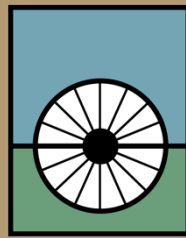




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# ANNUAL REVIEW 2021 - 2022

Together, Barnsley schools become *part of something more.*



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## **ABOUT US**

### **OUR VISION**

We are driven by a moral purpose to ensure that young people fulfil their potential and have the best educational possibilities regardless of their background or ability. We strive for excellence in teaching, learning and wellbeing. We believe that collaboration is the key to sustainable improvements.

Our work is underpinned by the strong relationships that we share with our partners. We work with schools in different phases, sectors and localities. We are a partner to our local Teaching School Hub and two higher education institutes. We work with a wide variety of multi academy trusts, initial teacher training providers, curriculum hubs and local authorities. We operate an open and collaborative approach and value all organisations within our networks.

### **We endeavour to;**

- Apply a shared responsibility for the outcomes of all learners through high quality teaching and learning
- Develop a collaborative approach to a self-sustaining school led system based on honesty, transparency and trust
- Commission and coordinate school to school support for individual schools by system leaders
- Create a thriving approach to high quality Initial Teacher Training to ensure budding teachers reach their full potential. We will support, nurture and guide all trainees to ensure they achieve their very best throughout their training journey with us.
- Advance knowledge and expertise via continuous professional development to improve the quality of serving teachers, staff and governors within the Barnsley borough.
- Provide exceptional learning opportunities to grow system leaders, middle and senior leaders to progress and peak within their career.

***“Working collectively, we have the power to be able to achieve so much more than any individual school or organisation could achieve alone.”***



## OUR PARTNERSHIPS

Barnsley School Alliance

Exchange Teaching Hub

Sheffield Hallam University

Leeds Trinity University

HCAT

ECM

SMAT

DELTA

Computer Hub

SY Maths Hub

English Hubs

Learners First

Bradford Research School

DRB

Barnsley Public Health

Fusion

Barnsley Education Inclusion Services

Science Learning Partnership

South Yorkshire Reading Guarantee

Barnsley Museums Services

Barnsley Governors Association

Barnsley Governor Services

Hepp DT

IVE

Yorkshire Sport

School Games

National Centre for Excellence for  
Language Pedagogy

Barnsley Music Hub

Barnsley College

Horizon Community College



## **ACTIVITIES, ACHIEVEMENTS AND IMPACT**

### **INITIAL TEACHER TRAINING**

Partnering with Sheffield Hallam University and Leeds Trinity University we recruit and train both primary and secondary initial teacher training trainees. Our programmes attract and retain a flow of high-quality teachers into the Barnsley borough and wider region.

#### **2021/22**

We supported 18 trainees, 15 primary and 3 secondary.

Primary cohort make up - 1 x salaried, 9 x 5-11 years, 4 x 3-7 years and 2 PE specialism.

100% passed the course and have been awarded QTS and PGCE.

70% of trainees looking for an ECT position have secured one.

Trainees rated our taught training sessions an average of 4.77 out of 5.

100% of trainees said that they would recommend training with Tykes TA to a friend or colleague.

#### **2022/23**

We have 20 applicants in training, 14 primary and 6 secondary.

Primary cohort make up - 1 x salaried, 9 x 5-11 years, 4 x 3-7 years and 2 PE specialism.

Secondary cohort make-up - 2 x English, 2 x Science, 1 x Maths, 1 x History

### **Future Developments**

As a result the DFE Market Review of Initial Teacher Training, we have now become a strategic and operational partner in a consortium that has been successfully accredited as an Initial Teacher Training (ITT) provider from September 2024. The results of round one of the national reaccreditation process saw only 80 providers accredited nationally.

A range of existing SCITTs, School Direct partners and multi-academy trusts worked together to create a compelling vision for teacher training in Yorkshire and the Humber, and beyond.

The new partnership has been named as Exchange Teacher Training. We will be recruiting trainees in 2023/24 to start their training with Exchange Teacher Training in 2024.

This partnership secures Tykes Teaching Alliance position as a strong local provider of Initial Teacher Training.

## **EARLY CAREERS FRAMEWORK**

The Early Careers Framework was introduced as part of the DfE's Recruitment and Retention Strategy with the aim of reducing the number of teachers leaving the profession.

We deliver the Early Career Framework on behalf of Exchange Teaching Hub, (the designated teaching school hub for Barnsley and Doncaster) for both primary and secondary schools in Barnsley.

We provide the Full Induction Programme with University College London as a national lead provider. This fully-funded package builds on and complements initial teacher training, exemplifying what all early career teachers should learn about, and learn how to do, in the critical first years of their careers, with the aim to retain them in the profession.

### **2021/22**

We have supported 52 Early Careers Teachers and 41 mentors through the EFC programme.

