

1. Benefits for the children through our paired Trust projects:
 - Chaplaincy, including greater cohesion between school chaplaincy teams, connecting pupils across the schools to encourage their faith journey and service, creating a Trust prayer, holding Trust-wide chaplaincy liturgy, and the pupil design (competition) of St. Francis chaplaincy badge.
 - Subject Leadership, including developing the effectiveness of curriculum and subject leadership in our schools through creating networks, collaboration and sharing of schemes and best practice, as well as monitoring, mapping and assessment.
 - EYFS, including evaluation of the Early Years Curriculum and approach, spring term focus on early reading and phonics resourcing and approach, shared phonics purchasing, moderation & sharing good practice.
 - Catholic Life, including the creation of a pupil designed Stations of the Cross booklet – one given to each child & family, designing & readying of the Franciscan Values Award for Early Years to Year 13 to launch in Sept 22.
2. Full time availability and support of CFO on financial monitoring, budget setting, financial procedures.
3. Weekly Trust workshops & bulletins, peer to peer support, & free weekly training for finance colleagues.
4. Dedicated help for Heads on a range of financial matters.
5. Two in-school support and compliance visits from Health and Safety experts at HCC, along with free support and advice from building consultants on matters arising and Headteacher support for interim risk control.
6. Emergency support for a school with a serious critical incident.
7. In-school visits from the Health and Safety Director.
8. Health and Safety governor training.
9. Support with GIAS and governance registration.
10. In-school support, OFSTED prep and monitoring of Safeguarding governance from the Safeguarding Director.
11. Monitoring of Safeguarding operation peer review.
12. All internal and external audit fees covered, and all audit arrangements made with training given.
13. Creation of a Trust-wide Headteacher-designed Headteacher Report, streamlining reporting across the Trust and enabling Trust Reports and school to school support to be brokered.
14. School to school support and sharing of best practice in EYFS, ECT visits and shared support, writing moderation, expectations on environment, schemes of work.
15. Supporting 'advert to appointment' for two local boards appointing Headteachers.
16. Headteacher support on a range of matters, incl. exclusions, abusive parents, behaviour, complaints & absence management.
17. Headteacher wellbeing – conference, mini-retreat, a headteacher lunch, & regular team time off site to plan & share.
18. Retention and development of Headteachers through opportunities: two Heads of School posts, and one Executive Headteacher appointment made.
19. Supporting local Chairs with various procedures from allegations against staff to formal complaints.
20. Sharing of wellbeing strategies between schools.
21. Termly newsletter communicating Trust work and developments in schools.
22. Creation of centralised Trust policies saving Heads and Boards creation and meeting time, incl. Admissions, Child Protection, H&S, Fire Aid, Discipline, Grievance, Complaints, Whistleblowing, Trips, Code of Conduct, Risk Management, Assets, Lettings, Visitors, Critical Incident, Financial Procedures, Recruitment, Flexible Working etc. (will include SEN & Pay by the end of the term).
23. Helping each school produce or update Risk Registers.
24. Post CIF bid support on appeals and interim measures.
25. Website audit and compliance checks.

The cost of the above was, for an average 1FE Primary School around £800, or <0.1% fee. For 1FE schools, the average membership fee is around £21,941, and the average cash benefit was £21,118 arising from:

- Average Trust savings on conversion grant = £12,474.86 per school (range £10,911 - £13,929)
- Average Trust retained funds that would have gone to HCC = £8,842.50 (1fe average = c£5,394.60).
- Combined contracting has saving £16,500 on staff absence, £9,500 on SIMS, & although there was a negligible saving on photocopier contracts, the service is much better (i.e. getting more for 'less').

It should be noted that the above has been delivered as a result of close and excellent working relationships between Headteachers and the CEO. Directors' vision for 2022/23 is to start to build a central team and harmonisation to deliver a Core Function. The draft Core Functions are ones which Heads unanimously feel they can propose to their boards as things which will represent value and the right direction for our Trust. Directors will begin to meet with LGBs to discuss these and the consultation feedback prior to moving forwards.