



Hampshire
County Council

Improvement and
Advisory Service

HIAS SERVICES FOR SCHOOLS

Professional support for secondary schools in Hampshire

Bespoke support and professional subject networks 2024-25

Version 2

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Positive, proactive and timely support for secondary school improvement

Hampshire has a significant school improvement service – Hampshire Inspection and Advisory Service (HIAS) – with a proven track record in working effectively with schools to secure better outcomes for children and young people. A number of the HIAS team are also members of the Association of Education Advisers (AoEA). [Association of Education Advisers | Home \(aoea.co.uk\)](http://aoea.co.uk)

Working closely with all Hampshire schools, HIAS recognises the many challenges and risks faced by secondary schools and their leaders including the changing curriculum, reviewed progress and attainment measures, recruitment and retention issues, the changing social and emotional needs of pupils, and the revisions to the Ofsted framework.

We use this knowledge and our close relationships to ensure that our work is relevant and responsive, but also professionally challenging.

Who is in the Secondary Team?

Our team includes current County School Improvement Managers (SIMs), and General Inspectors/Advisers who between them can work with schools on: English; mathematics; science; computing; history; geography; art; religious education (RE); modern foreign languages (MFL); design and technology (D&T); music; physical education (PE); all aspects of personal development; personal, social, health and economic education (PSHE); data and curriculum; improving outcomes for vulnerable pupils; special educational needs (SEN); safeguarding; finance; and middle and senior leadership development. Our team includes those who were formerly secondary headteachers, and senior leaders. Where a subject is not covered from within the team, SIMs can broker support and set up links to ensure the full range of identified needs can be met.

The team is supported by Tania Harding, Kate Broadribb and Mark Kingswood as School Improvement Managers (secondary) with Beverley Murtagh, Helen Dear and the wider secondary inspectors/advisers holding subject roles.

This team offers support and challenge in addressing a number of key, core areas that must be in place to ensure that schools are healthy and strategic in their work.

What are the core principles of our work?

Our work with schools is based on the premise that effective school improvement is founded upon a shared understanding of what needs to be developed and why. At the heart of this lies the process of school self-evaluation and the constant questioning of leaders and the way in which they therefore engage “external eyes”. We understand that the skill of school improvement lies with the fact that it is context specific. There is no “one size fits all” approach; no neat checklist. In understanding the context and working through and developing the most appropriate strategy for the school, positive change is supported.

We are strongly committed to the core principles that underpin the work with our secondary schools and ensure that those working together are well briefed, liaise closely with each other and with school leaders, and offer a professional, challenging and responsive approach. We have high expectations of ourselves.

Our principles in working in schools are aligned to the County Council’s core values of demonstrating:

- Integrity and respect
- Professionalism
- Continuous improvement
- Working as one organisation
- Making a difference.

These principles underpin our work and are reflected in our work in schools through:

Excellence

Having a shared commitment to provide expert challenge and support for all secondary schools and to work with them to achieve high expectations and ambitious outcomes for all pupils.

For everyone

A belief that every member of the HIAS workforce can and will develop the knowledge, skills, qualities and understanding to work effectively and in successful professional partnership with leaders, teachers and others in secondary schools.

Resilience and sustainability

A conviction that effective professional services for secondary schools cannot exist in isolation, require a pervasive culture of scholarship underpinned by a track record of robust evidence and expertise, and must seek out, harness and develop talent within services and schools.

Diversity and skills

A strong respect for the diversity and breadth of expertise, the skills, the specialist and general knowledge of individual members of both the HIAS and wider school workforces, and the collective power of that knowledge and experience.

Professionalism

The provision of robust and clearly understood operating procedures and systems which enable effective, collaborative and timely action and ensure that all professionals are held to account.

What bespoke support can we provide for your school?

Working with many schools both within and external to Hampshire, we have successfully delivered a number of bespoke programmes. All of our work links to current research and key thinking, as well as to the most recent Ofsted guidance and framework, with reference to schools' experiences.

