



THE  
EDUCATION  
ALLIANCE

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inspire

TOGETHER  
WE MAKE  
**BETTER LIVES**

[WWW.THEEDUCATIONALLIANCE.ORG.UK](http://WWW.THEEDUCATIONALLIANCE.ORG.UK)



## WHO WE ARE

The Education Alliance is an established Multi-Academy Trust, that is developing collaborative partnerships with schools across the East Riding and Hull.

Our ambition runs through everything we do because this is about our schools, our communities, our young people and our own lives.

We are a values driven organisation, offering autonomy, collaboration, shared learning and development, opportunities for innovation, personal and professional growth and a high level of professional trust.



## VISIONS & VALUES

Sustained excellence comes through effective ethical leadership and by leading with moral purpose.

Over the next few years, schools and trusts face real challenges around achieving and sustaining excellence.

We are all here to make great schools and happier, stronger communities so that all of us have better lives.

The culture of the trust and our schools is critical in ensuring we have an enjoyable, rewarding working environment in which all colleagues believe the demands of their job are reasonable and manageable. It is essential that our schools are led in an ethical way that is driven by moral purpose.

### The way we do this is by:

- > Always doing what is right
- > Trusting in each other and standing shoulder to shoulder
- > Doing what we know makes a difference

Doing what is right means always acting with integrity, in the interests of others and being honest, open and transparent.

As our trust moves into its next phase of development, we restate our longstanding commitment to doing the right thing and doing it right. There are four significant challenges for us to meet around sustainability that our development plan addresses through nine strategic priorities:

1. Sustained high student outcomes and well-being
2. Sustainable workforce
3. Financial sustainability
4. Environmental sustainability

It is always our aim to be an organisation where people want to work and choose to stay.

# THE WORKLOAD CHARTER



## CULTURE

The culture of the trust and our schools is critical in ensuring we have an enjoyable, rewarding working environment in which all colleagues believe the demands of their job are reasonable and manageable.

We start from an assumption of professional trust and the belief that everyone seeks to do a good job. We ask all leaders to set a good example in how they behave and that they try to reduce levels of stress and anxiety in the organisation.

## WORKLOAD

The trust supports the principle of 1265 hours for teaching staff, and where a colleague is not required to attend a particular directed event, for a reason such as not teaching a particular year group, they should not be given directed work.



## LESSON PLANNING

Staff are not expected to submit daily or weekly plans. IT systems will be aligned to establish systems and processes that minimise the replication of effort across different schools.



## MARKING AND FEEDBACK

- There will be no central trust-wide or school-wide approach.
- There will be no centrally prescribed frequency of written feedback.
- Each subject may have a different approach developed by subject experts.
- We may mark less in terms of number of pieces of work but with greater impact.
- There will be no acknowledgement marking.



## DATA COLLECTION

Schools collect student performance data three times a year to ensure they can monitor progress without over-burdening staff. Teachers are only asked to input data that requires their professional judgement.

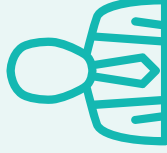
## EMAILS

There is no expectation that staff respond to emails outside normal working hours. We want all staff to be able to achieve a healthy work-home balance and we trust the professional judgement of our staff to make decisions about when they work outside school hours.



## INSPECTION

The trust does not conduct 'mocksted' that require teachers to provide lesson plans or that involve processes outside the normal monitoring and evaluation and performance management policies.



## WORKING PRACTICES

Where new initiatives are introduced, they should be based on evidence that they are likely to improve student outcomes and serious consideration must be given to what we are going to stop doing to 'make space' for what is new.



## ETHICAL LEADERSHIP

Ethical leadership is central to everything we do and the leadership we provide has a far-reaching positive impact on the young people and colleagues we work with. We have identified the key qualities of ethical leadership which are at the heart of everything we do.



- > **Trust**  
Leaders are trustworthy and reliable
- > **Wisdom**  
Leaders use experience, knowledge and insight
- > **Kindness**  
Leaders demonstrate respect, generosity of spirit, understanding and good temper
- > **Justice**  
Leaders are fair and work for the good of all children and young people
- > **Service**  
Leaders are conscientious and dutiful
- > **Courage**  
Leaders work courageously in the best interests of children and young people
- > **Optimism**  
Leaders are positive and encouraging
- > **Vision**  
Leaders enable change and innovation

