

A brief update

BCC Select Committee
21 March 2017

Key messages

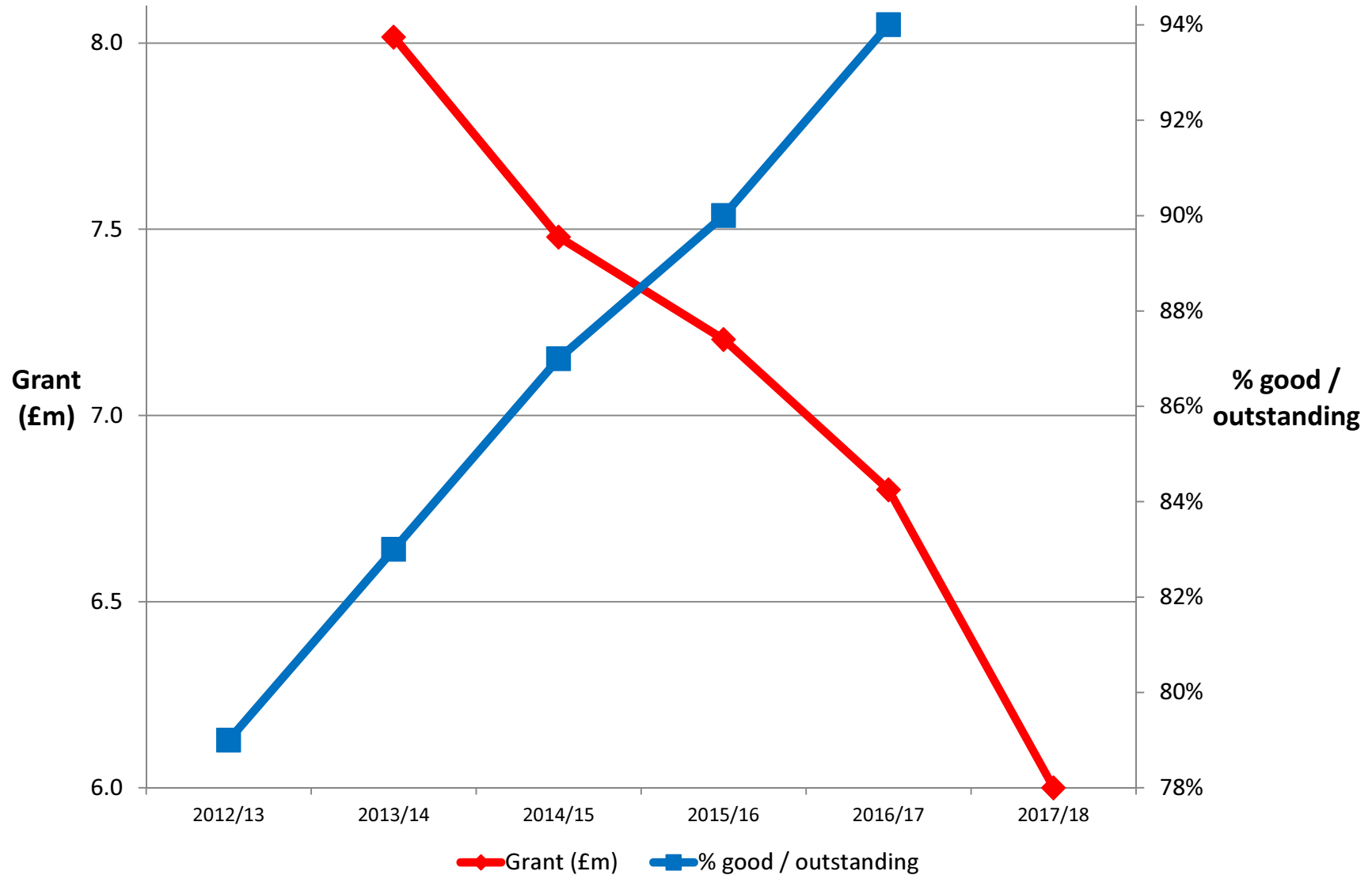
- Buckinghamshire Learning Trust (BLT) is a not-for-profit charity, whose sole purpose is to serve and support schools in improving outcomes for children and young people
- BLT has a strong track record of delivering impact, positive outcomes and value-for-money
- Like the Council and education sector as a whole, BLT is facing big challenges – BLT is proactively and effectively managing these challenges
- BLT is focusing on increasing impact/outcomes, traded income and operational effectiveness
- BLT is supporting Bucks schools to create a new, inclusive, self-sustaining, networked system

Four key areas:		Page
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Key Autumn-term achievements

Key objectives		Status
1	Drive-up educational outcomes for schools/CYP	Green
2	School improvement – deliver more for less (VfM)	Green
3	Manage escalating Specialist Teaching Service (STS) volumes	Yellow
4	Deliver further Early Years improvements	Green
5	Deliver further savings/grant reductions	Green
6	Increase commercial/traded focus	Yellow
7	Enhance Bucks reputation	Green

