HARINGEY EDUCATION PARTNERSHIP

SCHOOL IMPROVEMENT

SECONDARY & POST-16

www.haringeyeducationpartnership.co.uk

WELCOME TO HEP

The best Secondary focused school improvement availiable

We understand that school improvement for secondary and Post-16 looks and feels very different from other phases of education. And, every school leader wants their school to deliver the very best life chances for their students.

We champion both your school's individuality and its role within a strong, dynamic secondary system.

Working with the very best leaders and educators locally and nationally, we have brought together a comprehensive offer for you to draw upon and tailor around your school and your priorities.

Supporting you to be part of a strong and dynamic secondary system and also to be seen as uniquely individual schools is what we do.

WHEREVER YOU ARE ON YOUR JOURNEY

Our team supports you wherever you are on your journey, whether wrestling with urgent challenges, looking to push towards truly exceptional or anywhere in between.

We work with Secondary and Post-16 specialists so you have all the expertise available to ensure you and your school community can thrive.

Working with you individually and as a system, we have designed and shaped a number of programmes that will support you, your leaders, and staff tackle the difficult challenges, help you refine and develop practice and strengthen leadership at every level.

SUPPORT
BUILT AROUND YOU

All the work we do supports our member schools to **raise outcomes** for children and young people so that their achievement is better than anywhere in the country.

Working with HEP, you get a **huge amount** in your core membership (set out on the next page). You have the **flexibility** to add to the core membership offer with additional support tailored to your school's needs.

We will work with you to ensure you make the most of what is on offer and make a **sustained difference** to the education of your students and development of your staff.

If there is anything you want that we cannot offer directly, talk to us – we will find or develop the right expertise for you.

The following pages are just a taste of what we offer. We are constantly building and developing **new** and **exciting** projects and ideas.

CORE MEMBERSHIP OFFER

OVERVIEW

The core membership offer with HEP includes:

1. Improvement Partners & Support Partners – 4.5 days strategic input from a dedicated Improvement Partner, with access to the full team's expertise. This is increased to 7 days for schools in the Ofsted window.

2. Data analysis – Annual school profile, additional data analysis tailored to your school and borough / national level analysis.

3. Leadership – Leadership programmes for all stages of leadership, including coaching, resources, and advice to support leaders wherever you are on your leadership journey.

4. Ofsted preparation – Training, resources and coaching to support leaders, teachers and governors.

5. Curriculum – Specialist subject support partners and exam specification experts to support exam preparation and curriculum development.

6. Pedagogy – Research-informed, access to HEP's WalkThrus networks and bespoke support. Discounted WalkThrus subscription.

7. SEND – Developing strong leadership, curriculum and pedagogy for pupils with SEND, including Ofsted preparation, whole school planning, adaptations and adjustments for lessons, developing a SEND vision and ethos. Inclusive schools = inclusive classrooms.

8. Professional development – Core CPD programmes (outlined on the following pages), enhanced ECTP and NPQs.

9. Racial equity – Working across our schools with training and resources to improve outcomes for students from all our communities.

10. Behaviour and inclusion – Support for leaders and teachers, central training and in-school support. Achieving, belonging and thriving.

11. School-to-school collaboration – Collaborative school improvement networks and peer review. Best practice sharing at senior and middle leadership tiers.

12. Keeping you ahead of the curve – Weekly HEP briefings with all the latest guidance; termly headteacher breakfast meetings for your network; keeping you connected to research, policy and innovation.

FRAMEWORK FOR
SECONDARY SCHOOL IMPROVEMENT

Our core offer is comprehensive and free, and we put as much in as possible. Working closely with our secondaries and Post-16 settings, we've added an additional layer of support, most of which is included in membership (core) and is only charged at a minimal rate for visits.

The bespoke programmes address the needs and challenges our secondaries have raised with us.

We provide a structured and research-informed Secondary School Improvement Offer to support schools, ensuring high-quality education and improving student outcomes. The offer is built around four key strands:

1. Pedagogy, Subject, and Specification Knowledge

2. Assessment and Curriculum

3. Leadership

4. Attendance

These strands are designed to ensure that schools receive targeted support in key areas that influence student progress, teacher development, and whole-school effectiveness.

There will be elements of this strategy already in place in many schools, to a greater or lesser extent, and no matter where you are, there is always room for improvement.

Schools may prioritise any number in a year, depending on where they are within their school improvement journey. However, successful practice does depend on a combination of all these factors embedded at a deep level in schools.

Key Aspects of Support:

Improvement Partner: - To work directly with the Headteacher and senior leaders to support school improvement in your context.