We took feedback from ECTs throughout the year - 84-88% told us their confidence had grown due to their engagement with the programme. They told us that they had enjoyed the group sessions with their facilitators, and that they had applied learning from the programme into their own teaching.

We also took feedback from their mentors, and between 91 and 95% of mentors rated the quality of our mentor session materials as good or better.



## **2022/23**

The numbers of Early Careers Teachers and their mentors that we support through the programme will approximately double as Year 1 ECT's move into Year 2 and we onboard a new cohort.

## **Future Developments**

From 2023/24 we will be the delivery partner coordinating the ECF for both primary and secondary schools in Doncaster along with continuing our current role in Barnsley. This will significantly increase the number of ECT's and their mentors that we support.

## **APPROPRIATE BODY**

With over 10 years' experience of managing the induction period for teachers entering the profession, we deliver the Appropriate Body on behalf of Exchange Teaching Hub. In September 2021 the induction period was extended from one to two years.

We manage the assessment, monitoring and support element of induction for Early Careers Teaching, both primary and secondary in Barnsley and we are now expanding into Doncaster.

## **2021/22**

We have fulfilled the Appropriate Body responsibilities for 58 Early Careers Teachers in Barnsley and completed assessments for 84 Early Careers Teachers in Doncaster.

Two ECTs have been supported through Stage 1 of the formal support plan process.

## **2022/23**

The numbers of Early Careers Teachers that we fulfil the Appropriate Body responsibilities for will significantly increase as the Barnsley Year 1 ECTs move into Year 2 and we onboard a new cohort and we will also be fulfilling the role for Year 1 and Year 2 ECTs in Doncaster.

## CONTINUAL PROFESSIONAL DEVELOPMENT

We provide a number of professional development opportunities which are accessible for all primary schools in Barnsley, including support for both teachers and support staff.

### 2021/22

We took a fresh approach to the planning and delivery of our Continual Professional Development Offer. We secured funding from the Barnsley Schools' Alliance Board for a fully funded CPD package as an offer for all schools. Tykes has been the coordinating organisation.

We completed a consultation of needs via the clusters of schools across the borough and included feedback from School Evaluation Officers following their one-to-one meetings with Head teachers.

We have established a working party as part of the Barnsley Schools' Alliance structure, with Head teacher representative from across the borough. Their role is to generate buy in to the offer and to support with the monitoring and evaluation of the package. Termly meetings have taken place to ensure the consultation is a continual process.

The offer included a series of professional development programmes and networking opportunities for school leaders, teachers and support staff (New to Barnsley/Headship, Deputy/Assistant, Subject Leader, Writing Project, Maths Times tables, High Effective Teaching Assistant, Improving Teaching Programme).

### **The offer was successfully delivered, it;**

- Engaged over 90% of Barnsley Primary schools
- Provided consistently high-quality sessions – an average rating for sessions was 4.6 out of 5 and sessions were described as 'well-planned', 'thought provoking', 'engaging' and 'packed with relevant content'
- Had an impact on delegates new knowledge skills and understanding an average increase of +90 net promoter score and conclusions from the commissioned external evaluation report stated that programmes had '...clearly impacted positively on developing leaders' new knowledge and understanding.'
- We commissioned an independent evaluation report, the content reflects the successes of the offer. The full impact report including the independent evaluation can be accessed here;

<https://www.tykesta.education/professional-learning/>



## **2022/23**

This year, we are building on these successes and are proud to say that our offer has once again been co-constructed in collaboration with Barnsley Schools' Alliance and through consultation with school leaders from each geographical cluster. Barnsley Schools' Alliance is instrumental in guiding and supporting leaders in driving successful outcomes for all our children and families. It continues to demonstrate a commitment to the professional development of school personnel by investing in a series of opportunities to wrap around the regional offer from our local Teaching School Hub, re branded this year as 'Exchange Teaching Hub.'

Our offer is research informed, drawing upon the latest guidance from the Education Endowment Foundation (EEF) and all opportunities are aligned to the DFE's CPD standards.

It continues to be inclusive for all schools in Barnsley whether they are part of a multi academy trust or are a local authority maintained school. It aims to pro-actively support schools at all stages of their improvement journey and incorporates opportunities for colleagues at all levels within a school team to engage in their development.

We have also collated an array of opportunities available to Barnsley schools from a range of partner organisations into our digital brochure with the aim of ensuring all professional development opportunities are visible and easy for school leaders to locate.

**Our brochure containing the full offer can be accessed here;**

<https://online.flipbuilder.com/sluee/tahx/>

## **NATIONAL PROFESSIONAL QUALIFICATIONS**

We are delivering the new suite of National Professional Qualifications (NPQs) on behalf of Exchange Teaching Hub, working with University College London as a national lead provider.

## **2021/22**

We shared Exchange Teaching Hubs marketing materials promoting the new suite of NPQs and sign posted leader in Barnsley to the programmes.

