



# Humber Education Trust

**Agreed Central Charge**

**Where everybody counts, every moment matters**

# Humber Education Trust Agreed Central Charge

Our vision is very clear. Children are at the heart of everything we do and we will prioritise our time and resources on the things that have the biggest impact on outcomes for them – socially, emotionally and academically. We firmly believe that one size does not fit all, but this does not mean that we will not champion the sharing of best practice and the pooling of some resources to ensure that all of the children, families and staff in our schools see the benefit. We believe in working together, freeing resources to make money go further, reducing administrative burdens whilst ensuring compliance, investing in on-going professional development for staff at all levels, connecting the whole of the learning community together, building system capacity and respecting individuality.

We believe in transparency.

We believe that by working together we can and will make a difference.

Humber Education Trust has agreed that all schools will pay 6% of their General Annual Grant (GAG) funding.

The central charge is paid on a termly basis and is used to cover the costs of central services, shared services and centrally employed staff who work for the trust, for the good of all schools and all children.



**We are committed to achieving the best possible value for our schools. We will use our central funds for the following:**

<p><b>School Improvement</b></p>	<p>Full-time Chief Executive Officer – access for advice, support, challenge            Full-time Deputy CEO &amp; 1.4 FTE School Improvement Leads – access for advice, support, challenge            Access to 3 Ofsted Inspectors, 2 National Leaders of Education, 27 Specialist Leaders of Education, 4 Mastery Maths experts and a large number of School 2 School Leaders providing support for all aspects of school improvement and curriculum development.            Full-time Safeguarding &amp; Risk Management Lead – access for advice, support, challenge            Full-time Attendance Lead – access for advice, support, challenge            Best practice sharing &amp; school improvement co-ordination including moderation of standards in all schools            Trust-wide and bespoke school improvement work according to need            Annual SEF and School Improvement Plan Reviews            Termly School Reviews with written report for local governors across a range of aspects            Initial Support Plan with bespoke support for schools needing additional support            Website Compliance Review            Annual Safeguarding Review            SEND Review and associated support            Minimum termly data collection from all schools to enable cross school analysis and benchmarking            Shared headteacher reporting to local governing bodies            Up to 6 school improvement visits to cover all areas of provision – target setting, data, quality of teaching, learning &amp; assessment, bespoke support            Comprehensive programme of training for staff at all levels, including a leadership training programme            Training and support for governors at all levels as needed            Suite of shared policies and procedures            Sharing of expertise and curriculum design through network groups: Literacy, Maths, EYFS, DSL, SEN, Phonics &amp; Early Reading, Early Career Stage teachers network and training and curriculum leadership development groups            Facilitation of working parties of headteachers and deputy headteachers            Headteacher Performance Management appraisals            Bespoke leadership support as needed by individual schools            Pre and post ofsted support and guidance            Opportunities for staff at all levels to participate in project work across the trust            Offsite education procedures</p>
<p><b>Business Support</b></p>	<p>Full-time Chief Finance &amp; Operations Officer and Deputy Chief Finance Officer to support all finance work            Full-time Estates Manager and Facilities Assistant to support all estates work            Full-time Recruitment and Marketing Officer to undertake all recruitment advertising and new role development            2.0FTE School Finance Partners to support with budgeting and all financial aspects of school business management            Support for all financial matters including: budgets, ESFA returns, audit, monthly protocols            Monthly financial checks and feedback to ensure compliance, provide support and share best practice</p>



Bespoke financial review and crisis management work  
Full HR Service including legal support from Browne Jacobson - case work, recruitment, strategy, support & advice  
Clerking for local governance meetings  
Financial Software and payment systems (not payroll) – SAGE 200  
Budgeting Software and variance reporting and support – IMP  
Compliance systems and procedures for Health & Safety, Asset Management and Risk Management - EVERY  
Premises management including the scheduling of cyclical testing and maintenance  
Health & Safety, Play Safety and Fire Safety Audits including Competent Person cover  
IOSH training for all SBMs  
Condition Surveys, support with planning premises work including early project management  
External audit & actuarial processes and production of accounts  
Local Government Pension Scheme – audit & review  
Internal audit processes and checks including Responsible Officer visits  
Suite of shared policies and procedures  
Strategic trustwide procurement and best value tendering  
Legal Services and unlimited telephone support  
IT Strategic Support Service, including MIS Support

## Experiences for Children

HET Trust Pupil Council - termly meetings and events  
Events for children to get together – sports, music, curriculum, arts, STEM  
Inter-school competitions for children  
Shared fund-raising and learning events / activities



**Working together to make a difference.**