Leadership Offer - A comprehensive programme to develop leaders at every stage of their careers. Whether you are just beginning your teaching career or are an experienced Headteacher, Exec Head or trust leader, our programme will support, challenge, and inspire you.

Senior Leadership Internship Programme - Deputy Headteachers and Assistant Headteachers across HEP partnership schools have the opportunity for one member of their leadership team to spend a week in another HEP partnership school. Each school will, in turn, host a colleague from another school. This exchange develops leadership, facilitates idea sharing, and furthers cross-school collaboration.

Deputy / Assistant Headteacher Network - A structured programme through which Deputies receive training on how to work strategically and share good practice. It will also include sessions on career progression, including headship, and opportunities to network.

Middle Leadership Programme - This programme focuses on leadership and management of a department, helping colleagues to understand the difference between the two. It encompasses strategic planning, effective management and having difficult conversations. By developing strong and strategic leaders, schools are better equipped to drive sustainable improvement and create positive learning environments.

Examples of core and extended elements of membership

Senior Leadership Internship Programme (Core)

One-week placement for Senior Leaders

Programme Objectives

The Senior Leadership Internship Programme aims to offer senior leaders within HEP the opportunity to:

- Experience leadership in a different educational context
- Collaborate and share best practices with senior leadership teams from other schools
- Build professional networks among senior leaders
- Prepare for future headship roles
- Strengthen leadership development

Participants

This programme is primarily designed for Deputy Headteachers and Assistant Headteachers within HEP Partnership schools.

It is not intended for middle leadership.

Impactful Training for Heads of Department (£750 for 7 sessions)

Programme objectives

This year-long course is designed to support Head of Departments [HODs] in becoming confident and strategic leaders and HODs. This course has been designed to ensure tangible improvements in approach from the first session. Along with exploring the 6 big ideas that underpin the effective leadership of a department, participants will receive practical hands-on support throughout the year, via coaching and termly visits from the course leaders.

During the course, participants will:

- Understand how a clear focus on assessment practices can positively impact standards
- Work with their team using their school's teaching and learning strategy to maximise quality first teaching
- Learn how to design an effective, sequential, ambitious curriculum
- Develop a high-accountability and low-threat culture among their team
- Feel comfortable with the uncomfortable – the art of a difficult conversation
- Incrementally build a robust department action plan

Subject Experts at KS4 & 5 (Core)

This supports the assessment practices and school audit.

This service provides schools with access to a subject expert at KS4 GCSE English, Maths and Science & KS5. Subject Experts will:

- Provide expert guidance on exam specifications, assessment criteria, and exam structure
- Identify and address subject-specific misconceptions that impact student performance
- Support subject leaders in strategic planning to improve exam results
- Use data analysis and examiners' reports to inform targeted improvement strategies
- Deliver CPD and training sessions to enhance teaching practices and exam preparation
- Foster collaboration across departments within the borough, and more widely, to share and learn from others' successes

Raising Standards at KS4&5 (Core plus optional in school visits @ £250 per visit)

Objectives

A forensic dive into secondary school assessment practices is essential to identify and address gaps that may be hindering student performance at GCSE and A-level. Current practices may vary widely in quality, consistency, and alignment with exam board standards, which can lead to inequitable outcomes and missed opportunities for academic improvement. An audit would provide a systematic evaluation of how assessments are designed, delivered, and used to support learning.

Phase 1 – Initial Audit (1/2 days)

- Introduce and explain the purpose of the audit to the Headteacher
- Conduct a full assessment audit using a checklist with RSL
- Gather input from SLT and key staff
- Complete RAG rating and initial findings

Phase 2 – Departmental Reviews (1 day)

Meetings with each Head of Department* to discuss:

- Curriculum coverage
- Assessment practice
- Mock exams and QLA
- Tracking systems
- Intervention planning

Phase 3 – Audit Analysis and School-Level Synthesis (1 day)

- Summary report with RAG ratings and strategic insights shared, identifying strengths, gaps, and high-priority areas
- Co-construction of what success looks like over the next 1–2 years
- School to create a Raising Standards Action Plan based on audit findings

Phase 4 – Monitoring and Review (Ongoing)

- Mini-audits each term/half term to track progress and adjust plans

* Typically English, Maths and Science,
but may include other departments based on need.

Attendance (Core plus optional in school visits @ £250 per visit)

Student attendance is a key factor in academic success. HEP supports schools in implementing effective attendance strategies to reduce persistent absence and improve student engagement.