More impact for less grant

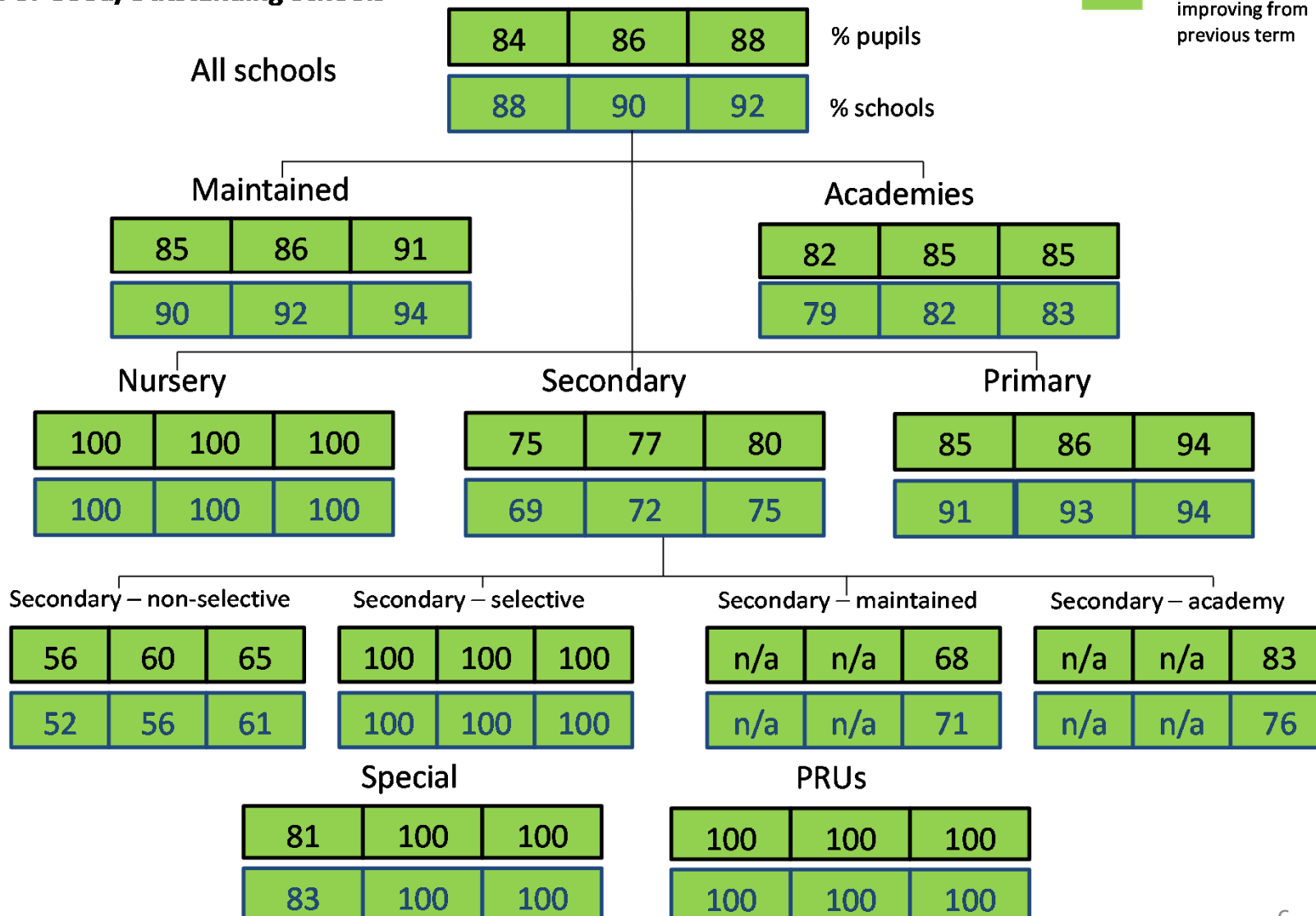


Continued School Improvement progress

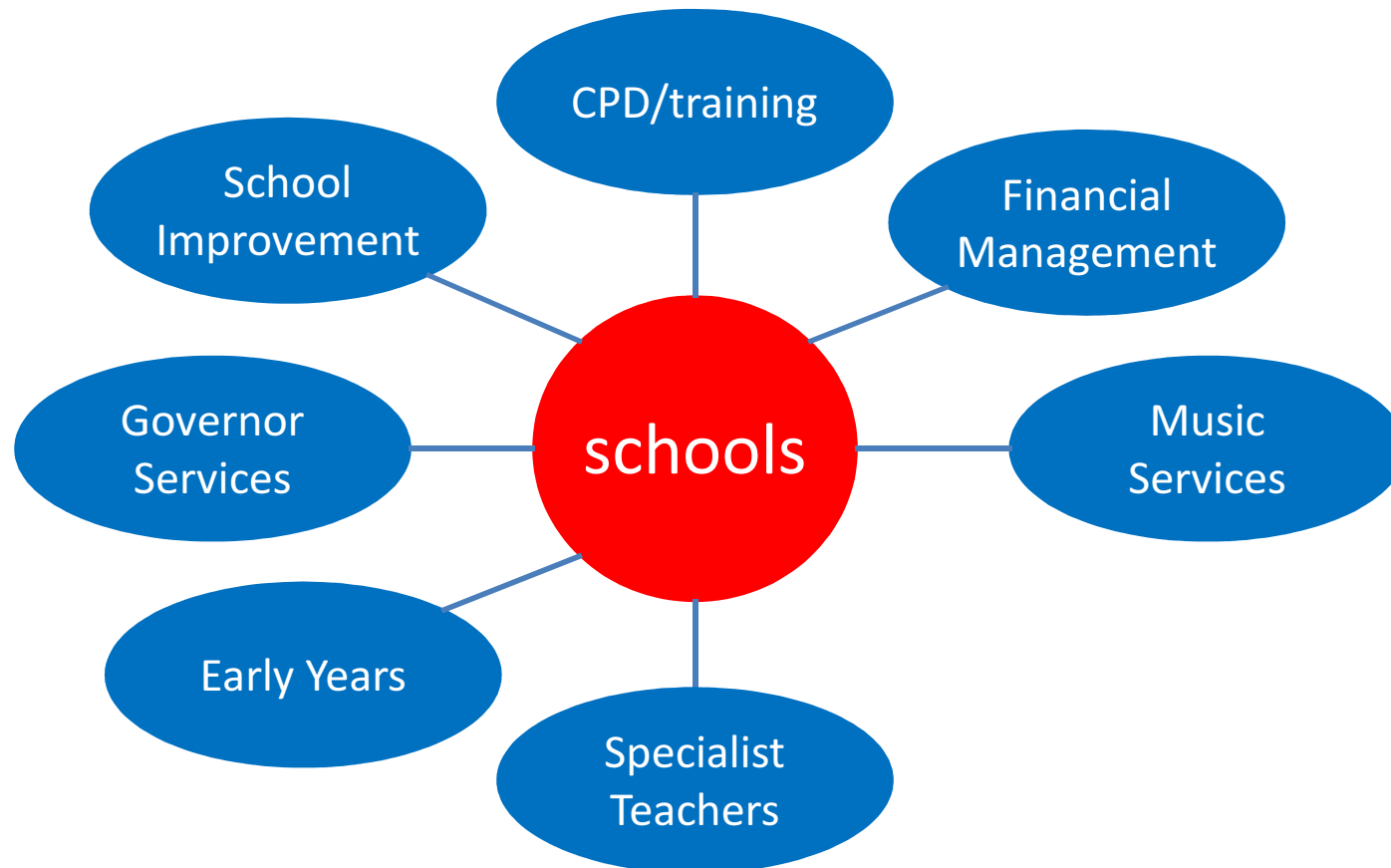
1.2 % of Good/Outstanding Schools

Spring 2016 Sum 2016 Aut 2016

= Maintaining or improving from previous term



What BLT does



Autumn-term achievements (1)

School Improvement

- % of maintained schools good/outstanding increased from 92% to 94%
- % of non-selective secondary schools good/outstanding increased from 56% to 61%
- School business meetings refocused to add more value

Specialist Teaching Service

- Further 10%+ increase in number of CYP supported
- 94% of schools rate service as good or better
- New reporting system introduced – better data capture

Early Years

- All RI and new inspections good or outstanding
- 98% EEF settings now good/outstanding
- Proactive advice provided to settings on effective use of Pupil Premium

Autumn-term achievements (2)

Governor Services

- 94% of primary schools rate service as good or better
- Launch of new ILM-recognised governor-development programme
- Redesign and refresh of Governor Zone online information portal

Financial Management

- Engagement with all 11 schools returning a deficit plan
- 8 (of 11) schools have cleared or reduced deficits
- Intensive support provided to 'Academy order' school
- Enhanced training provided, including Academy governors

NQT

- 418 NQTs registered for induction service
- Teacher Recruitment Service showcased at 12 teaching fairs at universities

Autumn-term achievements (3)

Traded

- Recruited strong, new Head of Business Development
- Completed preparations for launch of Learning Campus
- Held inaugural conference for headteachers of British Schools Overseas (BSO)
- Commenced first BSO school-improvement package in Hong Kong

Music Service

- Held Musicate conference with positive feedback from 70+ delegates
- Echoes music competition launched

Autumn-term achievements (4)

