



Hounslow Education Partnership
Secondary Subject Networks

Secondary Subject **Networks 2024/25** **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; 2024/25 was the third 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 2023/24 report?

As agreed with SLTL autumn and summer term meetings have been held in person and the spring term meeting online. Travel time continues to prove difficult for in person meetings, and the aim is to hold meetings at centrally located schools or rotate the venue. Thanks to those Leads from schools at either end of the borough who have been willing to travel to ease that for the majority.

HEP has continued to use shared agenda planning documents to ensure networks have ownership and autonomy. Communications at the start of each meeting cycle come centrally from HEP; to both reduce the burden on Leads but to also set out expectations, time scales and provide details on logistics with significant notice.

The Librarians' network was successfully launched this year. They met three times and are rotating between different Libraries to both see and hear the best practice sharing.

While not all, more networks now have a shared Google folder. These are used to varying degrees and rely on the engagement of members to upload resources and Leads to drive the initiative.

There have been significantly more external speakers within meetings this year, with representatives from AQA, OCR and Pearson joining various networks. There has also been significantly more money spent on external speakers/memberships and conferences. There have been more Academics from a wider variety of universities delivering keynotes also, such as UCL, Brunel, Royal Holloway and Roehampton. All networks met three times, with the exception of Visual Arts who were only able to meet once in the summer term once there was a new Lead in place. New networks were introduced mid year for Heads' PAs and HR Leads, both having met once in the summer term, bringing the total to 29 networks.

Other improvements/refinements adopted during 2024/25:

- Attendance observation reports were shared with SLTL following the autumn and spring SN meetings. To highlight which networks were particularly struggling with numbers and raise their profile.
- Deeper analysis of attendance data has uncovered where many staff are listed for 2 networks and therefore unable to attend both. Resulting in attendance being reported more accurately - see attendance overviews on pages 13-15.



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

	2022/23	2023/24	2024/25
Attendance at all of my meetings was high, apologies were sent when colleagues couldn't attend.	76.9%	60.0%	57.1%
Members' engagement within meetings is high, contributing ideas and sharing best practice.	92.3%	80.0%	85.7%
Members contribute to the direction of the meetings by adding agenda items or suggestions for discussion.	76.9%	46.7%	57.1%
Members communicate with each other outside of calendared meetings to ask questions.	61.5%	53.3%	50.0%
I have organised high quality and effective outside speakers or extra opportunities beyond the three calendared meetings.	46.2%	46.7%	64.3%
I feel supported in delivering my network by my in school SLTL representative.	69.2%	53.3%	78.6%

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

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

- *'Happy with the support given; much appreciated'*
- *'HEP are so supportive, constantly seeking opportunities for us to develop as a network'*

Attendance

Attendance continues to present a frustration to Leads, their feedback in the table above shows a downward trend in. Some are more acutely affected than others, these were highlighted to SLTL via the 'Attendance observations report' published alongside the overview following the November and March meetings.

- *'Staff need to buy in more'*
- *'Schools/SLT should ensure full attendance'*
- *'The main issue is increasing attendance - when members attend the contributions at the meeting are good and positive'*

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

- *'Having themes per meeting could be useful - in line with SIPs and would help to streamline agendas'*
- *'More guest speakers to enhance our drive to improve outcomes'*
- *'Inter departmental reviews, peer coaching cycles, or observations'*

What three words:

Whilst there were many very positive words chosen by Leads to describe Subject Networks such as *'innovative, dynamic, collaborative'*, others highlighted the extra lengths they go to, *'stressful'* and *'challenging (at times)'*.



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

Meeting content	2022/23	2023/24	2024/25
Subject Network meetings helped me develop links with colleagues from other schools.	90%	81%	82%
Subject Network meetings provided me with examples of best practice from other schools.	83%	85%	81%
Subject Network meetings gave me ideas for developing new approaches.	85%	85%	88%
Overall were effective and useful for my professional development	/	83%	87%

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?

As with previous years, many noted the value from sharing ideas and resources.

- *'Better informed on local offers and relevant organisations. Sharing resources, contacts and approaches'*
- *'Exchanging strategies, ideas and teaching materials'*

Those newer to the role or in smaller departments were especially grateful for the opportunity to collaborate.

Reassurance and solution finding also were common themes.

- *'This was my first meeting as I am new to the role. I found it incredibly useful and reassuring to meet the others and develop contacts'*
- *'Talking with like minded colleagues and not feeling so isolated So much to talk about and be inspired by'*
- *'We all have similar challenges but solve them in different ways. It's great to hear how other schools work and what works well for them'*

Members were grateful for their Leads:

- *'The effort our Lead puts into organising meetings and arranging speakers'*
- *'I appreciate that our Lead dived into SEN which was extremely helpful for me, thank you'*
- *'Our Lead provided supporting information and was open to ideas from anyone attending. She provided great snacks and was welcoming, there was a lovely supportive atmosphere in the room.'*

How can we improve Subject Network meetings for 2025/26? What would you like to see done differently, more or less of?

