



Hounslow Education Partnership  
**Secondary Subject Networks**

**Secondary Subject**  
**Networks 2022/23**  
**Evaluation**



# Hounslow Education Partnership Secondary Subject Networks

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**Secondary Subject Networks (SN) are a well established offer to HEP Schools. Previously facilitated by the 14-19 team at LBH; 2022/23 was the first year they were entirely overseen by Hounslow Education Partnership. This programme of termly meetings is a core part of the membership offer to Secondary schools.**

## **What did HEP address from the 2022/23 report?**

The use of shared agenda planning documents has allowed members to clearly share their context, contribute to the direction of discussions and to RSVP to each meeting. There has been varying degrees of success in terms of engagement, but Leads acknowledged this has reduced the agenda planning burden on them. Consulting with other Education Partnerships/LAs who offer SN meetings, there were clear budgetary disparities. As such, HEP has focussed on supporting Leads to make their meetings as purposeful as possible, for example via centralised communications ahead of each meeting and liaising with speakers to decrease Leads' planning time. This has further nurtured relationships.

The shared contact list/register system continues to allow Senior Leaders of Teaching and Learning (SLTL) representatives to update their lists, generating an up to date register for the Lead ahead of each meeting. SN continue a standing item on SLTL agendas; to both share information, and gather feedback.

The SN Leads' meeting was held in person in September 2022, this was well attended and opportunities to share best practice were well received. SN meeting 1 was held in person, and meeting 2 was online (largely). Meeting 3 was held predominantly in person (following the date change to beyond the exam period). However the flexibility to host meetings online where the speaker is unable to travel has been beneficial.

HEP has continued to support inter-school competitions, for example the key stage 3 Spelling Bee hosted at Heston Community School.

## **Other improvements/refinements adopted during 2022/23:**

- Updated online meeting protocols have been developed at the request of and in consultation with SLTL representatives and Leads. They were shared with those networks meeting online ahead of the June meetings.
- Sharing positive feedback, as it is received, directly with Leads and their SLTL. Also sharing 'shout outs' from Leads to members (and their SLTL) who have offered the most to the group.



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

	2021/22	2022/23
Attendance at all of my meetings was high, apologies were sent when colleagues couldn't attend.	80%	<b>76.9%</b>
Members' engagement within meetings is high, contributing ideas and sharing best practice.	93%	<b>92.3%</b>
Members contribute to the direction of the meetings by adding agenda items or suggestions for discussion.	53%	<b>76.9%</b>
Members communicate with each other outside of calendared meetings to ask questions.	53%	<b>61.5%</b>
I have organised high quality and effective outside speakers or extra opportunities beyond the three calendared meetings.	53%	<b>46.2%</b>
I feel supported in delivering my network by my in school SLTL representative.	58%	<b>69.2%</b>

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

Leads' responses indicated they feel very supported by HEP in their role:

- *'I really appreciate the reminders, the pre-populated sheets and documents that make everything easier to fill in and get sorted quickly.'*
- *'having the central HEP document for agenda items and attendance has been a great help'*

Time/Co Leads:

This year the SENDCo network was co led. This worked extremely well for members but also *'it has been a very manageable role'*. Had both not been internally promoted would have continued. Other networks already do similar. A member of the Science SN records the minutes, leaving the Lead to chair discussions, but enables circulation the next day. Encouraging more networks to operate in this way would ensure the time/admin/logistics burden on Leads is reduced. For example this suggestion:

*'I feel running networks through committee would be beneficial e.g. - One network lead to coordinate and chair meetings - One network lead to run comms. with delegates outside of/not pertaining to meetings - One network lead to create a half-termly/termly newsletter'*

Attendance & contributions:

While it is clear that there has been improvement in terms of members contributing to the direction of meetings indicated by a 23.9% increase compared to 2021/22 there is still room for improvement. *'Overall it has been very good/excellent but with lots of reminders from me'*. Ensuring the profile of SN is high in schools at an SLTL level was mentioned by a number of Leads:

- *'Ensure that SLT in schools support attendance, encourage engagement with agenda items and follow up on issues as they arise.'*
- *'Schools need to stick to the agreed dates and not allow other meetings / activities on them'*



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## Booking external speakers

*'It'd be great if a bank of external speakers could be collated/ sourced so that there was one place for us to go to in order to book them. The dates are already set - so HEP could provisionally book people and give us a deadline to confirm so that people aren't being inconvenienced.'* This is a really effective idea, and to some extent happening already. HEP makes initial contact when given a list of potential speakers, confirms their availability and surveys members to ensure content meets their needs. The suggestions need to come from Leads; they have the subject expertise and awareness of who is most relevant.

