

Residents, Education & Environmental Services Policy Overview Committee: Review Tracker

Review year	Review Topic	Approved by Cabinet	Recommendations Approved	Status	Lead Officer Commentary	Officer Lead	Directorate	Date of last (or follow-up) review monitoring by the Committee
2016/17	Review into the Council's current and future relationship with Academies and Free Schools	22/06/2017	That the Council provides clear contact details for all school enquiries, including giving consideration to providing a single point of contact to all schools.	Actioned	<p>All new Head Teachers in the borough were invited to attend a Council orientation event on 2nd October 2019 where named officers were provided for all key education and school enquiries, along with overviews of team support offers, routes to access support, advice and guidance and email and telephone contact information. 5 new Head Teachers in the borough attended this event. Slides used at the event were shared with all new Head Teachers, including non-attendees.</p> <p>The event and its marketing will be reviewed for 2020</p> <p>The dedicated email address (education@hillington.gov.uk) was made available to all Head Teachers in the borough two years ago. This email address is overseen by senior administration support in the Residents' Services Business Support Unit. This email address is occasionally used by Head Teachers although it is noted that well over 90% of Head Teacher email correspondence is still directed towards named officers or the School Improvement Team which indicates that, in the vast majority of cases, Head Teachers are aware of how to contact appropriate lead officers.</p> <p>A Council contacts list also is shared on a regular basis with schools. As officer names change and become out of date, contacts are for generic email and telephone lines to access services.</p>	Dan Kennedy	Residents Services	4 November 2019

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			That officers look at further ways to build on the good relationship between the Council and the Regional Schools Commissioner.	Actioned	<p>The Head of School Improvement works closely with the Regional Schools' Commissioner and both the DfE and Education and Skills Funding Agency teams. The Head of School Improvement has regular telephone/email contact with the Regional Schools' Commissioner's office via the project link for the borough and meets with the Regional Schools' Commissioner's team at their Watford office on a termly basis.</p> <p>In addition, the Head of School Improvement and key senior officers with responsibility for education in the Council including the Corporate Director of Housing, Environment, Education, Performance, Health & Wellbeing and the Corporate Director of Adults and Children's Services (with DCS responsibility) meet with the Regional Schools Commissioner and / or his team twice per year.</p> <p>The Head of School Improvement was a member of the Regional Schools' Commissioner's Sub-Regional Improvement Board (SRIB) - when this existed - and attended all relevant meetings to review the improvement offer across the region, recommending schools for support within Hillingdon using resources from local and regional school-to-school support providers. Following DfE disbanding of SRIBs, the Head of School Improvement attends the Pan-West London Teaching Schools Cluster which broadly undertakes previous SRIB activities.</p> <p>The Regional Schools Commissioner's office worked closely with the Council's School Improvement Team to provide appropriate academy systems-leadership representation at the annual Hillingdon School Improvement Conference 2017/18.</p> <p>All school complaints - including those referred to the Council by Ofsted and those received directly from Residents or Members - relating to academy schools in Hillingdon are shared with the Regional Schools Commissioner and the Education & Skills Funding Agency and, wherever possible, ongoing consultation between the Council and these partners results in appropriate action being taken and clear communication between the Council and the DfE.</p>	Dan Kennedy	Residents Services	4 November 2019

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			That where there are specific attainment and progress concerns at various Key Stages, the Children, Young People & Learning Policy Overview Committee advises that the Council and schools work together to continue to ensure that there are clear and accountable plans in place.	Actioned	<p>The Council's School Improvement Team is in the process of drafting a revised school improvement strategy that offers transparent benchmarking of schools and the support that they might need to improve. This will go through a consultation process. Oral feedback for headteachers suggests that they welcome the change.</p> <p>Where a school has been identified as needing 'intensive' support an LA support plan has been created which links to the school improvement plan. The support plan identifies the support the LA will provide or broker for the school and the milestones and success criteria that need to be met. These plans are reviewed through School of Concern meetings that are held at the school and attended by the school improvement link, the headteacher and the chair of governors and other officers and staff as required. The meetings are chaired by the Council's Head of School Improvement.</p> <p>Where a school requiring intensive support is also an academy, the Council works closely with the appropriate Trust to ensure that plans are in place to secure the improvements necessary. LA support and monitoring of these plans can be offered as an additional service. The Council also works with responsible bodies at the Regional Schools Commissioner's office to highlight local concerns and ensures that, where these concerns fall into the Council's statutory remit for safeguarding and/or ensuring best outcomes for vulnerable children and young people, the correct Council teams across the directorates act swiftly to intervene and address any weaknesses in academy practice.</p> <p>School Improvement Link Officers are currently visiting every maintained school to undertake a curriculum and standards visit to evaluate the 2019 outcomes and to identify the progress schools are making in relation to the new Ofsted inspection framework. These meetings have also been offered to academies as an additional service.</p>	Dan Kennedy	Residents Services	4 November 2019

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			That the Council strongly encourages all school governing bodies to have in place satisfactory induction and continuous professional development arrangements for new and existing governors/trustees.	Actioned	From 1st April 2019, statutory services to support governors of maintained schools in Hillingdon returned to in-house delivery. This is already facilitating better communication between the Council and governing bodies of maintained schools. The Council's School Improvement Team is developing a Governance Action Plan to further identify and strengthen practice in this area which will include the promotion of quality governance training directly from the Council and via a new communications portal currently under development called Hillingdon LEAP (Local Education Area Partnership).	Dan Kennedy	Residents Services	4 November 2019

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			That the Council continues to assist schools with the conversion transition to an Academy school and continues to support existing Academy Trusts where new schools join their Trust.	Actioned	<p>Where a maintained school wishes to convert to academy status or where a maintained school is required to convert to support rapid improvement, the Council continues to work closely with the school and the academy trust to facilitate the smooth transfer of legal duties, land and buildings. The Council's School Improvement Team provides the oversight link to this work, working alongside other Teams in the Council.</p> <p>The Council continues to honour commitment to expansion or improvement works where a school which is already part of the agreed programme chooses to convert to academy status.</p> <p>The School Improvement Team is available to liaise between schools and governing bodies interested in conversion and provides a link between these schools and the Regional Schools Commissioner and local academy trusts.</p> <p>The Council has provided an independent Academy Conversion Exploration event for all maintained school Head Teachers and Chairs of Governors and liaised with the CEOs of a number of local and national academy trusts who are interested in expansion within the borough by facilitating an academy marketplace activity at the end of the Hillingdon School Improvement Conference 2017/18.</p> <p>It is noted that only one maintained school has converted to academy status in the past three years.</p>	Dan Kennedy	Residents Services	4 November 2019

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			That the Council works with Hillingdon Schools to revise the school improvement framework effective from September 2017 in light of the changing role of the Local Authority in education.	In Progress/ Ongoing	<p>A draft Hillingdon School Improvement Strategy is being developed and will go through a consultation process, subject to Member approval.</p> <p>A core aim of the draft strategy is to redefine and restate the Council's role in school improvement and how it intends to work in partnership with headteachers, governors and other stakeholders to ensure improved outcomes for children and young people in Hillingdon.</p> <p>The Council currently has a BID Review of Education Services underway which will be used to present the best ways to deliver statutory and strategic priorities for school improvement in the borough, in light of the significant funding changes to these areas.</p> <p>In addition, via the Schools Strategic Partnership Board, the sector is currently engaged in developing and delivering a Local Education Area Partnership (LEAP) which will promote sector-led improvement from September 2020.</p>	Dan Kennedy	Residents Services	4 November 2019