## THE BENEFITS

- > Sharing best practice in teaching and learning leads to improved outcomes for young people
- > Joint training and development of staff at all levels leads to a richer experience for children, young people and staff
- > Development, growth and retention of talented leaders and staff across the trust
- > Practical hands on support from subject specific experts in the trust's School Improvement Group
- > Sharing highest professional standards and expertise in HR, finance and governance allows schools to focus on teaching, learning and support

## OUR SCHOOLS



### Driffield School & Sixth Form

Driffield School & Sixth Form is an 11-19

Comprehensive School which offers education for approximately 1,400 students living in Driffield and the Wolds. Students at Driffield School & Sixth Form succeed and succeed well. We are rightly proud of our students and the excellent support and opportunities they receive from staff. We have high expectations of our students and we esteem the qualities of tolerance, courtesy and hard work in the daily life of our school.



### Hunsley Primary

Hunsley Primary is the East Riding's first and only free school.

Opening in 2015, the school and its team have rapidly gained a reputation for high aspiration and excellence. Already oversubscribed, the school was recognised as achieving in the top 6% nationally for its phonics screening check results in its first year. Initially located on the South Hunsley site, Hunsley Primary has grown and developed alongside its 'older sibling' school, with the children benefiting from a very close relationship with the secondary team, something the school team has continued to benefit from since they moved to the school's brand new bespoke site on the Brough South development in December, 2018.



### Malet Lambert

Rated good by Ofsted in 2018, Malet Lambert is a thriving 11-16 school

with a reputation as one of the top performing schools in Hull. Malet Lambert is heavily oversubscribed and a school where pastoral care underpins high expectations. The continued vision for Malet Lambert is to be a school where students are happy, whilst learning and achieving exceptionally well in a safe environment.



### North Cave C of E Primary

North Cave Church of England Voluntary

Controlled Primary School is a small, rural primary school which serves the village of North Cave. Here at North Cave CE Primary School we provide a rich, stimulating environment in the school, which allows each child to respond positively to opportunities, challenges and responsibilities. We encourage pupils to work both independently and co-operatively, to think creatively and critically and to solve their own problems.



### South Hunsley

South Hunsley School and Sixth Form College has over 2,100 students

and is currently the only secondary school in the East Riding of Yorkshire rated outstanding by Ofsted. South Hunsley is the highest performing school in the county; in 2015, 74% of students achieved the Gold Standard of 5 or more grades A\*-C including English and Maths at GCSE. South Hunsley Sixth Form is going from strength to strength with a 100% pass rate in 2015 and an exceptional number of students achieving A\*-A grades.



### The Snaith School

The Snaith School is an 11-16 school which offers education to

approximately 900 students living in and around Snaith. The popular school is oversubscribed and is the school of parental choice in the local area and has strong links with the local community. The Snaith School was judged 'Good' by Ofsted in May 2017. Headteacher Michaela Blackledge says "We are delighted to be a part of The Education Alliance and we are truly excited for the future of The Snaith School."





## **WOLDS TEACHING SCHOOLS ALLIANCE**

**The Alliance provides bespoke professional development from initial teacher training through to 'Perspective of Headship'.**

In 2014, South Hunsley was awarded Teaching School status by the National College of Teaching and Leadership. Wolds Teaching Schools Alliance (TSA) has been formed to provide a strategic alliance with a close network of partner institutions to ensure the best range of expertise and skill is available to lead, support and develop any school seeking the professional services of the Wolds TSA, not just the schools within The Education Alliance.

Wolds TSA's partners come from all phases: primary, secondary and higher education institutions. The Alliance recognises the importance of teamwork and the value of diversity in meeting its goals. By working as a collaborative group, sharing knowledge and expertise, it allows us to focus on challenging, motivating and inspiring each other as professionals.



## **BE A TEACHER**

**Our vision is to develop the next generation of great teachers, ethical school leaders and advocates for the teaching profession who will ensure our schools and young people thrive.**

Our core purpose is simply to develop great new teachers. We do this by exemplifying excellent practice and through observation, mentoring, coaching, practice, reflection and sharing with peers.

We aim to provide a training experience that develops teachers who are real experts in their field. Our trainees receive supportive and developmental feedback from excellent mentors combined with evidence based input from expert facilitators.

Yorkshire Wolds Teacher Training (YWTT) offers a personalised training package, where the best professionals from across the partnership support the development of our trainees through the professional studies and the school based aspects of the programme.

Our **Be A Teacher** campaign is new for 2019 and has been developed to resonate with individuals throughout the region who are considering beginning their journey into teaching. Follow the campaign on the tags below and please support our efforts in promoting the YWTT through your own channels wherever possible.





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