HR

- new 'goal-focused' Performance Management system introduced
- significant progress on building/strengthening the HR 'infrastructure' (systems, policies, controls, etc)

Finance

Improved financial management through:

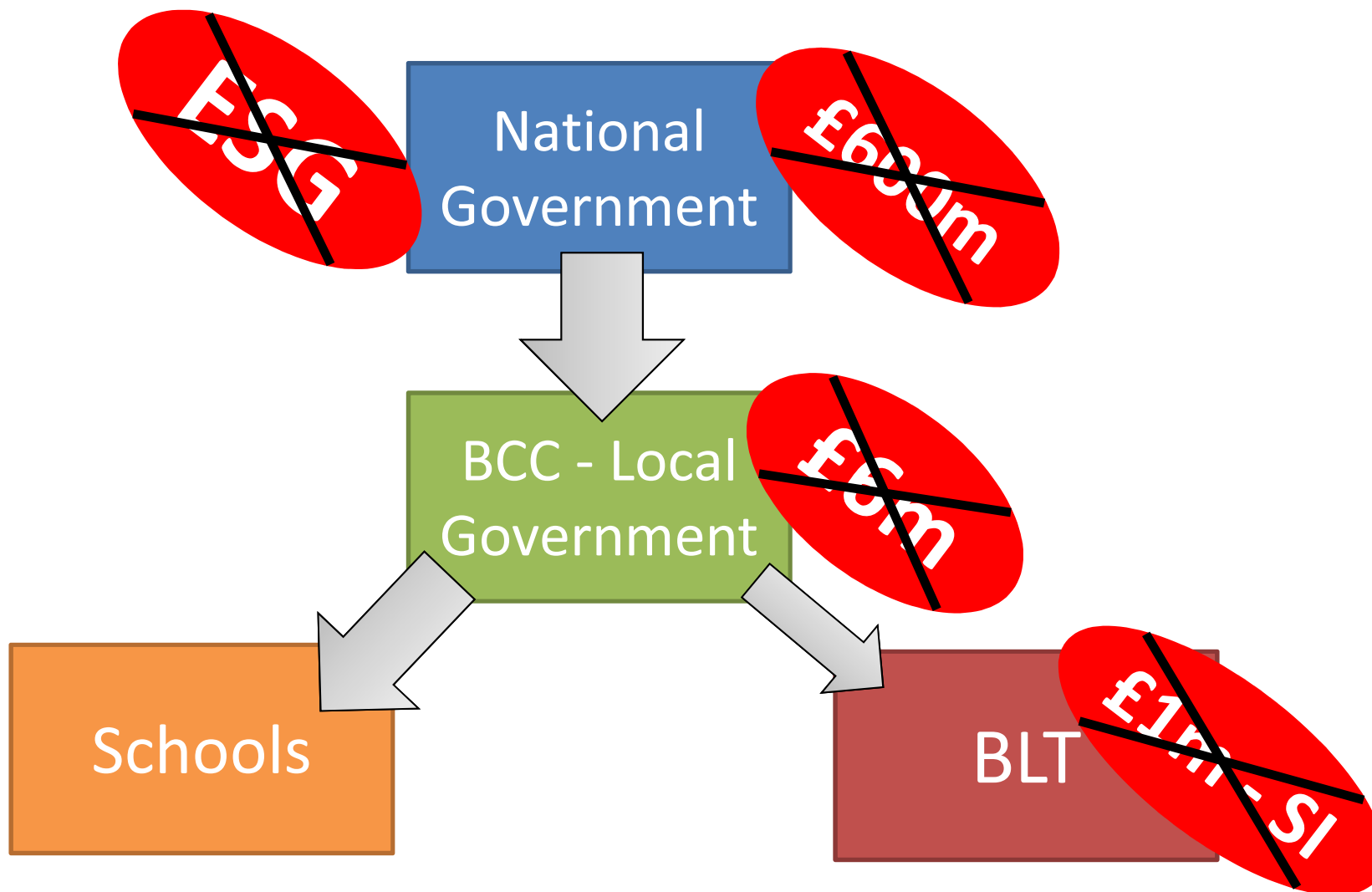
- enhanced management accounts reporting
- business partnering for ET/SLT
- quarterly financial reforecasting

Business Support

- Enhanced sales reporting to support increased Business Development focus/activity
- New STS reporting tool developed/embedded
- Effective management of Learning Campus project

