



Hounslow Education Partnership
Subject Networks

Subject Networks

2020/21

Report



Hounslow Education Partnership Subject Networks

Two surveys were published onto the HEP website on Monday June 14th; one for Members and one for Leads and were available for 3 weeks. (see Appendix 1 for survey completion across subjects).

Feedback from Subject Network Leads - where members agree or strongly agree

Attendance at all of my meetings was high, apologies were sent when colleagues couldn't attend	64%
Members' engagement within meetings is high, contributing ideas and sharing best practice.	82%
Members contribute to the direction of the meetings by adding agenda items or suggestions for discussion.	36%
Members communicate with each other outside of calendared meetings to ask questions.	82%
I have organised high quality and effective outside speakers or extra opportunities beyond the three calendared meetings.	36%
I feel supported in delivering my network by my inschool SLTL representative.	82%

What can HEP do to support you to deliver Subject Network meetings more effectively?

There was a key point made by multiple Leads around members' non attendance, possibly due in part to calendar clashes in school. There was also frustration around the lack of follow-up. *'The same schools do not attend/respond to emails. I feel this results in some schools ignoring emails and not paying professional courtesy'. 'Re. Attendance: maybe ensure that all schools involved support attendance and don't schedule other meetings at the same time.'* *'Ask schools to ensure that other activities are not planned on the set dates - INSET/parents' evening, etc'.* *'It is the same group at the meetings each time, we don't hear from other schools to get a whole borough view.'*

Where there are new SNLs it was suggested there should be a compulsory handover meeting with the previous SNL, and also the offer of *'one further new SN Leads opportunity to help establish the expectations of the role and about the HEP set up'*. In terms of contact details, and the admin side of running the Network, it was suggested that HEP can support where Leads *'have difficulty contacting staff and chasing non-attendance.'* *'Ensure that members' contact details are current and actively updated by their schools as soon as there are staffing changes.'*

What ideas do you have to evolve and further develop Subject Network meetings?

There were some great and varied ideas from the Leads:

- Possible sub-groups of Newly Qualified Teachers (NQTs)/Initial Teacher Training Teachers (ITTs)
- Focus on shared training of Early Career Teachers (ECTs)
- Continue to encourage wider audience to networks where this is appropriate (multiple disciplines under one Subject Network)
- The new bank of collated resources is a great idea
- Facilitate SN Members, and where appropriate their students, to join shared activities and resources, eg – in-school competitions, events hosted by different schools can be publicised and organised within networks
- Once face-to-face meetings occur again, there could be a showcase of members who have specific teaching experience/skills highlighting support on offer, perhaps with in-school observations and then the opportunity to co-plan
- Keep online meetings but run a HEP-wide event/festival/conference to allow for outside speakers to be invited where appropriate



Feedback from Subject Network Members - where members agree or strongly agree

Meeting organisation	The joining instructions were clear and communicated ahead of time.	96%
	I was provided with an agenda prior to the meeting which allowed me to prepare my contributions.	95%
	The online logistics met my expectations.	90%
Meeting content	Subject Network meetings helped me develop links with colleagues from other schools.	81%
	Subject Network meetings provided me with examples of best practice from other schools.	82%
	Subject Network meetings gave me ideas for developing new approaches.	78%
Outside meetings	I would email my network outside of calendared meetings with questions or for support.	65%
	In school my SLTL representative seeks my reflections on Subject Network meetings.	51%

What do you really appreciate from Subject Network meetings that makes a difference to your practice as a Subject leader, to your team in school and students you teach?

