



# Humber Education Trust

**Working together for the best for  
our schools**

# Humber Education Trust Agreed Central Charge

Our vision is very clear. Children are at the heart of everything we do and we will prioritise our time and resources on the things that have the biggest positive impact on their outcomes – socially, emotionally and academically. We firmly believe that one size does not fit all, but this does not mean that we will not champion the sharing of best practice and the pooling of some resources to ensure that all of the children, families and staff in our schools see the benefit. We believe in working together, freeing resources to make money go further, reducing administrative burdens whilst ensuring compliance, investing in on-going professional development at all levels, connecting the whole of the learning community together, building system capacity and respecting individuality.

We believe in transparency.

We believe that by working together we can and will make a difference.

Humber Education Trust has agreed that all schools will pay 4.75% of their General Annual Grant (GAG) funding.

The central charge is paid on a termly basis and is used to cover the costs of central services, shared services and centrally employed staff who work for the trust, for the good of all schools and all children.



We are committed to achieving the best possible value for our schools. We will use our central funds for the following:

<p><b>School Improvement</b></p>	<p>Full-time Chief Executive Officer – access for advice, support, challenge  Full-time Deputy CEO &amp; 1.4 FTE School Improvement Leads – access for advice, support, challenge  Access to 3 Ofsted Inspectors, 2 National Leaders of Education, 27 Specialist Leaders of Education, 4 Mastery Maths experts and a large number of School 2 School Leaders providing support for all aspects of school improvement and curriculum development.  Full-time Safeguarding &amp; Risk Management Lead – access for advice, support, challenge  Full-time Attendance Lead – access for advice, support, challenge  Best practice sharing &amp; school improvement co-ordination including moderation of standards in all schools  Trust-wide and bespoke school improvement work according to need  Annual SEF and School Improvement Plan Reviews  Termly School Reviews with written report for local governors across a range of aspects  Initial Support Plan with bespoke support for schools needing additional support  Website Compliance Review  Annual Safeguarding Review  SEND Review and associated support  Minimum termly data collection from all schools to enable cross school analysis and benchmarking  Shared headteacher reporting to local governing bodies  Up to 6 school improvement visits to cover all areas of provision – target setting, data, quality of teaching, learning &amp; assessment, bespoke support  Comprehensive programme of training for staff at all levels, including a leadership training programme  Training and support for governors at all levels as needed  Suite of shared policies and procedures  Sharing of expertise and curriculum design through network groups: Literacy, Maths, EYFS, DSL, SEN, Phonics &amp; Early Reading, Early Career Stage teachers network and training and curriculum leadership development groups  Facilitation of working parties of headteachers and deputy headteachers  Headteacher Performance Management appraisals  Bespoke leadership support as needed by individual schools  Pre and post ofsted support and guidance  Opportunities for staff at all levels to participate in project work across the trust  Offsite education procedures</p>
<p><b>Business Support</b></p>	<p>Full-time Chief Finance &amp; Operations Officer and Finance &amp; Contracts Manager to support all finance work  Full-time Estates Manager and Facilities Assistant to support all estates work  Full-time Recruitment and Marketing Officer to undertake all recruitment advertising and new role development  Support for all financial matters including: budgets, ESFA returns, audit, monthly protocols  Monthly financial checks and feedback to ensure compliance, provide support and share best practice  Bespoke financial review and crisis management work  Full HR Service including legal support from Browne Jacobson - case work, recruitment, strategy, support &amp; advice</p>

	<p>Clerking for local governance meetings  Financial Software and payment systems (not payroll) – SAGE 200  Budgeting Software and variance reporting and support – IMP  Compliance systems and procedures for Health &amp; Safety and Risk Management - EVERY  Premises management including the scheduling of cyclical testing and maintenance  Health &amp; Safety, Play Safety and Fire Safety Audits including Competent Person cover  IOSH training for all SBMs  Condition Surveys, support with planning premises work including early project management  External audit &amp; actuarial processes and production of accounts  Asset Management system  Local Government Pension Scheme – audit &amp; review  Internal audit processes and checks including Responsible Officer visits  Suite of shared policies and procedures  Strategic procurement and best value tendering  Legal Services and unlimited telephone support  Trustwide Procurement service  IT Strategic Support Service, including MIS Support</p>
<p><b>Experiences for Children</b></p>	<p>HET Trust Pupil Council - termly meetings and events  Events for children to get together – sports, music, curriculum, arts, STEM  Inter-school competitions for children  Shared fund-raising and learning events / activities</p>



**Where everybody counts, every moment matters.**