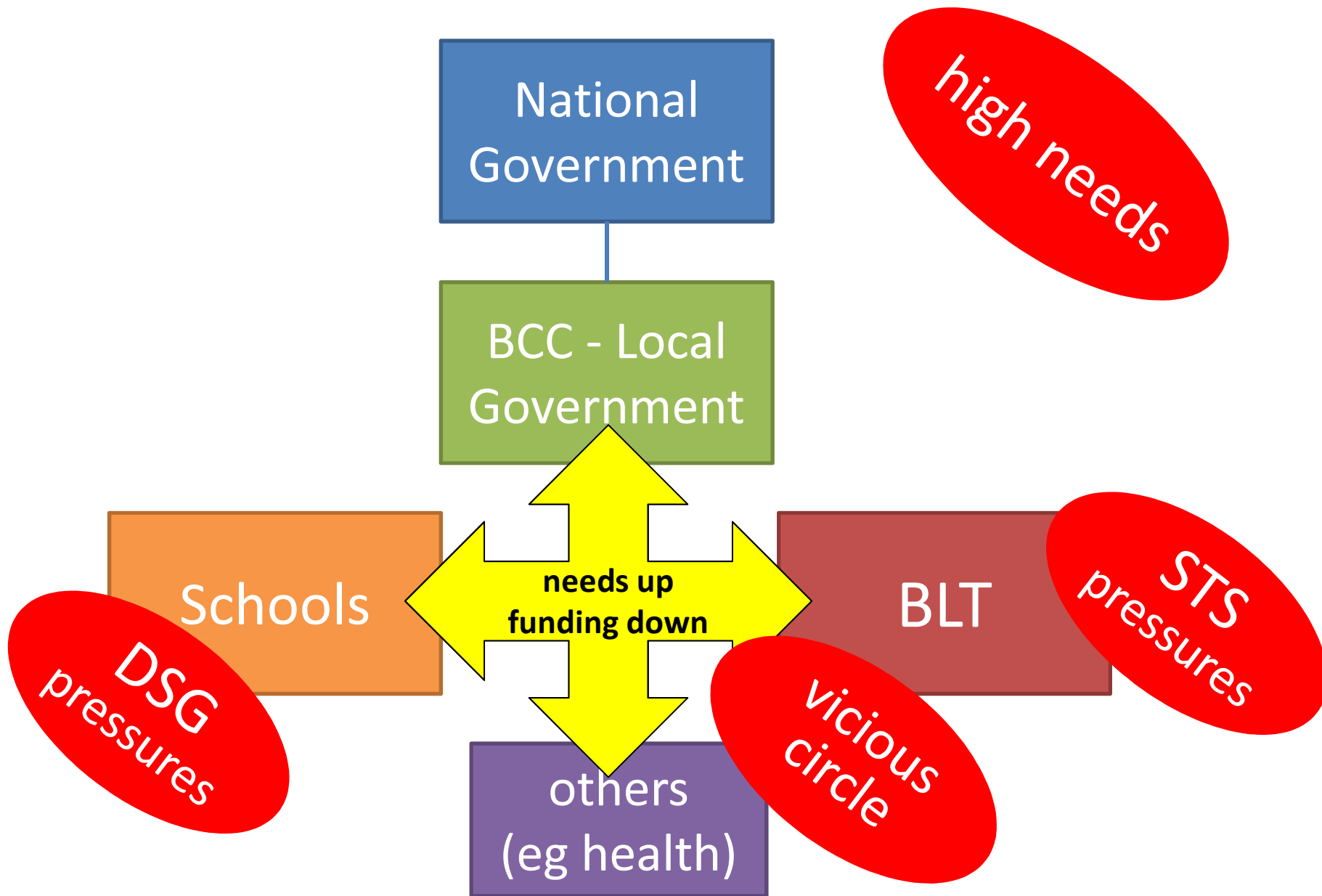
Key financial challenges

- 1) Education Support Grant (ESG)
/School Improvement (SI)
- 2) Specialist Teaching Service (STS)
- 3) Traded income