The main themes that emerged from the responses was the ability to collaborate, discuss problems, develop links and share best practice. Members valued the opportunity to find out more about how their subject is being delivered in other schools across the borough, gathering multiple points of view and *'feeling like you are making decisions in line with other schools'*. Another key facet of Subject Networks noted from multiple responses was the *'sense of being part of a wider team for small departments'* or that the ability to draw on the experience of others *'is vital when you are often the only teacher within the subject.'*

It is clear from responses that the impact of Covid has made Subject Networks all the more relevant. *'When so much was up in the air about exams it was an amazing relief to talk to everyone and compare notes.'* *'It has been good this year to share experiences of how transitioning to online learning has been for everyone.'* Those members who are newer to the group or less experienced have found the Subject Networks valuable, *'The range of expertise within the Network means that there is always someone who can give help and guidance.'* *'As I am very new to my role as Subject Lead, and I am at a new school, the Subject Network has been crucial in helping me to learn from more experienced members of staff. The Google Drive with shared subject resources has been incredibly helpful.'*



How can we improve Subject Network meetings for the next year, 2021/22? What would you like to see done differently, more of or less of?

- **Logistics** - 15 respondents mentioned the ease of online meetings and requested that continued to prevent the need for travelling across the borough vs. 3 asking to move back to face-to-face where possible.
- **Length of meeting** - Awareness of the length of meetings when virtual; for example making time for a leg stretch/comfort break within a 2-hour Zoom call. Equally the calendared meeting time should be used to maximise opportunities for sharing rather than finishing significantly early.
- **Sharing best practice** - Many respondents asked that this is more structured; everyone attending brings what they are asked to. Many networks already have these, but boosting the use of online shared folders. Many also asked that there is wider representation of this sharing across all schools.
- **Expert external speakers** - These opportunities organised by Leads were highly valued and praised, to boost subject knowledge or address specific identified needs from that Network. *'The guest speakers we had this year were really valuable and I got the most out of their sessions'* *'More subject CPD sessions with external providers that would support everyone in the borough.'*
- **Assessment/moderation** - Many respondents suggested this would be useful specifically at GCSE or A level.
- **Breakouts** - The suggestion of smaller sub-groups to discuss finer detail, eg – A level, Ofsted, specific examining bodies. *'Breakout rooms with specific tasks as not everyone contributes. Schools pairing up to have joined support for a term or year.'* *'It would be beneficial to break up into different groups for detailed discussions.'*
- **Meeting preparation** - Agendas to reflect current/upcoming needs rather than what has passed. Logistics/resource collecting should take place outside of meetings rather than taking up discussion time.
- **'Cross over with HEP meetings'** - (presumably this is DAT meetings) *'Subject network meetings themselves are ok, but I feel that there is a huge overlap between the HEP training and subject network meetings.'* *'There were far too many additional meetings on top of the subject network meetings, these were not a good use of time, and things discussed in the additional meetings needed to be discussed in the subject network meetings.'*

Recommendations for 2021/22:

- Members to be reminded/made aware of their responsibilities via updated protocols document in terms of attendance, ensuring that they are, as a professional courtesy, sending apologies for absence, contributing to the sharing of best practice and agenda setting.
- SLTL to follow up on attendance and correct contact details.
- Leads to continue to plan agendas, build and nurture the relationships within their group and respond to emerging needs. To explore good external speakers and work with HEP to maximise the opportunities funded across as many HEP teachers as possible.
- HEP to share with SN Leads the DAT agendas for 21/22 so they can devise their agendas to either avoid crossover or maximise the opportunity to further discuss should members wish to. This will be more relevant to Networks solely teaching KS5, and membership of DAT groups will be shared with SNL in those cases to identify those who attend both.



Appendix 1 - survey completion

Members survey completion:

79 surveys completed in the following subject areas:

Subject	Number of returns	Subject	Number of returns
Business Studies	4	MfL	6
CEIAG	4	Music	5
Computer Science	2	PSHE	9
Data Managers	1	PE	6
Drama	3	Psychology	1
EAL	4	RE	2
English	3	Science	4
Geography	2	Sociology	3
History	3	SEN	3
Maths	4	Technology	10

Leads survey completion:

11 surveys completed in the following subject areas:

- CEIAG
- Design Technology
- Drama
- English
- EAL
- Film and Media
- MfL
- PE
- Science
- SEN
- Visual Arts