## **2022/23**

We will be responsible for the recruitment, coordination and delivery of participants from both primary and secondary schools, across Barnsley and Doncaster for the



following programmes;

1. NPQ Leading Literacy (NPQLL)
2. NPQ Leading Teaching (NPQLT)
3. NPQ Leading Teacher Development (NPQLTD)
4. NPQ Leading Behaviour and Culture (NPQLBC)
5. NPQ Senior Leadership (NPQSL)
6. NPQ Early Years Leadership (NPQEYL)
7. NPQ Headship (NPQH)
8. Early Headship Coaching Offer
9. NPQ Executive Leadership (NPQEL)

## **SCHOOL TO SCHOOL SUPPORT**

We work closely with School Evaluation Officers and the Barnsley Schools' Alliance Board to ensure school to school support is available for all schools no matter what their circumstances are.

Our alliance works with many experienced leaders who support schools in a wide range of different areas. We offer one to one support, team meetings, INSET day and bespoke packages.

### **2021/22**

Through a combination of self-funding and Alliance Board Brokerage Agreements our system leaders have supported 8 schools totalling 64 days.

Working in partnership with Barnsley Schools Alliance we commissioned Phil Riozzi, Educational Consultant, to visit 14 schools in the Ofsted window to support them with the School Improvement Plans. We coordinated local system leaders to shadow the support and complete follow up visits to ensure continuing support and providing local leaders with the experience of working closely with Phil.

### **2022/23**

School Evaluation Officers will risk assess Barnsley schools. Once undertaken the Alliance Board will draft Brokerage Agreements and we will deploy system leaders to provide their support.

## **Future Developments**

The roll out of the teaching school hub programme replaced the previous network of around 750 teaching schools. This change, together with the system leader reforms which have modified the way the DFE approach school improvement, has led to a reflection upon how we utilise our local expertise and capacity.



Our aim has always been to draw upon expert, credible teachers and leaders across our borough to develop a collaborative approach to a self-sustaining school led system. Moving away from the historical one off designation process, we are working in partnership with Barnsley Schools' Alliance to introducing an annual collation of expertise and capacity which is representative of the fluid and ever changing nature of local schools and their workforce.

Schools will be asked to nominate people with the expertise and capacity to support others on an annual basis. Collating this information will enable us to have an up to date database so we can deploy support effectively.

## **PEER REVIEW**

We have supported Barnsley Schools' Alliance to pilot a Peer Review Process for Barnsley Primary Schools.

### **2021/22**

We commissioned Rob Carpenter, CEO of Inspire Partnership, to work with 9 schools and their leaders. Working in triads Rob coached them through the pilot, concluding with a training session equipping the participants with the skills necessary to facilitate Peer Reviews independently.

#### **Summary of the impact;**

- CPD and future networking opportunities secure
- Staff at different levels now making links with colleagues within the peer review groups
- It helps you to 'drop the blinkers'
- Developing culture of professional learning in own school based on the privilege of being in other schools
- Built capacity and deepened professional relationships with existing and new colleagues
- Significant benefits of working with schools beyond your own trust
- Every school had key take-aways they have already implemented following each day, not just the host school benefits
- Head teachers reported a sense of pride in the staff and pupils and it had helped them identify future leaders
- Empowered others through collective accountability
- Improved accuracy of self-evaluation and school improvement planning
- It enabled leaders to practise telling the school story - Ofsted preparation
- Sharper questioning skills



## **2022/23**

We are continuing to support Barnsley Schools' Alliance with the logistics and coordination of the Peer Review work. Head teachers have been invited to a meeting to hear about the success of the pilot project.

After the launch event, they will be invited to nominate their schools for Phase 2. Schools will then be carefully grouped with a facilitator from the initial peer review group. The Barnsley Schools' Alliance will fund the work of the facilitator.

## **SUBJECT CHAMPIONS**

We are excited to launch, in partnership with Barnsley Schools' Alliance, a new approach to networking for Barnsley primary schools. We are facilitating the creation of Subject Champions for the primary curriculum, they will lead small subject networks across the borough. We will be providing them with evidenced informed professional development to become effective facilitators. We have secured subject expert practitioners from a wide range of organisations to support them each term to plan evidence informed content. This initiative will provide all subject leaders with access to the research around their subject, access to expertise around how best to translate the research into practice and the opportunity to network with leaders across the borough.

## **LA MODERATION AND ASSESSMENT**

We support Barnsley Schools' Alliance to fulfil its statutory functions around moderation and assessment by coordinating the logistics for moderation events and assessment briefings.



## THANK YOU

On behalf of our team, I would like to say that it is an honour to work with so many fantastic schools and organisations and their passionate and dedicated staff members. I look forward to the work we do together in the future.

***“Working collectively, we have the power to be able to achieve so much more than any individual school or organisation could achieve alone.”***