Among the pertinent suggestions for improvement below, there were many members (41) who said meetings were *'working well as they are'*, or requested *'more of the same - sharing ideas and resources'*.

- Meeting type - while not an explicit question, in person/online was mentioned by some. There was a mix of those who prefer one over the other (which were similar to responses in 23/24).
 - 11 said they preferred in person meetings
 - 18 said they would prefer online meetings



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- Attendance:
 - *'Ensuring more schools participate'*
 - *'Having more schools attending would help a lot'*
- Exam board specific sub groups and awareness of what agenda items are relevant to whom:
 - *'Utilise groupings of teachers who teach the same exam board/content to share thoughts together'*
 - *'Less KS5'*
 - *'More GCSE based content'*
- Meetings more led by members/more sharing:
 - *'More part sessions run by teachers with an area of expertise'*
 - *'More contributions from different schools'*
 - *'More centralised place for sharing ideas outside of SN meetings'*
- More external speakers/more time for discussion - as with most years, this was quite divisive. Members' responses ultimately suggest a balance between both allowing for expert voices and peer collaboration:
 - *'Having external experts to come in for talks was great'*
 - *'The print workshop was an excellent idea, it gave ideas to enrich our practice even after 28 years'*
 - *'External speakers are good for variety, but AQA/Pearson representatives were irrelevant when we were already started with the new spec, but the AI workshop was fab'*
 - *'More exam board speakers or examiners'*
 - *'If we have a visiting speaker, they should have a maximum slot of 20mins'*
- More engagement with LBH was mentioned by members of the DSL and SENDCO networks - with many having also noted that as something they appreciate from the meetings in their previous answer.
- Start time/meeting flexibility was mentioned by 8 respondents:
 - *'To have meetings within working hours'*
 - *'An earlier start time - 4.30pm start can create childcare issues'*
 - *'I've had to send a deputy as all meetings are on the same day as SLT so I have been unable to attend - a different day could work'*

As with previous years, feedback specific to each network will be shared with the Lead during their meeting on the 1st of October. This will also be shared with the SLTL link in that school so they are also aware. In launch emails to each network, their feedback will be acknowledged and where improvements are possible, identified. Where not possible (e.g. requests for meetings running during the school day) network members will be reminded logistical arrangements are agreed annually by SLTL, not decided by HEP, and concerns should be raised with their SLTL rep internally who can amend the contact list if necessary.



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Actions/Recommendations for 2025/26:

- The in person meeting start time is shifting slightly earlier to 4.15pm-5.45pm, as agreed by SLTL at their June '25 meeting. Still allowing for travel time but reducing the 'trapped time'. Earlier start was also mentioned by a number of member and Lead evaluation forms.
- Meeting in person in autumn and summer terms and online in the spring term was agreed by SLTL as the model for 25/26. In person meetings aiming to be held centrally or for venues to rotate was also agreed. HEP will produce a slide for SLTL to share within their internal middle leader meetings so all are aware of meeting logistics, procedures, shared document completion etc. from the outset. This messaging will then be repeated via communications directly from HEP to SN members.
- As agreed at SLTL in their June '25 meeting, the upcoming exam results feedback meeting in September '25 should be used to identify where successes can be fed back directly into Subject Network meetings. With SLTL support, highlighting who those specific colleagues are, and supporting this internally, greater partnership wide cascading will be possible.
- The suggestion from one of the Leads of having 'themes per meeting' will be raised with SLTL in September 2025 for discussion. While it would not be HEP's role to define these centrally, if SLTL were keen to incorporate this it would be timely to put it in place ahead of the cycle of SN meetings for 25/26.
- Within the Leads meeting (1/10/25) to focus on agenda planning and sharing best practice. Providing Leads with examples of agendas from a cross section of SNs to identify which discussion points are transferable. As well as network specific WWW and EBI for Leads to carefully consider the wants and needs specific to their group.
- To further embed relationships between the DSL and incoming SENDCO Leads with their corresponding colleagues at LBH to ensure attendance, input and sharing where relevant at SN meetings.
- The process for gathering rsmps and recording those will be reconsidered. With the aim that Leads only have to refer to one document rather than both a Google sheet (for the register only shared with the Lead) and a Google doc (where rsmps and agenda suggestions are listed by members).



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Appendix 1 - survey completion

Members survey completion

193 surveys completed by the following subject areas.