As well as reviewing the curriculum mapping at Key Stages 3 and 4, and aligning the whole school assessment approaches, the bespoke support to schools has included:

Whole school self-evaluation and quality assurance:

We will deliver a bespoke two-day schedule to evaluate the quality of learning, the impact of the school's work and leadership, and a rigorous evaluation of whole school effectiveness, identifying critical actions for improvement, and leaving you with a summary report and outline actions

Whole school teaching and learning development:

Through a strategic whole school development programme, we will work with your school's teaching and learning lead to support your development of a clearly defined and robust improving teaching programme, guiding and coaching specific staff and placing high-quality teaching at the centre of your school's focus

Whole school action planning: Does your school improvement plan have impact?

Does it succinctly and sharply identify the key strategies required to secure improvement? Does it enable you to lead your staff in the core priorities and your governing body to undertake their role? Are you clear how to clarify the success criteria and milestones? We can provide support with this.

Curriculum area reviews and structured subject improvement planning:

A bespoke evaluation of specific subject and/or a department's health can support a revised approach to improvement of a subject, including a focus on the quality of teaching, the organisation of the curriculum and aspects of its leadership and management

Data management advice and structuring:

We can support your school in reviewing the use of data to include its collection and subsequent analysis, supporting both the awareness of progress and attainment in subjects but also of all pupil groups, towards setting meaningful targets

Pupil Progress Review Meetings (PPRM) with impact:

It is critical to ensure that PPRMs are robust, involve key pupils and key staff and lead to a revised approach in working with pupils, in order to close progress gaps. We can support the development of these meetings with several different models and approaches

Pupil Premium reviews:

HIAS can undertake a review of your provision for meeting the needs of pupils in receipt of Pupil Premium funding, providing you and your governing body with a formal report and strategies to strengthen both provision and outcomes

Meeting the needs of disadvantaged pupils:

HIAS has worked extensively with wider professionals and organisations, including Durrington Research School, a range of other local authorities and commissioned work alongside Marc Rowland to support schools in raising outcomes for pupils who are disadvantaged. Members of HIAS can support your school in exploring the issues and in developing a school specific approach to improve provision and outcomes.

Evaluating your safeguarding culture and practices

HIAS can support your safeguarding evaluation in respect of the culture of your school and the processes you have in place; we will draw from statutory documentation and guidance, as well as provide advice around good practice

Middle and senior leadership development:

Whilst there are a number of external courses and seminars that support leadership improvement, some schools look to develop an in-house improvement offer led by a HIAS leader and shaped to your specific context and your current staff skills. We can plan this with you, delivering a series of sessions in your school, blending instructional and coaching approaches, and supported by practical relevant development tasks

Advising on affordable staffing structures:

Budget challenges placed alongside curriculum requirements can create considerable tension in schools, in a particularly complex field. We can work with you and your governing body or senior team to help ensure that your provision not only meets the needs of your pupils but also can be sustained. We can ensure current curriculum thinking shapes our discussions with you, link you to strong practitioners and those who have made similar adjustments, as well as work alongside our finance team to provide relevant benchmarking information. This work is also supported with personnel information to provide current advice about responsibility payments and leadership structures.

Please contact jean.thorpe@hants.gov.uk to enquire about or arrange any of these support offers.

What subject networks are planned to meet your school's current needs?

We have strengthened our provision of subject network meetings providing school-based colleagues with the opportunity to share good practice, consider the work of others and to 'catch up' around their subject and with other local leaders. Keeping abreast of current professional development, national and local good practice, and adjustments to assessment practices have all required shared thinking and collaboration, aligned to the national agenda and also cognisant of DfE advice.

HIAS has a breadth of subject networks to support most areas. There are both formal professional networks meetings, and informal 'staff meeting' sessions, which complement each other.

The sessions are planned to be a balance of virtual and face to face meetings as appropriate, enabling strong participation of as many of you as possible.

Secondary Performance and Progress Group (PAPG) led by the Secondary Strategy Team

The Secondary Performance and Progress Group (PAPG) is a very well attended network meeting that meets twice a year for a comprehensive updates and discussion on matters of mutual interest to secondary school headteachers and senior leaders, particularly concerning improving outcomes, performance data and the curriculum.