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

- *'School visits'*
- *'Inter school competitions'*
- *'Expert external speakers'*
- *'Links to local universities'*
- *'encourage collaboration outside of meetings, in sub groups. I would like this to be an active network throughout the year, rather than restricted to the three meeting times.'*

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

		2021/22	2022/23
Meeting organisation	Arrangements for meetings were clear and communicated ahead of time.	96%	<b>96%</b>
	I was provided with an agenda prior to the meeting which allowed me to prepare my contributions.	97%	<b>97%</b>
	The online and in-person logistics met my expectations.	93%	<b>93%</b>
Meeting content	Subject Network meetings helped me develop links with colleagues from other schools.	84%	<b>90%</b>
	Subject Network meetings provided me with examples of best practice from other schools.	81%	<b>83%</b>
	Subject Network meetings gave me ideas for developing new approaches.	81%	<b>85%</b>
Outside meetings	I would email my network outside of calendared meetings with questions or for support.	69%	<b>61%</b>
	In school my SLTL representative seeks my reflections on Subject Network meetings.	62%	<b>54%</b>

This year the answers to the free text questions have been collated and will be shared with the SN Leads (and their SLTL rep) at their meeting in September to enable specific planning to meet the group's needs and address comments made.



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

- The Leads - These are just two of a great number of responses celebrating their efforts and organisation:
  - *'Our Lead is excellent, really passionate. Agendas are sent out ahead of time and meetings are always insightful'*
  - *'Our meetings were well organised, varied in content and always up to date'*
- External speakers:
  - *'The final session with our speaker was brilliant and really helpful'*
  - *'I really enjoyed our speaker and would like to see more of that in the future'*
- Collaboration/problem solving:
  - *'It's good to hear from other schools and see we are all facing the same hurdles with students, the collaborative discussion is very fruitful'*
  - *'Good to touch base and share ideas and processes about how to deal with challenges in 6th form. Reassuring to speak to colleagues and also to discuss collective approaches to concerns'*
- Sharing of best practice:
  - *'I always came away with new things to try'*
  - *'The chance to share best practice, ideas and resources - priceless!'*
- Shared planning for each meeting:
  - *'I think the new centralised document is great and means that the onerous chasing tasks are taken away from the Lead'*
  - *'The Google document used to gather questions from us beforehand, and then actually talking through those exact points. Gives a real sense of team and that we are not the only ones dealing with x, y and z. Loved it.'*
- Value when working in small departments
  - *'It's great to get the insight from others on certain practice and delivery, especially when working in a one person department'*
  - *'I like the links it provides me with other teachers in the borough, particularly as I am in a small department. They are always on hand to offer advice and share resources'*

### How can we improve Subject Network meetings for 2023/24? What would you like to see done differently, more of or less of?

Among the pertinent suggestions for improvement below, there were many members who were *'happy with the network meetings in their current format'*, felt *'the balance is right'* or *'no changes required, the process works well'*.

- Meeting type - while not an explicit question, in person/online was mentioned by some. The below represents a shift towards in person meetings compared to 2021/22 feedback. This aligns with plans agreed by SLTL for meetings 1 and 3 to be in person and meeting 2 to be online.
  - 24 said they preferred in person meetings
  - 6 said they would prefer online meetings due to transport/childcare
- Breakout rooms/sub groups/moderation:
  - *'Exam board specific breakouts'*
  - *'Splitting into groups by different exam boards to discuss marking moderation and standardisation'*



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- Mini CPD led by members/more sharing:
  - *'More modelling of best practice, i.e each bring in a lesson plan/powerpoint/videos of colleagues showing how they would teach certain topics'*
  - *'I'd be glad to contribute with mini sessions within meetings or see more formal presentations of best practice from other schools'*
- Content - a number commented more time should be spent on pedagogy and that the *'content should be rooted in research'*
- More external speakers/more time for discussion - this was quite divisive, members' responses ultimately suggest there needs to be a balance between the two:
  - *'Less presentations more discussion' 'More time to share best practice - don't always need a speaker'*
  - *'Meetings are most effective/useful when there is an external speaker rather than just a discussion which tends to lack focus and direction' 'More external CPD e.g. from exam boards'*
  - *'Outside speakers/vote on what practice is shared rather than just volunteering to ensure it is relevant to those that attend'*
- Specific to PE:
  - A number requested that discussion around fixtures/Sport Impact was kept very separate from SN meetings - allowing that time to focus on pedagogy/curriculum etc
- Location of in person meetings for practical subjects:
  - *'Have the meetings at different schools each time so that teachers can see facilities, equipment and resources each school has and get ideas'*
- Timing:
  - *'Meetings should take place during the school day' 'Don't put it on in the evenings. This is very difficult when we have childcare'*
  - *'Slightly shorter meetings - 2 hours is too long for any meeting' 'Very long meetings, we teach until 3.50pm and then a meeting straight away for 2 hours can be a lot'*
  - *'Start time should be delayed to 4.15pm'*