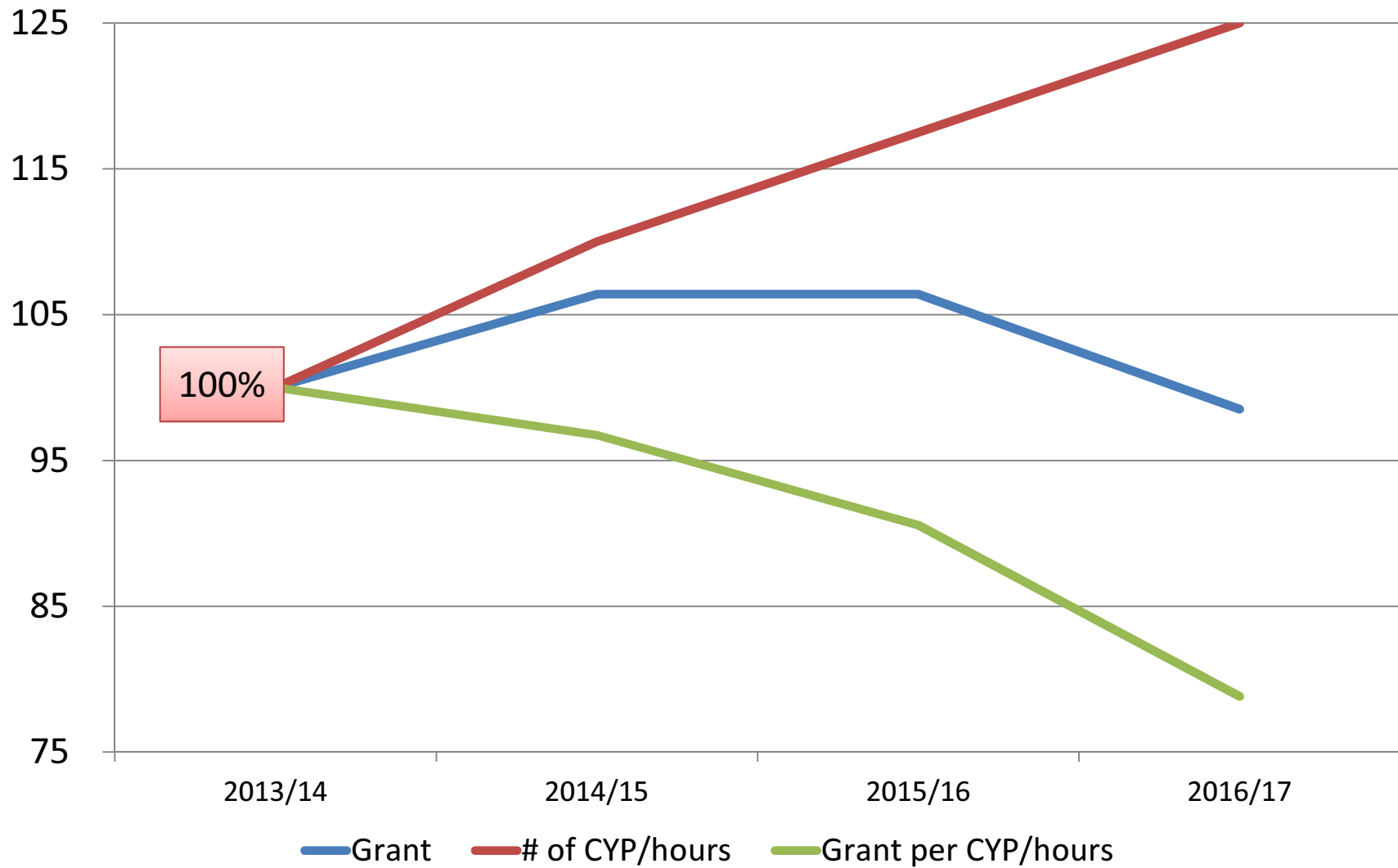


BLT SI response

- Grant halved (still uncertain)
- New 'leaner' operating model developed
- New structure/roles (staff consultation in progress)
- Focus on schools in category and closing the gap
- Supporting BCC fulfilment of statutory duties
- Increase in traded activity
- Communications with schools



