

GUIDING PRINCIPLES

The Bury Secondary Learning Collaborative (BSLC) has been established to support teachers in the secondary and further education sectors who are dealing with young people from age 11 onwards in Bury and ultimately beyond.. It is a non-profit making organisation and is based on the following:-

1. All schools who join the Collaborative agree to:-

- Pay the annual fee.
- Offer facilities in their schools, if possible for in-service training on some occasion.
- Play their part in the overall in-service training of teachers by providing/sharing their. staff expertise
- Host and provide the materials and presenter for at least one course in the academic year, i.e. Level 2 Event.
- Provide middle leaders and/or senior leaders for the various committees and working groups.
- The Headteacher being part of the BSLC Steering Group for a period of time of around 2/3 years.
- Respond to requests within deadlines from Steering Group,
- Be committed to the CPD of all staff through the Collaborative initiatives, e.g. Level 1-4 Events and NPQML (SL) Programmes.
- Ensure a member of its staff has the organisation of Collaborative initiatives within his/her job description, e.g. CPD Co-ordinator.
- Their Headteacher or designated senior member of staff being an unpaid member of the Steering Group

2. Overall Objectives

- The Collaborative seeks to provide high quality in-service training linked to the needs of schools from both within its cohort of teaching staff and, where appropriate from high quality external training providers.
- Professional development in this respect is seen in two ways. It is designed to provide teachers, managers etc. and all groups working within the collaborative with a broader

and better understanding of educational issues and a higher level of skill sets. Equally, it seeks to develop its own training and facilitators from within.

- The whole basis of the working arrangements are that good practice is shared between staff from different schools and within schools working collaboratively.
- The Collaborative will seek to identify the needs of schools and to address them through the courses offered whether that be on a collective basis or on an individual basis, depending upon cost and upon participation in the events.
- The Collaborative will seek to engage with other Agencies to provide and facilitate career progression and to develop staff as trainers and as facilitators whilst at the same time providing the opportunity to gain national accreditation.

3. Structure of the Organisation

- BSLC will employ a professional development facilitator and a clerical assistant. This will be paid for out of the fees from schools and the income from courses. The job description will be as per the interviews held when BSLC was established.
- The Facilitator will work with the Steering Committee to develop programmes and to identify opportunities beyond the immediacy of Bury to provide opportunities for the schools involved.
- The Steering Committee will consist of a Chair, Vice Chair and representatives from High Schools, Special Schools, Sixth Form Colleges together with a Representative from the Local Authority.
- The Committee will make decisions based on the advice from schools and the Facilitator.
- The Chair will co-ordinate activities and oversee meetings of the Steering Committee and liaise with Headteachers.
- The Vice Chair will establish contacts beyond the immediacy of the Collaborative at local and national level, will negotiate contracts and bring recommendations back to the committee.
- The committee structure will be reviewed every 3 years in the hope that there is a systematic change of Steering Group membership to enable members to bring in new ideas etc.
- The Steering Committee will meet at least once every half term and will report back to the Bury Association of Secondary Headteachers (BASH) as part of the liaison process.
- The Steering Committee will set annual fees, approve course fees and financial issues.
- It has been stated that the organisation is a non-profit making organisation – the profit lies in the development of staff. All monies that are made by way of income beyond expenditure is to be recycled for the professional development of teachers.
- Where members of the Collaborative are engaged on collaborative activities with the permission of their school, the school will be paid by the collaborative. The use of this money will be left to the school to either invest in departments or cover costs to the school incurred by releasing a member of staff or by making some financial reward towards the member of staff giving of their time.
- Fees paid to the schools of staff leading courses for the collaborative will be paid at the standard professional rates.