(2022/23 - 147 surveys completed by members, in 2023/24 - 173 surveys completed by members)

Subject	Number of returns	Subject	Number of returns
Business Studies	8	Librarians	4
CEIAG	6	Maths	13
Computer Science	11	MfL	7
CPD Leads	10	Music	5
Data Managers	8	PE	9
Drama	5	PSHE	8
DSL	7	Psychology	4
EAL	6	RE	7
English	11	Science	6
Film & Media	3	SEND/CO	11
Geography	2	Sociology	5
Heads of 6th form	6	Technology	9
Health & Social Care	2	Visual Arts	13
History	7		

Leads survey completion: 14 surveys completed in the following subject areas:

Business & Economics	DSL	Maths
CEIAG	Film & Media	MFL
Computing	Geography	PSHE
CPD Leads	HO6th	Psychology
Data Managers	Health & Social Care	



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Appendix 2 - Activities per network

Network	Activities
Business & Economics	
CEIAG	Unifrog, West London Careers Hub, various LBH
Computing	
CPD Leads	External Speaker (March)
Data Managers	LBH colleagues where relevant
Drama	
DSL	Andrew Hall cross phase webinar (Nov)
EAL	Naldic membership (annual) Subsidised conference tickets (July)
English	
Film & Media	Keynote from Senior Lecturer in Film Production Roehampton Uni (Nov)
Geography	Author ('Africa is not Country') keynote (Nov) UCL Professor Disasters (March)
Heads of sixth	
Health & Social Care	OCR Subject Expert (June)
History	Conference tickets (Feb) Historical Association cross phase speaker (June)
Librarians	School Librarian Association membership (until July 2026)
Maths	Pearson input (Nov & March) Maths Feast yr 10 competition (March)
MFL	AI workshop (June)
Music	Battle of the bands (June)
Physical Education	AQA GCSE input & OCR Subject Advisor (Camb Nat) (March), KS4 curriculum (June)
PSHE/Citizenship/SMSC	PSHE Association membership (annual)
Psychology	Keynote Educational A* in Psychology (March)
RE/Philosophy	Professor Bob Bowie (June) Christ Church Canterbury University
Science	AQA Subject Support Manager - post exams feedback (Nov)
SENDCO	LBH colleagues where relevant
Sociology	Brunel University speakers 'Apocalyptic Narrative' & 'Migration Menu' (March)
Technology	
Visual Arts	Printmaking workshop (June)



CREATIVE

FRIENDLY

FRUITFUL

INSIGHTFUL

CPD

DISCURSIVE

FOCUSED

MOTIVATING

DIVERSE

COMMUNAL

PURPOSEFUL

PROVOCATIVE

SOLIDARITY

ENTHUSIASTIC

DISCUSSION

RESEARCH-BASED

GREAT

EXCITING

SAFE

COLLEAGIAL

SUPPORTIVE

INNOVATIVE

SOCIAL

TEAMWORK

CONNECTING

RESEARCHED

NON-JUDGMENTAL

FANTASTIC

PRACTICAL

WORTHWHILE

COMFORTING

ENCOURAGING

ENGAGING

USEFUL

KIND

EFFICIENT

BENEFICIAL

INTERACTIVE

INFORMATIVE

INTERESTING

COLLABORATIVE

INSPIRING

REASSURING

PROFESSIONAL

POSITIVE

NETWORK

OPEN

RESOURCES

THOROUGH

DETAILED

IMPROVED

ESSENTIAL

TARGETED

REFLECTIVE

AMBITIOUS

WELCOMING

VALUABLE

INSTRUCTIVE

THOUGHT-PROVOKING

RELEVANT

PRODUCTIVE

RELAXED

ENJOYABLE



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Appendix 4 - Spend per network per meeting

Values highlighted indicate spend on **speaker/conference/memberships** - all Leads were advised at the start of the year there was £500 budget available per network
Other values are for refreshments for in person meetings

Network	Lead	School	Meeting 1 (in person)	Meeting 2 (online)	Meeting 3 (in person)	TOTAL
Business & Economics	Sukhjivan Kaur	Heathland	46.22			
CEIAG	Anne-Marie Laing	Heston	50.00		50.00	
CPD Leads	Laura Lane	I&S	42.06	350	48.18	
Computing	Andrew Asante	Logic	38.50		38.50	
Data Managers	Karen West	Springwest	13.94		(LBH hosted)	
Drama	Ellie Rouse	St Marks	50.00		33.67	
DSL	Georgia Strong	Reach	(online)	49.50	19.25	
EAL	Louise Black	Kingsley	100 + 50		200 (online)	
English	Evelyn Books	Cranford	50		74.92	
Film & Media	Tim Holloway	Brentford	150+ 50		50.00	
Geography	Rebekah Martin	Chiswick	(online)	56.30	34.00	
Heads of sixth	Ingrid Hall	Heston	50.00		50.00	
Health & Social Care	Maya Williams	Brentford	45.87	21.65	25.63	
History	Sam Jones	Bolder	42.00	100	300 (online)	
Librarians	Emma Gray	TGSG	50.00	70	654 + 48.18	
Maths	Jonny Mitchell	Reach	42.06	75.00	34.00	



