective schools meet as the System Leadership and Innovation Committee (SLIC), which is a key sub-committee enabling Headteachers to feed into the Board.

The BEP Board is chaired by former Secretary of State, Baroness Estelle Morris of Yardley. The Directors / Trustees create and agree the strategic direction of BEP in pursuit of its mission. BEP's business plan and its contractual commitments provide frameworks against which the Board monitors and evaluates the organisations' impact and its progress. Progress against the school improvement contract with BCC is also tracked by our expert panel or commissioners, chaired by Professor David Woods (CBE).

Other dimensions to our BCC contract include the development of partnership working in districts to enhance child health, wellbeing and employability.

Accountability for all that we do is also derived through member feedback and more formally through BEP's reporting to BCC within contract management processes. The CEO and DCSI are regularly questioned by senior officers and elected members within BCC. BEP liaises with other stake holders such as the teacher associations and trade unions.

Our income is derived from membership charges to schools, our contracted work with BCC and a series of other organisations linked to discrete work streams. BEP complies with the accounting and reporting requirements of Companies House and the Charity Commissioners.

In addition to our District Leads and DEC's we have a core office team of three which is added to by an Arts Engagement Coordinator, Data Manager, Peer Review Coordinator and a Director of Operations. Additional capacity comes from our partnerships with S4E, The Development Education Trust and The Children's Society.

Who's who



Tim Boyes
CEO

(Chief Executive Officer)



Estelle Morris
Chair



Tracy Ruddle
DCSI

(Director of Continuous
School Improvement)

Membership

Membership of BEP provides substantial opportunities to work with and learn from leaders across the city, as well as support and highly rated training and resources for all leaders in all types of schools. Membership of BEP offers exceptional value for money at just £1 per pupil per academic year, with negotiated rates for independent schools.

By joining Birmingham Education Partnership, you are supporting our mission to support a deeply good academic, social and civic education for every child and young person living in Birmingham, ensuring that no school is left isolated and sharing the responsibility for all our children.

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Ofsted report 2016 'The support of the BEP is valued. This organisation has helped to identify new partnerships for the school and enabled leaders to access high-quality training opportunities and participate in new networks. The district lead of BEP, who oversees support for the school, has a good understanding of what the school needs to do to move further forward.'

James Allan - Headteacher
Chandos Primary School.

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Benefits of membership

- Training and CPD Opportunities
- School Improvement Support
- The BEP Hub

Details are provided throughout the prospectus.

Please note that some services do incur extra charges.

See website for details www.bep.education

Keep up to date

Schools are bombarded with a plethora of information on a local and national level. The BEP fortnightly update e-newsletter helps you navigate through this information and also provides a platform for you to share good practice and request support from colleagues.

Contact office@bep.education to receive the BEP newsletter.



Join Birmingham Education Partnership

and be part of our mission to support a deeply good academic, social and civic education for every child and young person living in Birmingham.

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B5 5SL

Email: office@bep.education
Visit: www.bep.education/member-services
Tel: 0121 285 0924