Key Aspects of Support:

- **Establishing an effective whole school strategy**
- **Whole-School Culture**: HEP helps schools develop attendance policies that promote a positive and inclusive school environment where students feel valued and motivated to attend regularly
- **Data Analysis and Early Intervention**: Schools receive guidance on using attendance data to identify patterns, intervene early, and implement targeted support for at-risk students
- **Parental Engagement**: Strategies are provided to strengthen communication with families, address barriers to attendance, and build a culture of high expectations
- **Collaboration with External Agencies**: Schools benefit from partnerships with local authorities, social services, and community organisations to support students with complex attendance challenges

By focusing on attendance as a school improvement priority, HEP ensures that students have the best possible opportunities to succeed.

Principles of Effective Curriculum Design (Core plus optional in school visits @ £250 per visit)

Designed for Deputy Headteachers and senior leaders responsible for curriculum. It builds practical confidence in leading, evaluating, and improving curriculum across a secondary school.

Course Aims

- Articulate curriculum ambition at senior leadership level
- Understand how subjects fit together to create a coherent whole-school curriculum
- Lead curriculum evaluation, dialogue, and improvement planning

Key Aspects of Support:

Day 1: Foundations of Senior Curriculum Leadership

- Shared language for curriculum discussion
- Curriculum as progression over time
- National and inspection context
- Senior leader responsibilities

Day 2: Curriculum and Assessment

- Purpose of assessment
- Aligning curriculum, teaching, and assessment
- Rationalising assessment
- Using assessment to inform curriculum improvement

Day 3: Enacting Senior Curriculum Leadership

- Quality assurance
- Curriculum conversations
- Strategic leadership and systems

> When assessment feels bloated, performative or disconnected from classrooms, the issue is rarely assessment alone. It is almost always a curriculum problem first.
>
> This CPD supports senior leaders to lead with curriculum clarity, so assessment becomes purposeful, proportionate and powerful.

Racial Equity (Core)

Every child and young person deserves the best life chances, especially when they face additional barriers due to ethnicity and disadvantage.

We aim to develop inclusive leadership and cultures, teaching and learning, and deliver in-school support.

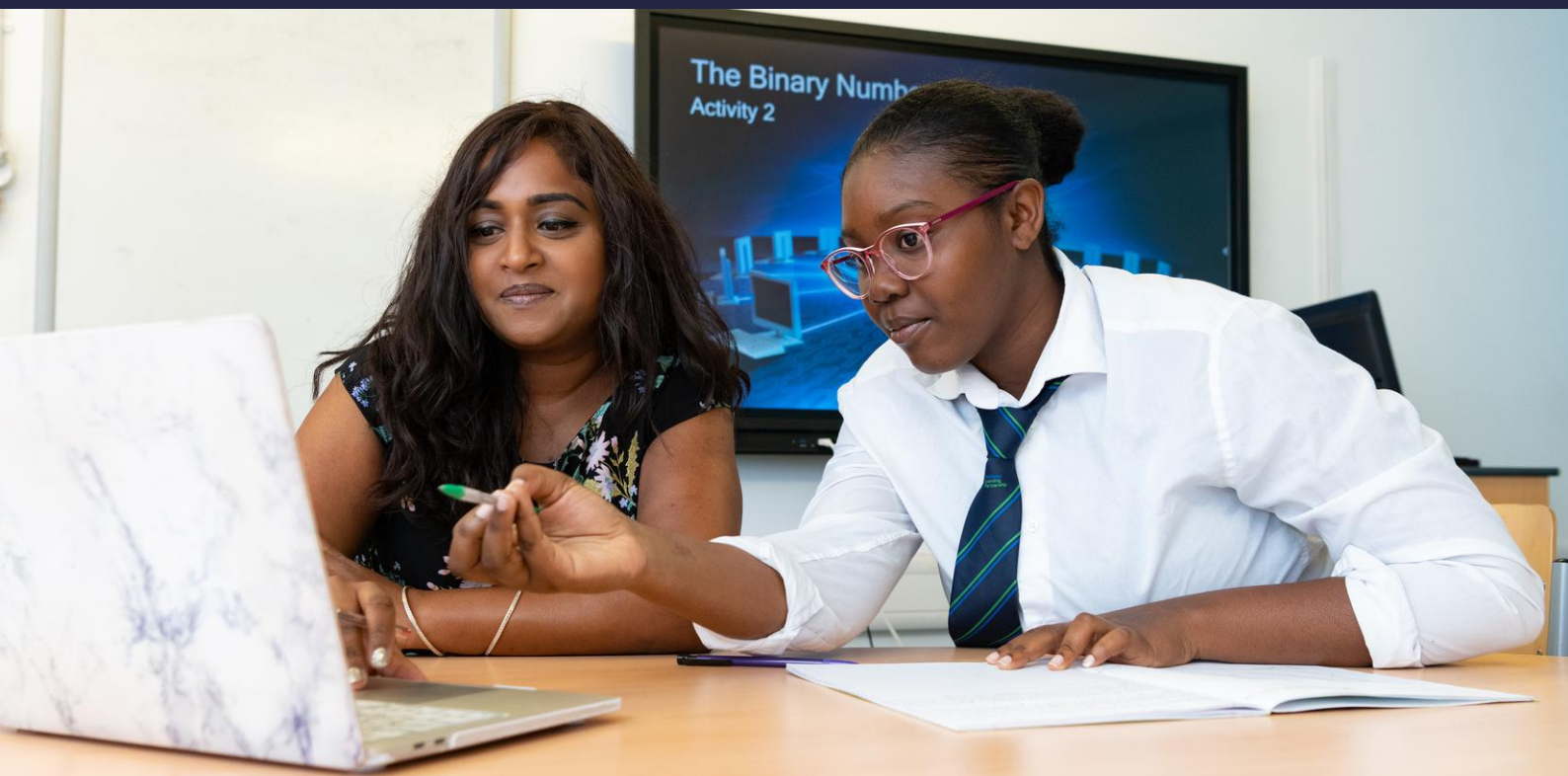
We have developed a suite of resources, training, and school-based support available on our website.