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MFL	Horacio Quintana	Lampton	51.14		700 + 83.64	
Music	Monica Esslin-Peard	Gumley	25.00		(UWL hosted)	
Physical Education	Stuart Howkins	Heston	50.00	75	100 + 50	
PSHE/Citizenship/SMSC	C. Walsgrove/E. Grantham	Heathland/Reach	13.80		(online)	
Psychology	Sophie Parker	Chiswick	50.00	300	50.00	
RE/Philosophy	Baldeep Kaur	Heathland	42.32		(online)	
Science	C. Green/D. George	Chiswick/Gumley	42.00		79.36	
SENCO	K. Collins & C. Atkin	Gumley & I&S	25.00	50.87	48.18	
Sociology	Tanya Anderson	Lampton	17.60			
Technology	Nadia Mostafa	TGSG	50.00		50.00	
Visual Arts	Stephy Winn	Gumley	n/a	n/a	500.00 + 74.92	
Subject Network Leads meeting		I&S (host)	68.45	n/a	n/a	
			Spend on speakers/conferences/memberships:			£3529.00
			Spend on refreshments:			£2321.71
			Total spend			£5850.71

N.b. Not all schools invoiced HEP to be reimbursed for refreshments during in person meetings, hence some blanks, despite the meeting having been held in person. Others were moved to be online.

2023/24 total spend on speakers/conferences/memberships was £1565.00 and on refreshments was £1179.11 (based on invoices received by end of August '24).

School	Business & Economics	CEIAG	CPD Leads	Computing	Data Managers	Drama	EAL	English	Film & Media	Geography	Heads of Sixth	Health & Social Care	History	Librarians	MFL	Maths	Music	PSHE/Citizenship/SMSC	Physical Education	Psychology	RE/Philosophy	SENCO	Science	Sociology	Technology	network membership	attended	% attended	
Bolder	n/a	Yes	Yes	No	Apols	No	No	Apols	n/a	Apols	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Apols	Yes	Yes	n/a	No	20	12	60%	
Brentford	No	Yes	Yes	n/a	No	Yes	No	Yes	Yes	No	Yes	Yes	Apols	Yes	Yes	Yes	Apols	n/a	Apols	Yes	No	Yes	Yes	No	Yes	23	14	61%	
Chiswick	Yes	Apols	Yes	Apols	Yes	No	Yes	Apols	n/a	Yes	Yes	n/a	Yes	n/a	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	22	16	73%	
Cranford	No	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Apols	Yes	n/a	Yes	n/a	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	No	n/a	22	14	64%	
Gumley	Yes	Apols	Yes	Yes	Apols	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Apols	No	24	19	79%	
Gunnersbury	Yes	Apols	Apols	Yes	Apols	n/a	Yes	Yes	n/a	Yes	Yes	n/a	Yes	n/a	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	n/a	Yes	20	16	80%	
Heathland	Yes	Apols	Yes	Yes	Yes	Yes	n/a	Yes	n/a	Yes	Yes	n/a	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	22	20	91%	
Heston	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Apols	No	Yes	23	20	87%	
I&S	Yes	Yes	Yes	Yes	Yes	Apols	Apols	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Apols	n/a	Yes	Yes	Yes	Yes	23	20	87%	
Kingsley	No	No	Apols	No	Yes	Yes	Yes	Apols	n/a	Yes	No	n/a	No	n/a	Yes	No	Yes	Apols	Yes	Yes	No	Yes	Apols	Apols	No	22	9	41%	
Lampton	Yes	Yes	Yes	Yes	No	No	Apols	n/a	n/a	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	Apols	Yes	No	23	16	70%	
Logic	Yes	n/a	n/a	Yes	n/a	n/a	n/a	Yes	n/a	n/a	Yes	n/a	n/a	n/a	n/a	Yes	n/a	Yes	n/a	Yes	n/a	Yes	Yes	n/a	n/a	9	9	100%	
Nishkam	n/a	n/a	n/a	No	n/a	Yes	n/a	No	n/a	Yes	No	n/a	Yes	No	Apols	Yes	Yes	n/a	Apols	Yes	Yes	No	Yes	n/a	No	16	8	50%	
Reach F	Yes	Apols	No	n/a	Yes	n/a	n/a	Yes	n/a	Yes	Yes	n/a	Yes	n/a	Yes	Yes	n/a	Apols	Yes	n/a	No	Yes	Yes	n/a	n/a	15	11	73%	
Reach HP	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Apols	n/a	n/a	n/a	n/a	n/a	n/a	Apols	Apols	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Apols	n/a	n/a	5	1	20%
Springwest	n/a	Yes	Yes	n/a	Yes	No	n/a	Yes	n/a	Yes	n/a	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	Apols	Yes	n/a	Yes	16	14	88%	
St Marks	Apols	Yes	No	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	n/a	Yes	n/a	No	Yes	Yes	No	Yes	Yes	Apols	Yes	Yes	Apols	Yes	23	16	70%	
TGSG	Yes	Yes	Yes	Yes	n/a	No	No	Apols	n/a	n/a	Yes	Yes	No	Yes	Yes	Yes	Apols	n/a	Yes	Yes	Apols	Yes	Yes	No	Yes	21	14	67%	
TGSB	No	Yes	No	Apols	No	Apols	Yes	Yes	n/a	Yes	n/a	n/a	Yes	n/a	Yes	Yes	Yes	Yes	Yes	n/a	Apols	Yes	Yes	n/a	No	19	12	63%	
Woodbridge	n/a	Yes	n/a	n/a	Apols	n/a	n/a	No	n/a	Yes	n/a	n/a	Apols	n/a	n/a	No	n/a	Yes	No	n/a	n/a	No	Yes	n/a	Yes	11	5	45%	
																										68%			
network size	15	17	16	15	16	15	12	19	5	17	16	4	18	10	18	20	16	16	18	14	15	20	20	11	16				
attended	10	10	11	10	8	8	6	12	5	14	14	3	14	9	13	16	11	10	15	13	8	16	16	4	10				
% attended	67%	59%	69%	67%	50%	53%	50%	63%	100%	82%	88%	75%	78%	90%	72%	80%	69%	63%	83%	93%	53%	80%	80%	36%	63%	70%			

