



# Bradford Teaching School Hub Position Statement 2021-22

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Bradford

**Teaching  
School Hub**

## Introduction

Designated by the Department for Education (DfE) in February 2020, Bradford Teaching School Hub – led by Copthorne Primary School and part of Exceed Academies Trust - is commencing our second full-academic year in providing support to Bradford schools and trusts and its partners from beyond the city.

Our focus has evolved since designation. The DfE want all teaching school hubs to focus on teacher development, especially in relation to:

- The **delivery of initial teacher training** (ITT);
- The **Early Career Framework** (ECF) as the backbone of a two-year training and support programme for teachers in the first two years of their career and their mentor;
- **Appropriate Body** service for the quality assurance of early career teachers' induction; and
- **National Professional Qualifications** (NPQs) for the development of aspiring and experienced leaders.

## Priorities for academic year 2021-22

September 2021 brought the introduction of the **statutory ECF-based induction** for all early career teacher entering the profession and recruitment to a new suite of **specialist NPQs** and reformed **leadership NPQs** commencing delivery in November 2021. In March 2021, following a due diligence processes, Bradford Teaching School Hub chose **Ambition Institute** as our partner for the delivery of both the Early Career Teacher programme and the NPQs. During academic year 2020-21, we focused much of our energy in communicating these reforms to schools and trusts and helping them to prepare for change. Bradford Teaching School Hub also entered the **Appropriate Body** arena with a new service for schools.

September 2021 also brought change in the conclusion of the teaching school programme and the introduction of **teaching school hubs** in all parts of England (Bradford Teaching School Hub was one of the first six hubs in England piloting the new model since February 2020). Further change to teaching school hub's role is anticipated because of the DfE's **ITT market review**, published in July 2021 prior to a consultation that closed in August 2021. This proposed a greater role for hubs in the delivery and coordination of ITT provision. The government's response to the consultation is eagerly awaited.

Locally, Bradford Teaching School Hub has been commissioned to lead several teacher development programmes on behalf of the **Bradford Opportunity Area**:

- An extension of the positive **parental engagement** through social, emotional, and mental health programme;
- A **coaching** offer for headteachers and senior leadership teams to aid Covid recovery; and
- An **instructional coaching** programme.

In addition, the Hub will support the delivery of the **Bradford for Teaching** campaign and to develop a sustainable plan for maintaining the campaign beyond the life of the Opportunity Area in 2022-23. The Hub has an agreement in place with Bradford Council to use the brand for the duration of its designation. The Hub is working with Bradford's school centered initial teacher training (SCITT) providers and the University of Bradford to introduce a **school experience programme** for undergraduates. We are also committed, in response to feedback from local headteachers, to investing in the development of new **mentor** capacity as mentoring continues to

be vital to the success of many of the programmes outlined above and supporting the recruitment and retention of teachers.

**Effective communication** with schools remains vital to the success of the teaching school hub role and remit. In 2021-22 the Hub will move away from a focus on information giving (now that many of the reforms have been introduced and schools are aware of them) to a more developmental focus, such as sharing aspects of research that underpin the teaching school hub remit and programmes. This is reflected in some of the changes to Bradford Teaching School Hub's governance model.

In 2020-21, Bradford Teaching School Hub introduced **Teacher Development Network (TDN)** events and blogs as a means of communicating the reforms and essential actions to school leaders. These will continue in 2021-22. In the summer term of 2021, a **CEO and System Leader Forum** was launched to provide higher level strategic information to trusts and those working in multiple schools. These will be embedded this year.

Further changes to the Hub's governance model include a reformed **Strategy Group** focusing on quality assurance and continuous improvement. The Hub's strategic partners – those directly involved in shaping and delivering its ECF, appropriate body and NPQ offer - will attend this. **Priority Groups** inform the actions of the Hub. In 2020-21, the Hub commissioned groups to consider the teacher development needs of each phase of learning and the coaching needs of the Bradford's schools.

**Accountability** continues to be to trustees of Exceed Academies Trust, of which Bradford Teaching School Hub and Copthorne Primary School are part of. A committee of trustees was established in 2020. The Hub meets with the Teaching School Hubs Council at least every two weeks and this includes representation from the DfE. The Hub has agreed key performance indicators (KPIs) with the DfE for 2021-22 and submits termly reports and annual financial reports to the Department.

2021-22 promised to be another dynamic year with the Hub focusing on the delivery of teacher development programmes.

Bradford Teaching School Hub and Exceed Academies Trust remains committed to **partnership working** and its vision of supporting schools and trusts to invest in their **workforce**.

At the end of this document are quick links to key information held on Bradford Teaching School Hub's website: [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk)



## Priorities for academic year 2021-22

### Initial Teacher Training (ITT)

We will support local ITT providers to connect with and recruit high-calibre aspiring teachers through the facilitation and delivery of capacity-building teacher development programmes, including programmes for mentors. We will prepare for the outcome of the DfE's ITT market review consultation prior to implementing any reforms to ensure high-quality local ITT provision serves the needs of schools and aspiring teachers. We will achieve this in collaboration with ITT providers, HEI, Bradford for Teaching and schools.

### Early Career Framework (ECF)

We will provide high-quality training and support, grounded in the best available evidence and based on the Early Career Framework, to new teachers and their mentor. We will do this to improve teacher recruitment and retention and to support early career teachers' progression as effective teachers. We will achieve this by delivering the Early Career Teachers programme in collaboration with Ambition Institute and our highly-skilled strategic partners.