'We cannot say we have succeeded until success is shared by all.'

ACCESS MORE OF HEP

Giving schools flexibility, the following services can be purchased in addition to your core membership:

- **Improvement Partners and Support Partners** - Additional bespoke support, whole school and subject/specialist reviews
- **Access to WalkThrus** - The best approach to pedagogy development
- **Professional Development** - Access our extensive annual Professional Development and Leadership development as a package or pay-as-you-go
- **Headteacher performance management** - Working with Heads and governors for a meaningful annual review and objective-setting
- **Recruitment support** - Support with Headteacher and Senior Leadership Team recruitment and interviewing
- **Governor training** - Access to our comprehensive annual governor training programme
- **Clerking** - A governance professional to plan, advise and minute your Governing Board and committee meetings



PROFESSIONAL DEVELOPMENT
TRAINING AND CONFERENCES

HEP delivers a high-quality Professional Development offer, extensive in scope and responsive to our member school priorities throughout the year. Working in partnership with the best organisations, we ensure you are always ahead of the curve and can access premium CPD at a greatly reduced cost.

In your membership:

- Pedagogy
- HEP Curriculum
- Ofsted updates
- Leadership 55
- Research and evidence

And lots more you can access:

- ECTP plus and NPQs
- Leadership at all levels
- Vision and culture
- Safeguarding and SEND
- Specialist trainers
- Conference and events

MEMBERSHIP - WHAT DOES IT COST?

We understand the pressure on schools' budgets. We will always keep costs down while delivering the highest quality service to each and every one of our member schools. We are constantly developing the membership offer.

HEP's **membership offer costs £19 per pupil** (FTE), with a minimum price of £6k and capped at £12.5k for the largest schools (equivalent to c.650 pupils) or £13k for secondaries with a sixth form.

HEP is your company, and this is your money – as a not-for-profit, you can be certain that all the money spent by schools will be reinvested in your school and your children.

> The wide scope of support provided for all levels of leadership makes it value for money.

> We have received more support and focused/relevant training and communication from HEP in a year than [our] LA for about 10!

ACCESSING MORE OF HEP

In order to provide members with choice and flexibility while keeping the membership cost down, HEP offers **additional services** which schools can purchase or commission:

Service	Cost
Improvement Partners – additional bespoke support	£300 half-day £550 full day
Support Partners - additional bespoke support	£220 half-day £385 full day
Headteacher Performance Management	£595
Governor training package	£1,350
Professional Development Packages	
HEP CPD 26/27 (unlimited access including subject networks)	£1,900 for secondary schools
Access to subject networks only	£175
Pay-as-you-go	See individual course costs

For a discussion and to find out more about how we can work with you get in touch.

JAMES PAGE

Chief Executive

James.Page@haringeyeducationpartnership.co.uk

FRAN HARGROVE

Deputy Chief Executive

Fran.Hargrove@haringeyeducationpartnership.co.uk

PAUL WOODS

Lead Improvement Partner for Secondary & Post-16

Paul.Woods@haringeyeducationpartnership.co.uk

CONTACT THE TEAM

info@haringeyeducationpartnership.co.uk

www.haringeyeducationpartnership.co.uk

020 3967 5100

You can also keep up with everything HEP on LinkedIn, or on Instagram, Bluesky, Facebook and X at **@HaringeyEduc**

HARINGEY EDUCATION PARTNERSHIP