Subject Network meetings
Tuesday 12th November 2024

n/a Not a member of the network
n/a An 'email only' member of the network



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School	Business & Economics	CEIAG	CPD Leads	Computing	DSL	Data Managers	Drama	EAL	English	Film & Media	Geography	Heads of Sixth	Health & Social Care	History	Librarians	MFL	Maths	Music	PSHE/Citizenship/SMSC	Physical Education	Psychology	RE/Philosophy	SENCO	Science	Sociology	Technology	network membership	attended	% attended
Bolder	n/a	Yes	No	No	No	Apols	No	No	Yes	n/a	No	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Apols	Apols	Yes	n/a	Yes	21	12	57%
Brentford	Yes	Yes	Yes	n/a	Yes	No	Apols	Yes	Yes	Yes	No*	Yes	Yes	Yes	No	Yes	Yes	Apols	No*	Yes	Yes	No	Yes	Yes	Apols	Yes	23	17	74%
Chiswick	Yes	Yes	Yes	Yes	Yes	Yes	Apols	Yes	Yes	n/a	Yes	Yes	n/a	Yes	n/a	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	23	21	91%
Cranford	Yes	Apols	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Apols	n/a	Apols	n/a	Yes	Yes	No	No	Yes	Yes	Yes	Apols	No	Yes	n/a	23	14	61%
Gumley	No	Apols*	Yes	Yes	Yes	No	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Apols	No	24	18	75%
Gunnersbury	Apols	Apols*	Apols	Yes	Yes	No	n/a	Yes	Yes	n/a	Yes	Apols	n/a	Yes	n/a	Yes	Yes	Apols	Yes	Apols	Yes	Yes	Yes	Yes	n/a	Yes	20	14	70%
Heathland	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	n/a	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Apols	Yes	24	22	92%
Heston	Yes	Yes	Apols	Yes	Apols	Yes	n/a	Yes	Yes	n/a	Yes	Yes	n/a	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Yes	22	19	86%
I&S	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	n/a	No	Yes	Yes	Apols	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Apols	Yes	24	19	79%
Kingsley	Apols	No	No	No	No	No	Yes	Yes	No	Yes	No	Yes	n/a	Yes	n/a	No	No	Yes	Yes	Yes	Apols	Apols*	Yes	No	No	Yes	24	10	42%
Lampton	Yes	No	Apols	Yes	Yes	Apols	Apols	Yes	Yes	n/a	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	25	19	76%
Logic	Yes	Yes	Apols*	Yes	Apols*	n/a	n/a	n/a	Yes	n/a	n/a	Yes	n/a	Apols*	n/a	n/a	Yes	n/a	Yes	n/a	Yes	n/a	Yes	Yes	Apols*	n/a	10	10	100%
Nishkam	n/a	n/a	No	Yes	n/a	n/a	Apols	n/a	No	n/a	Yes	No	n/a	Yes	No	No	No	Apols	n/a	No	Yes	Yes	Apols	No	n/a	Yes	17	6	35%
Reach F	Yes	Yes	Yes	n/a	Yes	Yes	n/a	n/a	Yes	n/a	Apols	Yes	n/a	Yes	n/a	Yes	Yes	n/a	Apols	Apols	n/a	No	Yes	Yes	n/a	n/a	16	12	75%
Reach HP	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes	n/a	n/a	n/a	n/a	n/a	No	Apols	n/a	n/a	5	3	60%
Springwest	n/a	Apols	Yes	n/a	Yes	Yes	No	n/a	Yes	n/a	Yes	n/a	n/a	Yes	Yes	Yes	Yes	No	Yes	Yes	n/a	n/a	Yes	Yes	n/a	Yes	17	14	82%
St Marks	No	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Yes	n/a	Yes	Yes	No	Apols	Yes	Yes	No	Yes	Yes	No	Yes	24	18	75%
TGSG	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	n/a	Apols	Yes	Yes	No	Yes	Yes	Yes	Yes	n/a	Yes	No	Apols	Yes	Yes	Yes	Yes	24	18	75%
TGSB	Yes	Yes	No	No*	Apols	Yes	Yes	n/a	Yes	n/a	No	n/a	n/a	Yes	n/a	No	Yes	Apols	Yes	Yes	n/a	Apols	Yes	Yes	n/a	Yes	19	12	63%
West Thames	n/a	No	n/a	Yes	No	n/a	No	No	No	No	n/a	n/a	Yes	n/a	n/a	n/a	Apols	No	n/a	No	n/a	n/a	Apols	Yes	n/a	n/a	13	3	23%
Woodbridge	n/a	Yes	n/a	n/a	n/a	Yes	n/a	n/a	No	n/a	Apols	n/a	n/a	Apols	n/a	n/a	Yes	n/a	Yes	No	n/a	n/a	Yes	Yes	n/a	Yes	11	7	64%
69%																													
network size	15	17	17	15	17	17	15	13	21	7	17	16	5	18	10	18	21	17	16	19	14	14	21	21	10	16			
attended	11	12	10	13	11	7	8	9	17	6	11	12	4	13	8	14	17	7	13	14	12	7	16	17	4	15			
% attended	73%	71%	59%	87%	65%	41%	53%	69%	81%	86%	65%	75%	80%	72%	80%	78%	81%	41%	81%	74%	86%	50%	76%	81%	40%	94%	71%		