Hounslow Education Partnership Subject Networks

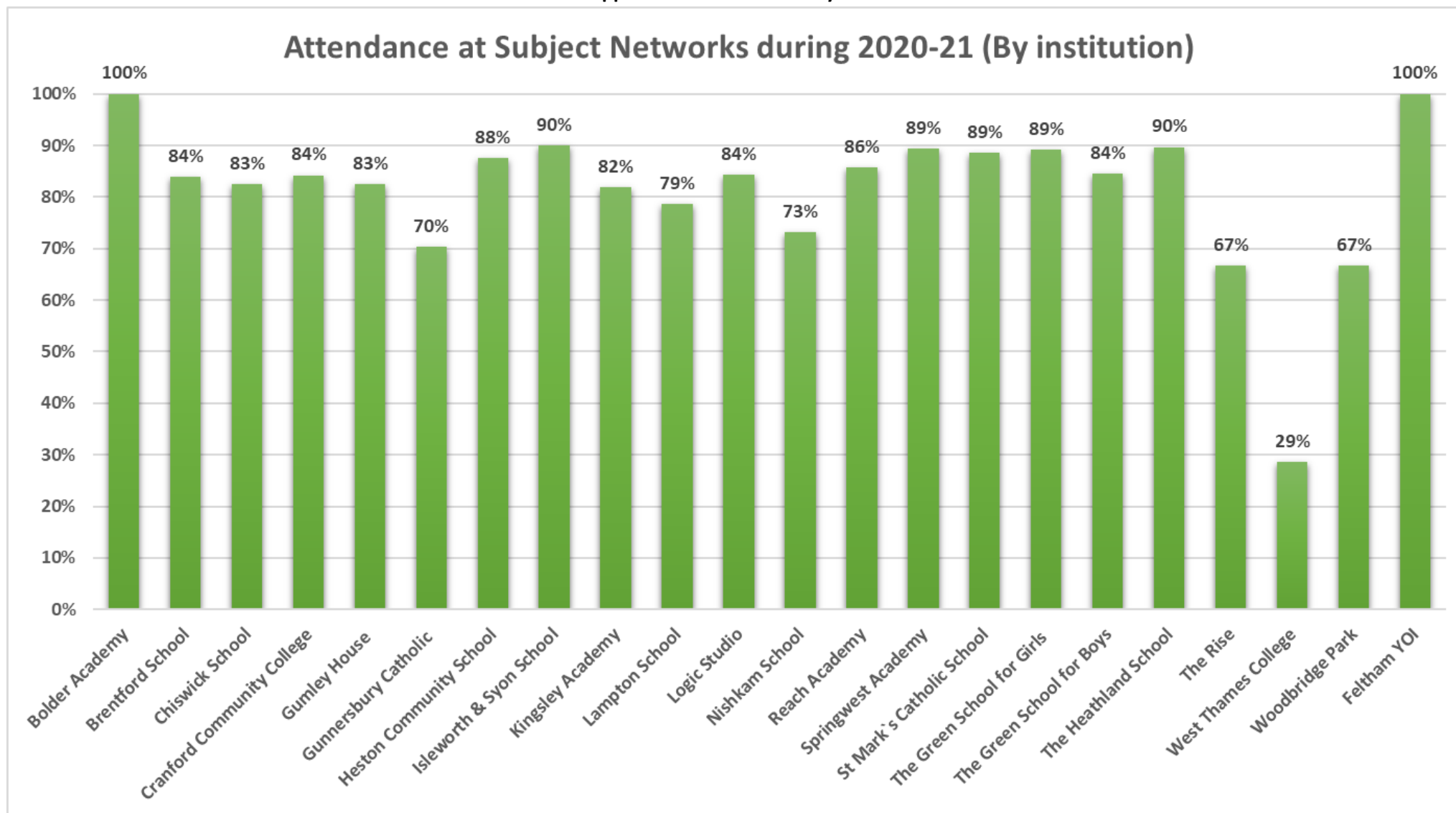
Appendix 2 – Attendance by School and by Subject