A standing feature of this meeting is to share crucial updates including changes to national policy, Department for Education (DfE) performance indicators, and Ofsted frameworks. It is also a forum through which changes in outcomes to performance indicators both locally and nationally are shared, and implications evaluated. They incorporate academic, attendance, exclusions and destinations data. Regular discussion around how schools are setting targets and measuring progress features, and best practice around *life without levels*, in particular, in terms of making the very best of key stage three for all pupils. The improvement in outcomes for ALL pupils, in particular those in key vulnerable groups are a theme that run through all discussions, and the sharing of best practice by schools is on the agenda of each meeting. Meetings are led by HIAS data and curriculum leads and also draw upon HIAS teaching and learning and subject expertise.

Recent meetings have focused on reviewing the Key Stage 3 curriculum, transition arrangements both into Year 7 and into Year 8, the needs of and accelerating the progress for disadvantaged pupils and those with SEND, as well as thinking around assessment and examinations. At each meeting senior leaders contribute through presentations of their work, and we draw a range of HIAS leads into the meeting – **this is strong networking at its best.**

All senior leaders are welcome to attend PAPG and contribute to the forum.

Dates for this academic year

Wednesday 6 November 2024 - 13:00 – 16:30

Wednesday 26 March 2025 - 13:00 – 16:30

How to book

These sessions can be booked via the Learning Zone using keyword search **PAPG**.

Secondary subject networks 2024-25

Over the past year school-based colleagues have welcomed the opportunities to share good practice, consider the work of others and to 'catch up' around their subject with other local leaders. Keeping abreast of current professional development, national and local good practice, and adjustments to assessment practices have all required shared thinking and collaboration.

HIAS has a breadth of subject networks to support most areas. For 2024-25 we are offering the following:

- [Performance and Progress Group \(PAPG\)](#)
- [Art](#)
- [Computing](#)
- [Design and Technology](#)
- [Tackling Educational Disadvantage](#)
- [English](#)
- [Geography](#)
- [History](#)
- [Mathematics](#)
- [MFL](#)
- [Photography](#)
- [PSHE/RSE](#)
- [Religious Education](#)
- [Science](#)

As in 2023-24, we have once again standardised these networks to enhance the quality of our offer and simplify planning, budgeting and logistics for schools.

All networks can be booked via the Learning Zone. The links above provide further information, including the keyword search terms. An overview of subject network session dates and times is provided [below](#).

The offer

- Networks are offered half termly for mathematics and science, and termly for most other subjects.
- There are standard costs for the majority of networks, depending on whether sessions are virtual (via Microsoft Teams), or venue based (venue based sessions include refreshments).
- Most subjects have a blended offer over the academic year, with a mixture of face to face and online training sessions.
- The majority of sessions are scheduled in the afternoons and are 2.5-3 hours in duration.*
- All network sessions will include standard agenda items.

*Please note:

- Secondary photography networks are bookable and payable as a multi-session offer for 24-25. Dates/times/price details are provided [below](#).
- English networks are full day sessions.
- The Disadvantaged network offer comprises three termly face to face networks and two additional online webinars.

Photography networks

For 2024-25 the secondary photography networks will remain as a multi-session offer, with five network sessions starting in the summer term on 18 July 2024. Bookings should be made via the Learning Zone using keywords **Photography**.

Session dates

08 July 2024
23 September 2024
12 November 2024
21 January 2025
14 March 2025

All sessions are 16:00-17:30

For further information, please contact Jayne Stillman
jayne.stillman@hants.gov.uk

The primary aims of the subject network meetings are to, within the context of creativity, innovation and challenge:

- Ensure a clear understanding of the national picture and its application in local and school contexts.
- Support effective subject leadership as appropriate to each school's individual context.
- Develop skills and expertise and capacity within school subject leaders and their teams through quality strategic CPD and the sharing of good practice.
- Deepen understanding of subject specific pedagogy and knowledge that underpins good progress and attainment for ALL pupils.
- Facilitate school to school networking and develop strength across the system.