### Appropriate Body

We will guide schools to provided high-quality support for early career teachers by quality assuring their induction. We will ensure early career teachers receive their statutory entitlements; training based on the Early Career Framework; and fair and consistent assessments against the Teachers' Standards. We will achieve this in collaboration with our highly-skilled strategic partners.

### National Professional Qualifications (NPQ)

We will invest in both aspiring and established school leaders by supporting them to learn, embed and apply knowledge grounded in the best available evidence thus helping them to be even better school leaders. We will achieve this by delivering the specialist and leadership programmes in collaboration with Ambition Institute and our highly-skilled strategic partners.

### Bradford Opportunity Area

We will support, facilitate and deliver teacher development programmes that address local need to ensure they have impact, legacy and/or sustainability beyond the life of Bradford Opportunity Area. We will achieve this in collaboration with schools, providers, the Department for Education and Exceed Academies Trust.

### Teaching school hub governance and communication

We will establish a revised governance structure that facilities a focus on continuous improvement and quality assurance, placing our strategic partners and schools at the heart of the drive to implement high-quality teacher development programmes. We will further enhance communication with schools and trusts, moving away from information giving to more research-informed communications.

## Actions for academic year 2021-22

### Initial Teacher Training (ITT)

- \* Develop new mentor capacity, including through the delivery of the National Professional Qualification for Leading Teacher Development
- \* Develop a work experience option for undergraduates at the University of Bradford
- \* Support the delivery of the Bradford for Teaching campaign

### Early Career Framework (ECF)

- \* Invest in the development of training facilitators: our Visiting Fellows
- \* Deliver the Early Career Teacher programme conferences and clinics and weekly coaching via Steplab to ECTs
- \* Deliver conferences, clinics and coaching on coaching input for mentors
- \* Establish quality assurance system and processes

### Appropriate Body

- \* Implement progress, interim and final assessments consistently and fairly whilst considering teacher workload
- \* Undertake Early Career Framework fidelity checks
- \* Provide timely training to Induction Leads

### National Professional Qualifications (NPQ)

- \* Invest in the development of training facilitators: our Visiting Fellows
- \* Deliver the NPQ programme conferences, 'buddy pairs', clinics, insight modules and application modules via Steplab to participants
- \* Undertake robust summative assessments, including the use of comparative judgements
- \* Establish quality assurance system and processes

### Bradford Opportunity Area

- \* Develop and implement an instructional coaching-based programme to support the Opportunity Areas investment to reach classrooms
- \* Extend the parental engagement through social, emotional and mental health training and support programme
- \* Implement a sustainable plan for the Bradford for Teaching campaign
- \* Implement a coaching offer for headteachers and senior leadership teams

### Teaching school hub governance and communication

- \* Implement a revised strategy group format that reviews progress against our priorities and identifies successes, next steps and areas for improvement
- \* Embed CEO and System Leader Forums
- \* Maintain Teacher Development Network events and resources
- \* Advance communications with schools from an emphasis on information giving to a more research-informed focus (e.g. summary of teacher development research and its relevance to an NPQ programme)

## Quick links

- Bradford Teaching School Hub: [www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk)
- Contact details: [www.teachingschoolhub.co.uk/contact](http://www.teachingschoolhub.co.uk/contact)
- Exceed Academies Trust: [www.exceedacademiestrust.co.uk](http://www.exceedacademiestrust.co.uk)
- Copthorne Primary School: <https://copthorneacademy.co.uk>
- Vision and values: [www.teachingschoolhub.co.uk/about](http://www.teachingschoolhub.co.uk/about)
- Strategic partners: [www.teachingschoolhub.co.uk/strategicpartners](http://www.teachingschoolhub.co.uk/strategicpartners)
- Early Career Framework: [www.teachingschoolhub.co.uk/ecf](http://www.teachingschoolhub.co.uk/ecf)
- Early Career Teacher programme: [www.teachingschoolhub.co.uk/ect](http://www.teachingschoolhub.co.uk/ect)
- Appropriate Body service: [www.teachingschoolhub.co.uk/ab](http://www.teachingschoolhub.co.uk/ab)
- National Professional Qualifications: [www.teachingschoolhub.co.uk/npq](http://www.teachingschoolhub.co.uk/npq)
- Teacher Development Network (TDN): [www.teachingschoolhub.co.uk/tdn](http://www.teachingschoolhub.co.uk/tdn)
- Bradford for Teaching: [www.bradfordteaching.org](http://www.bradfordteaching.org)
- Parental engagement through SEMH project: [www.teachingschoolhub.co.uk/covidsemh](http://www.teachingschoolhub.co.uk/covidsemh)
- Twitter: [www.twitter.com/teachingschhub](http://www.twitter.com/teachingschhub)
- Facebook: [www.facebook.com/teachingschhub](http://www.facebook.com/teachingschhub)
- LinkedIn: [www.linkedin.com/company/teachingschhub](http://www.linkedin.com/company/teachingschhub)
- Instagram: [www.instagram.com/teachingschhub](http://www.instagram.com/teachingschhub)
- Teaching school hubs (DfE): [www.gov.uk/guidance/teaching-school-hubs](http://www.gov.uk/guidance/teaching-school-hubs)
- Bradford Opportunity Area (DfE): <https://bradfordopportunityarea.co.uk>
- Ambition Institute: <https://www.ambition.org.uk>