	Drama	Technology	Computing	Sociology	RE/Philosophy	Early years and Health & Social Care	Maths	Psychology	Science	Visual Arts	History	Music	PSHE & Citizenship	Geography	EAL	MFL	Film & Media	Business & Economics	Physical Education	English	CEIAG	Special Education Needs	Heads of 6th Form	Data Managers	Total	Apologies	Absent - No apologies	% attendance
Bolder Academy	3	2	3		2		3		3		3	2	3	3	3	3			3	3	3			3	45	0	0	100%
Brentford School	1	2		3	3		2		3	3	3	3		3		1	3	2	2	3	3	3	3	1	47	6	3	84%
Chiswick School	1	2	3	2	2		3	3	3	2	3	3	3	3	3	2		1	3	2	2	2	2	2	52	8	3	83%
Cranford Community College	1		3	2	3	2	3	3	3	1	3	2	3	3		2	3	3	2	3	1	2			48	8	1	84%
Gumley House	2	2	2	3			3	3	3	3	2	3		3	2	3	2	1	2	3	3	3	2	2	52	10	1	83%
Gunnersbury Catholic		2	2		2		3	3	2		1	3	2	2	3	2			3	2	2	2	1	1	38	12	4	70%
Heston Community School	3	3	3	0	1		3	2	3	3	2		3	2	3	3	2	3	3	3	3	3	2	3	56	6	2	88%
Isleworth & Syon School	2	3	2				2		3	3	3	3	3	3	2	2	3	3	3	3	3	3	2	3	54	3	3	90%
Kingsley Academy	1	3	1				3		3	3	2	1	2	2	2	1	1	3	2	3	3	3	3	3	45	7	3	82%
Lampton School	2	2	1	2	1	2	3	3	3	3	2	3	2	2	3	3	2	1	3	1	2	3	3	3	55	11	4	79%
Logic Studio	2		3				1		2		3		2	2		1	2	1		3	2		3		27	4	1	84%
Nishkam School	2	2	3		1		2		3	3	1	3		3		1			2	1		3			30	7	4	73%
Reach Academy					2	1	3	1	3	3	3	3	3	3		1			2	3	3	3	3	2	42	5	2	86%
Springwell Academy	2	3			2	1	3		3	3	3			3	2	3			3	3	3	3		2	42	3	2	89%
St Mark's Catholic School	3	3	3	0	1		3	3	3	2	3	2		2	3	3	2	1	2	3	3	3	3	3	54	7	0	89%
The Green School for Girls	1	3	3	0	3	1	3	3	3	3	3	3	2	3	3	3		2	3	3	3	3	2	2	58	6	1	89%
The Green School for Boys	1	3	0		3		3		3	2	2	3	2	3	2	3			3	3		2			38	7	0	84%
The Heathland School	2	3	3	2	3		3	3	3	1	2	3	2	3	3	3	2	3	3	2	3	3	3	3	61	3	4	90%
The Rise			2				2		3	1										1	1				10	3	2	67%
West Thames College																					2				2	2	3	29%
Woodbridge Park			1				3		3	2									2	3	2			2	18	6	3	67%
Feltham YOI																				1					1	0	0	100%
Network Attendance	29	38	38	14	29	7	54	27	58	41	44	40	32	48	34	40	22	24	46	52	47	44	32	35	875	124	46	84%
Network Members	14	15	17	9	13	5	19	10	20	16	18	15	14	18	13	17	9	13	20	22	19	16	13	15	360	34%	13%	100%
Possible Attendance	42	45	51	27	39	15	57	30	60	48	54	45	42	54	39	51	27	39	60	66	57	48	39	45				
Percentage Attendance	69%	84%	75%	52%	74%	47%	95%	90%	97%	85%	81%	89%	76%	89%	87%	78%	81%	62%	77%	79%	82%	92%	82%	78%				
KEY	3	Attended 3 meetings				2	Attended 2 meetings				1	Attended 1 meeting				0	No meetings attended											



Hounslow Education Partnership Subject Networks

Appendix 3 – Attendance by School





Hounslow Education Partnership Subject Networks

Appendix 3 – Attendance by subject

Attendance at Subject Networks during 2020-21 (By Network)