* members who opt in on email only basis therefore do not count within attendance

Subject Network meetings
Tuesday 11th March 2025



Hounslow Education Partnership
Secondary Subject Networks

	Business & Economics	CEIAG	CPD Leads	Computing	DSL	Data Managers	Drama	EAL	English	Film & Media	Geography	Heads of Sixth	Health & Social Care	History	Human Resources	Librarians	MFL	Maths	PSHE/Citizenship/SMSC	Physical Education	Psychology	RE/Philosophy	SENCO	Science	Sociology	Technology	Visual Arts				
Bolder	n/a	No	No	No	Yes	No	No	No	No	n/a	Yes	Yes	n/a	Yes	No	Apols	Yes	Yes	Yes	Yes	Yes	No	Apols	Apols	n/a	No	No				
Brentford	Yes	Yes	Yes	n/a	Yes	Yes	Apols	Yes	Yes	Yes	No*	Yes	Yes	Yes	Yes	No	Yes	Yes	Apols*	Apols	Yes	Apols	Yes	Apols	Apols	Yes	Yes				
Chiswick	Apols	No	Apols	Apols	Apols	Yes	Apols	Yes	Yes	n/a	Yes	Yes	n/a	Yes	n/a	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				
Cranford	Apols	Apols	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Apols	Apols	n/a	Yes	n/a	n/a	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes	n/a	Yes				
Gumley	Yes	Apols*	Yes	Yes	Yes	No	Apols	n/a	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Apols	Yes	Yes	Yes	Yes	Apols	Yes	Yes				
Gunnersbury	Apols	Apols	Apols	Apols	Yes	Yes	n/a	Apols	No	n/a	Yes	Yes	n/a	Apols	n/a	n/a	Yes	Apols	Yes	Yes	Yes	Yes	Apols	Yes	n/a	No	Yes				
Heathland	Yes	Yes	Yes	Yes	Yes	Yes	No	No*	Yes	n/a	Yes	No	n/a	Yes	n/a	Yes	Yes	Apols	Apols	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				
Heston	Yes	Yes	Yes	Yes	No	Yes	n/a	Yes	Yes	n/a	Yes	Yes	n/a	Yes	Yes	Apols	Yes	No	Yes	Yes	Apols	No	Yes	Yes	n/a	Yes	Yes				
I&S	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Apols	n/a	Yes	Yes	Yes	Yes	No	Yes	Yes	Apols	n/a	Yes	Yes	Yes	Yes	Yes				
Kingsley	No	No	No	No	Yes	No	Yes	Yes	Apols	Yes	No	Yes	n/a	No	n/a	n/a	Yes	Yes	Yes	Yes	No	Apols*	Yes	No	n/a	Yes	Yes				
Lampton	Yes	Yes	Yes	Yes	Yes	Apols	No	Apols	No	n/a	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				
Logic	Yes	Apols*	Apols*	Yes	Yes	Yes	n/a	n/a	Apols	n/a	n/a	Yes	n/a	Apols*	Yes	n/a	n/a	Yes	Yes	n/a	n/a	n/a	Yes	Yes	n/a	n/a	n/a				
Nishkam	n/a	n/a	No	No	n/a	n/a	Apols	n/a	No	n/a	Yes	No	n/a	Yes	n/a	Apols	Yes	Yes	n/a	Yes	Apols	Yes	No	No	n/a	Yes	Yes				
Reach F	Yes	Apols	Apols	No	Yes	Yes	n/a	n/a	Yes	n/a	Yes	No	n/a	Yes	n/a	n/a	Yes	Yes	Yes	Yes	n/a	No	No	Yes	n/a	n/a	Yes				
Reach HP	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	Apols	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Apols	n/a	n/a	n/a	n/a	No	Apols	n/a	n/a	n/a				
Springwest	n/a	Apols	Apols	n/a	Yes	Yes	No	Yes	Yes	n/a	Yes	n/a	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Yes	n/a	Yes	Yes				
St Marks	Apols	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	Yes	n/a	n/a	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes				
TGSG	No	Yes	Apols	No	Yes	No	No	No	Yes	n/a	No	Yes	Yes	Apols	n/a	Yes	Yes	No	No	Apols	No	No	No	Yes	Apols	Yes	No				
TGSB	No	Yes	Yes	No	Apols	No	No	n/a	Yes	n/a	No	n/a	n/a	No	n/a	Yes	Yes	No	Yes	Apols	n/a	No	No	Apols	n/a	No	No				
West Thames	n/a	Yes	n/a	No	n/a	n/a	n/a	No	n/a	Yes	n/a	n/a	No	n/a	n/a	n/a	n/a	No	n/a	n/a	n/a	n/a	No	No	n/a	n/a	n/a				
Woodbridge	n/a	Yes	n/a	n/a	n/a	Apols	n/a	n/a	Apols	n/a	No	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Apols	n/a	n/a	No	No	Yes	n/a	Yes	No				
**		**										**										**									
network size	15	16	17	17	18	16	14	13	20	7	17	16	5	17	6	10	18	21	17	17	14	16	21	21	9	16	18				
attended	8	9	8	8	13	8	4	8	12	7	11	11	4	13	5	6	18	12	12	13	9	9	11	14	5	13	14				
% attended	53%	56%	47%	47%	72%	50%	29%	62%	60%	100%	65%	69%	80%	76%	83%	60%	100%	57%	71%	76%	64%	56%	52%	67%	56%	81%	78%	65%			