The STS Challenge



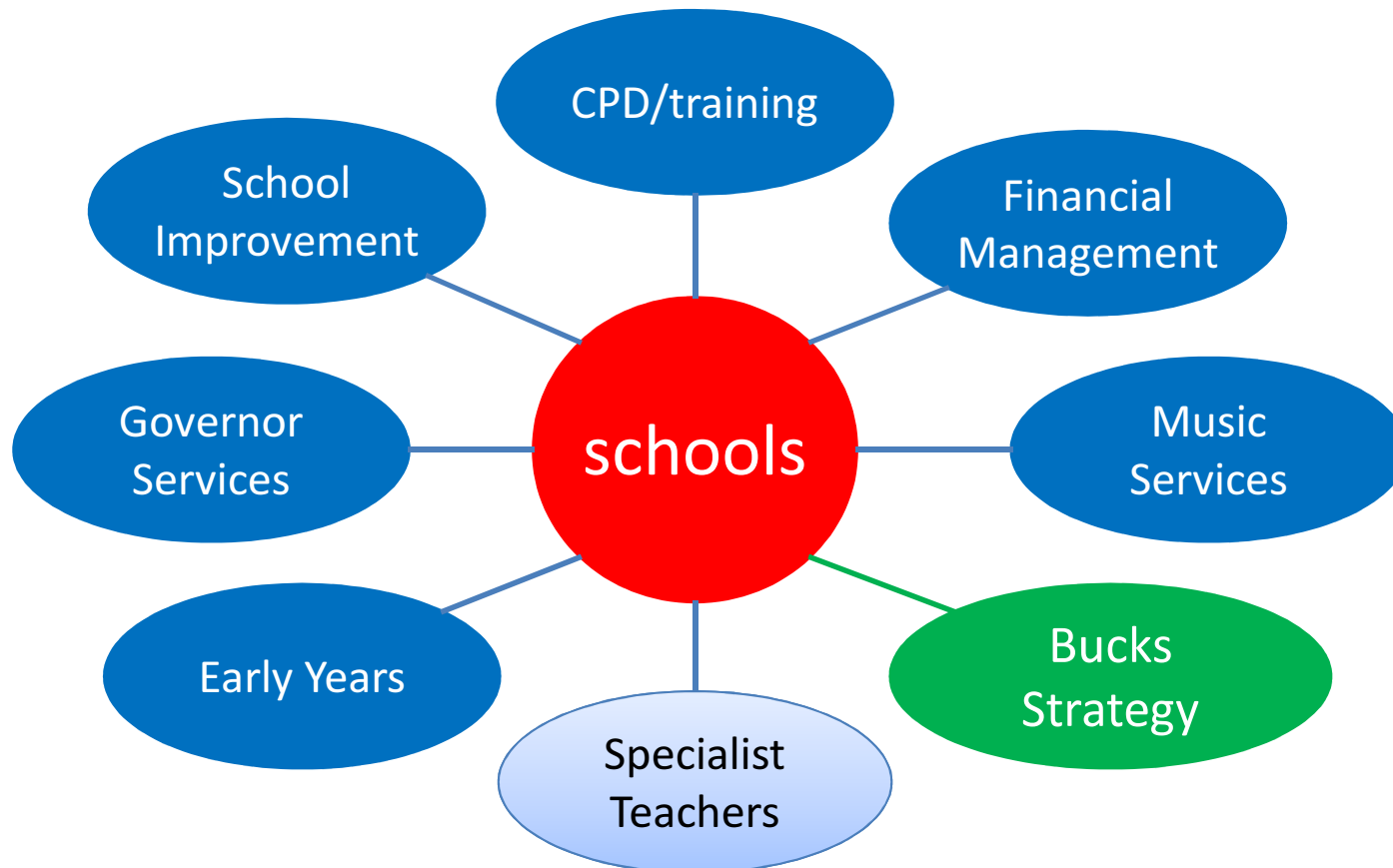
Response to Specialist Teaching Service challenge

- Increased assessments/referrals
- Operational challenges/strains
- New BCC SEND strategy approved
- Focus on improved outcomes for CYP and improved business effectiveness
- Single integrated operation

Increased commercial focus

- Appointed new Head of Business Development in January 2017
- Developing a BD plan
- Reviewing related skill requirements (sales, marketing, digital, PD, KAM)
- Focus on counties bordering Bucks
- Cross-organisational business improvement reviews commenced