Common agenda items for these meetings:

- Development of subject specific knowledge and an understanding of strong progression and sequencing.
- Enhancing subject leadership.
- Structuring key stage 4 to ensure pupils are well prepared for the next phase of their education.
- Providing high quality key stage 3 provision that builds successfully on key stage 2.
- Ensuring all pupils, including the most vulnerable (SEN and PP) are able to make excellent progress.
- Sharing good practice and work.

Project work and other CPD opportunities and networks will continue and will evolve in line with need.

Costs

Networks will be charged per session, except Photography which is multi-session.

Network type/delivery	Sub Price	Full Price	SLA
Virtual network (afternoon)	£55	£66	£40
Face to face network (afternoon)	£75	£90	£40
English network (full day)	£120	£65	£144
Disadvantaged network webinar (1.5 hours)	£30	£36	£20
Photography networks (5 sessions)	£260	£312	£205

How to book

- All networks can be booked via the Learning Zone. Please ensure that you use the appropriate keyword search terms when booking.
- We would encourage schools to register staff in the summer term for **all** termly network sessions for 2024-25. This will ensure that session dates are confirmed in staff diaries at the beginning of the academic year.
- Automated Learning Zone booking notifications and Outlook diary invites for network sessions will be sent out to correspondence email address recorded in ESS (for Hampshire schools)* or Learning Zone account email address (for Hampshire academies and external schools).

We would like to remind Hampshire maintained schools that, if a user has omitted to register a **correspondence email address in ESS Lite, no Learning Zone or IBC notifications can be sent to this individual. Email addresses can be checked by logging in to ESS Lite and ensuring that both the personal email and correspondence email address fields have been completed. The correspondence email is the one used for all Learning Zone booking notifications and joining information.*

- Colleagues may contact each of the HIAS leads if they require further information and assistance.
- Please visit our [Upcoming HIAS training offers Moodle page](#) for details of all our latest secondary training offers and keywords to help you search and book.

Secondary Subject Leadership Networks 2024-25 – session dates and times

Subject	Term	Autumn 1 2024	Autumn 2 2024	Spring 1 2025	Spring 2 2025	Summer 1 2025	Summer 2 2025
	Contact details	Date, time and delivery mode					
Performance and Progress Group (PAPG) 2 sessions per year	Tania Harding tania.harding@hants.gov.uk		06-Nov-24 <i>Venue based session</i> 13:00-16:30		26-Mar-25 <i>Venue based session</i> 13:00-16:30		
Secondary Art Networks 3 sessions per year	Jayne Stillman jayne.stillman@hants.gov.uk Access our wider art training offer here	22-Oct-24 <i>Venue based session</i> 14:00-17:00		27-Jan-25 <i>Venue based session</i> 14:00-17:00			01-Jul-25 <i>Venue based session</i> 14:00-17:00
Secondary Computing Networks 3 sessions per year	Sue Savory sue.savory@hants.gov.uk Access our wider computing training offer here	07-Oct-24 <i>Venue based session</i> 14:00-17:00		20-Jan-25 <i>Venue based session</i> 14:00-17:00			7-Jul-24 <i>Venue based session</i> 14:00-17:00
Secondary Disadvantaged Networks 5 sessions per year	Tor Flynn victoria.flynn@hants.gov.uk Access our wider computing training offer here	22-Oct-24 <i>Venue based session</i> 13:15-16:15		15-Jan-25 <i>Virtual session</i> 13:30-15:00	03-Mar-25 <i>Venue based session</i> 13:15-16:15	07-May-25 <i>Virtual session</i> 13:30-15:00	01-Jul-25 <i>Venue based session</i> 13:15-16:15
Secondary English Networks 3 sessions per year (full day)	Jo Kenyon joanna.kenyon@hants.gov.uk @HIASEnglish on Twitter Access our wider English training offer here	08-Oct-24 <i>Venue based session</i> 09:00-16:00			26-Feb-25 <i>Venue based session</i> 09:00-16:00		19-Jun-25 <i>Venue based session</i> 09:00-16:00