network membership	attended	% attended
23	9	39%
23	17	74%
23	17	74%
23	14	61%
24	20	83%
20	11	55%
23	19	83%
23	18	78%
25	21	84%
22	12	55%
25	21	84%
11	10	91%
17	8	47%
18	12	67%
6	2	33%
20	17	85%
24	19	79%
25	9	36%
20	6	30%
8	2	25%
11	4	36%
		62%

* Network members that are email only/listed for two networks so therefore can't attend

** Networks where trust wide staff attend for TGST and/or TPET (Logic & Springwest)

Subject Network meetings
Tuesday 24th June 2025



Hounslow Education Partnership
Secondary Subject Networks



Hounslow Education Partnership Secondary Subject Networks

Subject Network meeting attendance - Tuesday 12th November 2024

Observations from the attendance overview

The following trends and patterns were noted in the overview of the SN meeting attendance data. They are being highlighted with a view to ensuring the Leads for these networks continue to feel valued. The time invested in planning and preparing for SN meetings is given voluntarily by the SN Leads for the benefit of all in the partnership. To enable smaller networks to thrive there needs to be a collective commitment to attending the meetings, this can only be achieved with clarity around who should be listed to attend them.

Subject	Number attended (%)	Number of members	Apologies sent	No show
Sociology	4 attended (36%)	11 members	3 apols	4 no shows
Many members are HOD Psychology and Sociology, and therefore listed for both networks. Many opt to go to the Psychology meeting (93% attendance, only one absent who sent apols).				
Data Managers	8 attended (50%)	16 members	4 apols	4 no shows
For in person meetings the attendance is lower historically. The meeting happens during the afternoon.				
EAL	6 attended (50%)	12 members	3 apols	3 no show
Working days are an issue for some members who are part time and therefore unavailable on a Tuesday. ACTION: EAL SN Lead to investigate alternating the day to maximise attendance SENDCO listed for both EAL and SENDCO network for a number of schools.				
Drama	8 attended (53%)	15 members	2 apols	5 no shows
Professional courtesy of sending apologies in advance is not being extended to the Lead by all. All Drama members are only listed for that network.				
RE	8 attended (53%)	15 members	4 apols	3 no shows
One member is listed for both RE and PSHE.				
PSHE	9 attended (53%)	17 members	4 apols	4 no shows
PSHE members are listed for more than one network.				
CEIAG	10 attended (59%)	17 members	5 apols	2 no shows
CEIAG Leads listed for more than one network.				

Next steps for SLTL representatives to support SN Leads:

Updates to school lists will be requested from SLTL in early January ahead of SN meetings on Tuesday 11th of March.