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### Recommendations for 2023/24:

- As agreed at SLTL, SN meeting 1 & 3 to be held in person at schools centrally located within the borough to reduce journey times and facilitate lift sharing. Meeting 2 will be held online.
- Via SLTL, all schools have been offered input from HEP to speak during internal ML meetings to raise awareness of what HEP is and does, as well as more specifics on SN. To aid new staff induction and remind existing staff, what SN are, and how to maximise the collaboration to benefit their department.
- To further build buy in and engagement, centralised communications from HEP will be targeted and timely. Both to assist the logistics planning in the run up to meetings, but also to share successes and best practice following meetings.
- Network specific WWW and EBI will be shared with SN Leads and their SLTL representatives in September to ensure that members' views are taken into account ahead of planning for 23/24.
- To continue to work with Leads and external speakers to ensure the impact of the budget spend is maximised e.g. by inviting more teachers to attend, and ensure sustainability by planning in the follow up meeting.
- Examiners feedback - HEP are intending to collate short feedback videos from as many teachers who marked during exam season 2023. This powerful insight is praised highly when teachers self identify and volunteer their feedback. However, a formalised offer would make this resource more widely available across a broader range of subjects.
- To continue to support SN communications outside of meeting dates, e.g. by setting up shared Google drives.
- A new SN for 2022/23 is a CPD Leads network. Fundamentally as an opportunity for those who Lead CPD internally to share best practice and collaborate as with all SN. However, from a strategic, HEP perspective the expertise in this group would hugely support the wider SN offer and Leads. For example by driving potential agenda suggestions, providing relevant research articles to bolster, or by providing training to Leads.





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## Appendix 1 - survey completion

### Members survey completion

147 surveys completed by the following subject areas.

(2021/22 - 94 surveys completed by members)

Subject	Number of returns	Subject	Number of returns
Business Studies	6	Maths	12
CEIAG	4	MfL	6
Computer Science	6	Music	7
Data Managers	3	PSHE	2
Drama	7	PE	12
DSL	7	Psychology	4
EAL	5	RE	6
English	6	Science	11
Film & Media	2	Sociology	3
Heads of 6th form	2	SENDSCO	7
Health & Social Care	2	Technology	8
History	12	Visual Arts	7

### Leads survey completion:

14 surveys completed in the following subject areas:

- EAL
- History
- Health and Social Care
- Sixth Form
- Music
- English
- CEIAG
- DSL
- SENDCo
- Film and Media Studies
- Technology
- Data Managers
- Science
- MFL



# Hounslow Education Partnership Secondary Subject Networks

## Appendix - 2

Activities per network - external speakers/conferences that funding was used for  
External partners are invited to many networks, e.g LBH staff, local universities

Network	Activities
Business & Economics	
CEIAG	n/a met once in June
Computing	
Data Managers	
Drama	CPD on sound design (November) and set design (June)
DSL	Speaker on Sexual abuse (June)
EAL	NALDIC membership (annual)
English	
Film & Media	BFI conference (June)
Geography	n/a met once in November
Heads of sixth	Speaker 'Leading an outstanding sixth for provision' (November)
Health & Social Care	
History	A level webinars and SHP conference (June)
Maths	Speaker on Leadership in Maths (June)
MFL	Speaker on new GCSE in languages (June)
Music	Specialised sound performance (Feb & May) Battle of the bands (June)
Physical Education	Moderation across multiple sports/sites (Feb)
PSHE/Citizenship/SMSC	PSHE Association membership (annual)
Psychology	
RE/Philosophy	Speaker on A level evaluative writing (June)
Science	STEM Ambassador (June - but cancelled last minute)
SENCO	
Sociology	
Technology	
Visual Arts	