Subject	Term	Autumn 1 2024	Autumn 2 2024	Spring 1 2025	Spring 2 2025	Summer 1 2025	Summer 2 2025
	Contact details	Date, time and delivery mode					
Secondary Geography Networks 3 sessions per year	Kate Broadribb kate.broadribb@hants.gov.uk @HIASGeography on Twitter Access our wider geography training offer here	01-Oct-24 <i>Venue based session</i> 09:00-12:00		22-Jan-25 <i>Virtual session</i> 09:00-12:00			17-Jun-25 <i>Venue based session</i> 09:00-12:00
Secondary History Networks 3 sessions per year	Sarah Herrity sarah.herrity@hants.gov.uk Access our wider history training offer here		27-Nov-23 <i>Virtual session</i> 13:30-16:30	23-Jan-25 <i>Virtual session</i> 13:30-16:30	12-Mar-25 <i>Venue based session</i> 13:30-16:30		
Secondary Mathematics Networks 6 sessions per year	Jo Lees jo.lees@hants.gov.uk @MathsHIAS on Twitter Access our wider maths training offer here	16-Oct-24 <i>Venue based session</i> 13:15-16:15	03-Dec-24 <i>Venue based session</i> 13:15-16:15	06-Feb-25 <i>Venue based session</i> 13:15-16:15	25-Mar-25 <i>Venue based session</i> 13:15-16:15	21-May-25 <i>Venue based session</i> 13:15-16:15	03-Jul-25 <i>Venue based session</i> 13:15-16:15
Secondary MFL Networks 3 sessions per year	Mark Kingswood mark.kingswood@hants.gov.uk Access our wider MFL training offer here	17-Oct-24 <i>Virtual session</i> 14:00-17:00		13-Feb-25 <i>Venue based session</i> 14:00-17:00			10-Jul-25 <i>Venue based session</i> 14:00-17:00

Subject	Term	Autumn 1 2024	Autumn 2 2024	Spring 1 2025	Spring 2 2025	Summer 1 2025	Summer 2 2025
	Contact details	Date, time and delivery mode					
Secondary PSHE Networks 3 sessions per year	Helen Dear helen.dear@hants.gov.uk Access our wider PHSE training offer here	24-Oct-24 <i>Venue based session</i> 13:30-16:30			06-Mar-25 <i>Venue based session</i> 13:30-16:30		03-Jul-25 <i>Venue based session</i> 13:30-16:30
Secondary Religious Education Networks 3 sessions per year	Chris May chris.may@hants.gov.uk Access our wider RE training offer here	14-Oct-24 <i>Virtual session</i> 13:30-16:30		10-Feb-25 <i>Venue based session</i> 13:30-16:30			16-Jun-24 <i>Virtual session</i> 13:30-16:30
Secondary Science Networks 6 sessions per year	Kevin Neil kevin.neil@hants.gov.uk Access our wider Science training offer here	24-Oct-24 <i>Venue based session</i> 13:30-16:00	12-Dec-24 <i>Virtual session</i> 13:30-15:30	13-Feb-25 <i>Venue based session</i> 13:30-16:00	03-Apr-25 <i>Venue based session</i> 13:30-16:00	22-May-25 <i>Virtual session</i> 13:30-15:30	03-Jul-25 <i>Venue based session</i> 13:30-16:00
Design and Technology 3 sessions per year	Sarah Pook sarah.pook2@hants.gov.uk Access our wider Science training offer here	16-Dec-24 <i>Venue based session</i> 14:00-16:00		23-Jan-25 <i>Venue based session</i> 14:00-16:00			03-Jul-25 <i>Venue based session</i> 14:00-16:00

Contact details

We are also happy to frame any bespoke offer around your school's needs.

All commissioned work is bespoke to the school and tailored to meet a school's requirements; if you would like to discuss how this work can be commissioned to meet your school's needs, please contact Jean Thorpe, County Education Manager – Secondary and Post-16.

Email: jean.thorpe@hants.gov.uk.