- Staff should only be listed for one network, if there is no one to deputise then either remove or list the member as '*email only*' in contact type and they will be removed from the attendance summary.
- Deputies (especially for Sociology and other smaller networks to boost numbers) could be teachers (as long as they are willing to contribute and be actively involved) and listed for that network.
- If staff intend to alternate (e.g. with Sociology and Psychology or PSHE and RE) this needs to be made clear via the shared documents to the Leads of both networks for each meeting. If they will always attend one they need to be listed as '*email only*' on the other.
- Please remind colleagues to send apologies if unable to attend as a professional courtesy
- Please check with your Data Manager if they intend to attend. These meetings are opt in, and if they do not wish to please remove them from the list.
- If childcare prevents attendance that person should be removed from the network list and an alternative name added or the school removed entirely from that network

Subject Networks grouped by attendance

60% or lower attendance	61-69% attendance	70% or higher attendance
7 networks: • CEIAG • Data Managers • Drama • EAL • PSHE • RE/Philosophy • Sociology	6 networks: • Business & Economics • CPD Leads • Computing • English • Music • Technology	12 networks: • Film & Media • Geography • Heads of Sixth • Health & Social Care • History • Librarians • MFL • Maths • PE • Psychology • SENDCO • Science
N.b. for all of the above, networks are listed in alphabetical order, not from least to most. DSL not included in this data as the online webinar was externally delivered Visual Arts network is not included in this data as there is currently no Lead in place.		



**Secondary
Subject
Networks**



Hounslow Education Partnership Secondary Subject Networks

Subject Network meeting attendance - Tuesday 11th March

Observations from the attendance overview

The following trends and patterns were noted in the overview of the SN meeting attendance data. They are being highlighted with a view to ensuring the Leads for these networks continue to feel valued. The time invested in planning and preparing for SN meetings is given voluntarily by the SN Leads for the benefit of all in the partnership. To enable smaller networks to thrive there needs to be a collective commitment to attending the meetings, this can only be achieved with clarity around who should be listed to attend them. The below highlights differences between November and March SN meetings. For the seven networks listed below, the November meeting was in person and the March meeting was online.

Subject	Number attended (%)	Number of members	Apologies sent	No show
The below networks showed similar attendance levels regardless of in person/online meeting.				
Sociology - Nov	4 attended (36%)	11 members	3 apols	4 no shows
Sociology - March	4 attended (40%)	10 members	4 apols	2 no shows
Data Manager - Nov	8 attended (50%)	16 members	4 apols	4 no shows
Data Manager - March	7 attended (50%)	17 members	3 apols	7 no shows
Drama - Nov	8 attended (53%)	15 members	2 apols	5 no shows
Drama - March	8 attended (53%)	15 members	4 apols	3 no shows
RE - Nov	8 attended (53%)	15 members	4 apols	3 no shows
RE - March	7 attended (50%)	14 members	4 apols	3 no shows
The below networks showed an improvement in attendance from November to March meetings				
PSHE - Nov	9 attended (53%)	17 members	4 apols	4 no shows
PSHE - March	13 attended (81%)	16 members	2 apols	2 no shows
CEIAG - Nov	10 attended (59%)	17 members	5 apols	2 no shows
CEIAG - March	12 attended (71%)	17 members	4 apols	3 no shows
EAL - Nov	6 attended (50%)	12 members	3 apols	3 no shows
EAL - March	9 attended (69%)	13 members	0 apols	4 no shows

Meetings which showed a drop in attendance from November to March:

- CPD Leads, Music, Geography

Overall there were more networks with 70% or higher attendance in March compared to November.

Next steps for SLTL representatives to support SN Leads:

Updates to school lists will be requested from SLTL in late April ahead of SN meetings on Tuesday the 24th of June.

- Please ensure the date is within internal calendars to avoid clashes as far as possible with late summer term activities/trips etc.
- Staff should only be listed for one network, if there is no one to deputise then either remove or list the member as '*email only*' in contact type and they will be removed from the attendance summary.
- Deputies (especially for Sociology and other smaller networks to boost numbers) could be teachers (as long as they are willing to contribute and be actively involved) and listed for that network.
- Please remind colleagues to send apologies if unable to attend as a professional courtesy
- Please check with your Data Manager if they intend to attend. These meetings are opt in, and if they do not wish to please remove them from the list.
- Please check with your Drama/RE/Sociology HODs - is there anything specific preventing attendance? Is there something that could be changed in the planning/content of the meetings that would further encourage attendance?

Subject Networks grouped by attendance

60% or lower attendance		61-69% attendance		70% or higher attendance	
November	March	November	March	November	March
7 networks:	6 networks:	6 networks:	3 networks:	12 networks:	17 networks:
CEIAG Data Managers Drama EAL PSHE RE/Philosophy Sociology	CPD Leads Data Managers Drama Music RE/Philosophy Sociology	Business & Economics CPD Leads Computing English Music Technology	DSL EAL Geography	Film & Media Geography Heads of Sixth Health & SC History Librarians MFL Maths PE Psychology SENDCO Science	Business & Economics CEIAG Computing English Film & Media Heads of Sixth Health & SC History Librarians MFL Maths PSHE PE Psychology SENCO Science Technology
N.b. for all of the above, networks are listed in alphabetical order, not from least to most. DSL not included in November data as the online webinar was externally delivered Visual Arts network is not included in this data as there is currently no Lead in place.					



**Secondary
Subject
Networks**