



Equals Trust Schools Commitments 2017/8

School commitment to the Trust	Autonomy
People and Leadership	
<ul style="list-style-type: none"> • For the Head Teacher to be a proactive member of the EQT Leadership Group • To be responsible for 1% budget for teaching and learning. • Commit to supporting, sustaining and improving all our schools • Make decisions in line with the Trust 'Scheme of Delegation' for the best outcomes of all Trust schools. • Engage in EQT communication group systems. 	<ul style="list-style-type: none"> • Be the Head Teacher of your school • Make decisions in line with the Trust 'Scheme of Delegation' with reference to local needs of the school. • Employment of staff – within Trust structures • Development of staff • Design of the curriculum • Planning to improve standards
Responsibilities	
<p>Organisation:</p> <ul style="list-style-type: none"> • To establish a positive, professional relationships between Head Teachers and Trust staff. To work in an open, frank and honest way, respecting confidentiality. • To engage in EQT School Improvement and self evaluation strategy • Adopt EQT Policies • Sharing data, self-evaluation and school improvement and other information as requested with the Trust • For all schools to engage in the Trusts communication strategy • For all schools to follow consistent HR processes <p>Reporting Formats</p> <ul style="list-style-type: none"> • School Improvement Plan • Head Teacher Report • SEF • Standards Reporting of FFT • CPOMS - safeguarding 	<ul style="list-style-type: none"> • For schools to plan their strategic direction if they have the capacity. • Each school is primarily responsible for its own standards and improvement • For the Trust to have respect for the school's autonomy to plan its improvement, based on the outcomes of self-evaluation. • To plan for and sustain a focus on pupil attainment, progress and well-being, and the many factors that influence it. • To analyse and provide evidence based assessment of the school's performance and its strategies for improving teaching and learning; • For any Trust work to support the school's normal cycle of evaluation, planning and action. <p>Culture, Values and Beliefs</p> <ul style="list-style-type: none"> • Keep the school name (we do not use the word academy), uniform, vision and branding – but to include the EQT logo • Develop a school ethos • Building positive relationships with school communities and all stakeholders • Look for opportunities beyond our schools and trust • Celebrating school success <p>Reporting Formats</p> <ul style="list-style-type: none"> • Monitoring – based on a Trust format
Teaching and Learning	

<ul style="list-style-type: none"> Principles for Feedback and marking Assessment Principles To engage with agreed EQT Improvement Plan priorities To engage with EQT moderation processes. 	<ul style="list-style-type: none"> Curriculum Approaches to teaching and learning
Governance – LGB’s	
<ul style="list-style-type: none"> To engage with the LGB checklists Provide information to the Trust board as requested To make collective proposals to the Trust board in line with the SoD Centrally generated agendas and minuting 	<ul style="list-style-type: none"> For heads to engage with governor visits to reflect the robust Safeguarding, Health and Safety, Standards procedures and monitoring For heads to work with governors to establish: <ul style="list-style-type: none"> INSET dates An Admissions policy, including PAN An annual staffing structure Annual targets
Finance	
<ul style="list-style-type: none"> Finance software Finance policies and procedures Regular budget v actual reviews Contribution for central services (top slice) Core contracts and service legal agreements – finance, payroll, HR, legal, staff absence insurance, governance and estates management 	<ul style="list-style-type: none"> Budget setting at local level, supported by Trust Procurement limits at local level up to Trust level School operated bank account
Central Services – 4% top slice and Leadership Group to manage 1% Teaching and Learning budget	
Trust Paid for	Individual Schools Pay for
<ul style="list-style-type: none"> Finance HR Payroll Legal Governance Admissions Migrate to EQT office 365 platform Educare Appraisal Speech and Language Therapist 	<ul style="list-style-type: none"> IT – this is being reviewed FFT Health and Safety Scholarpack