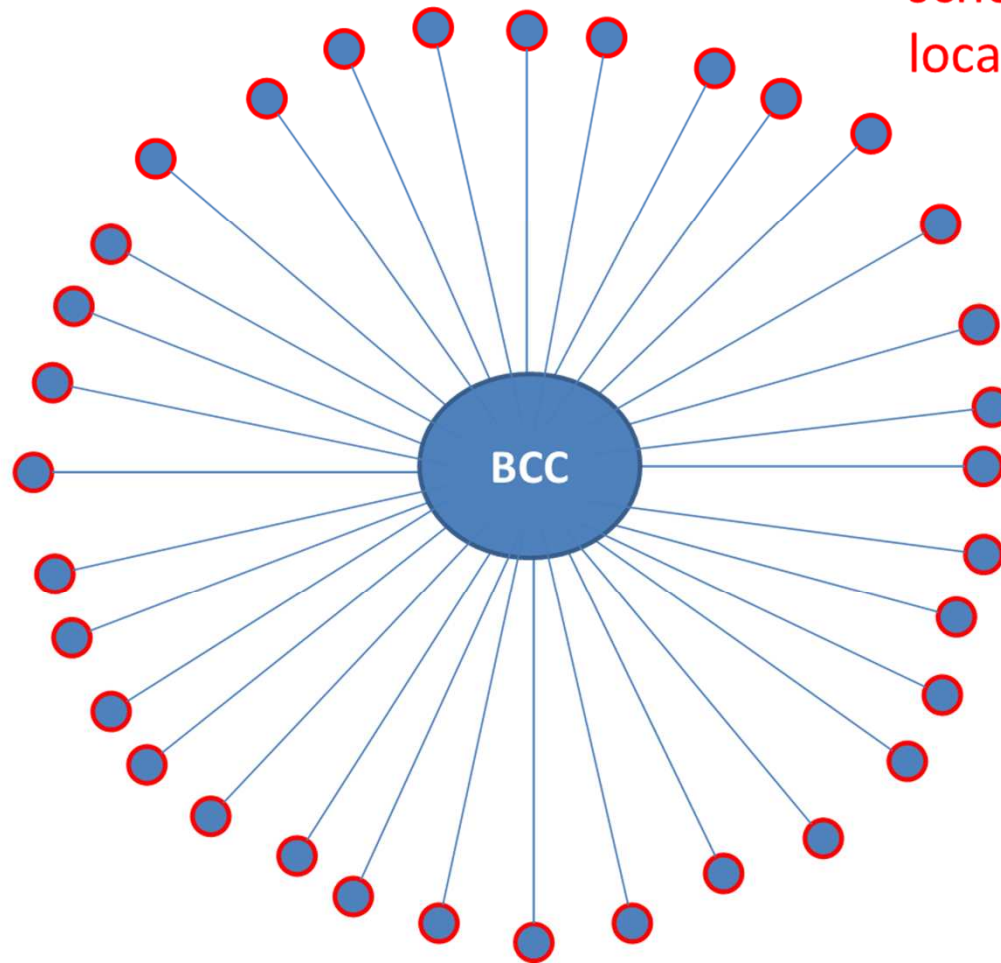
What BLT will do



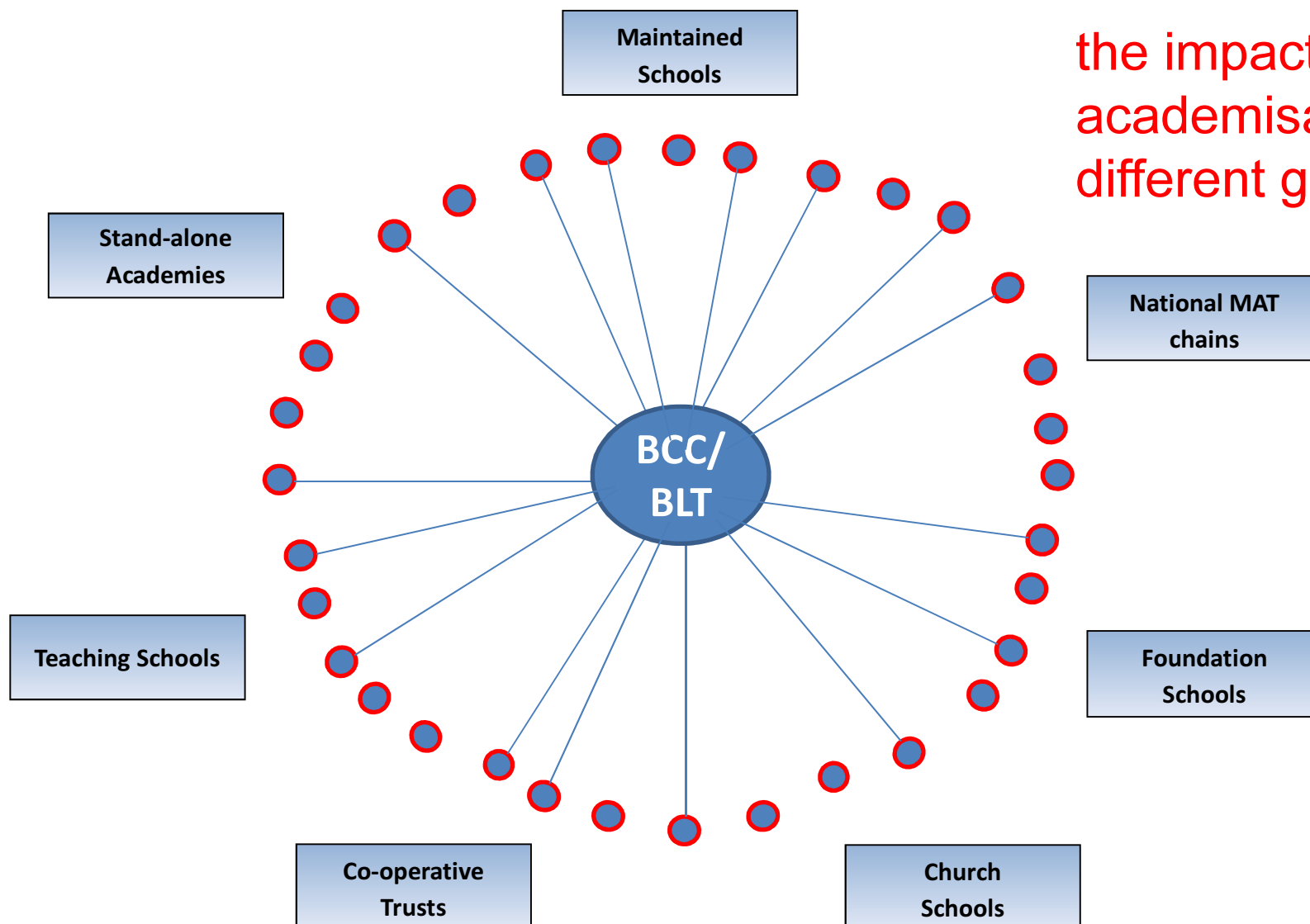
The Evolving Landscape

Ten years ago

300 maintained schools around a local authority hub

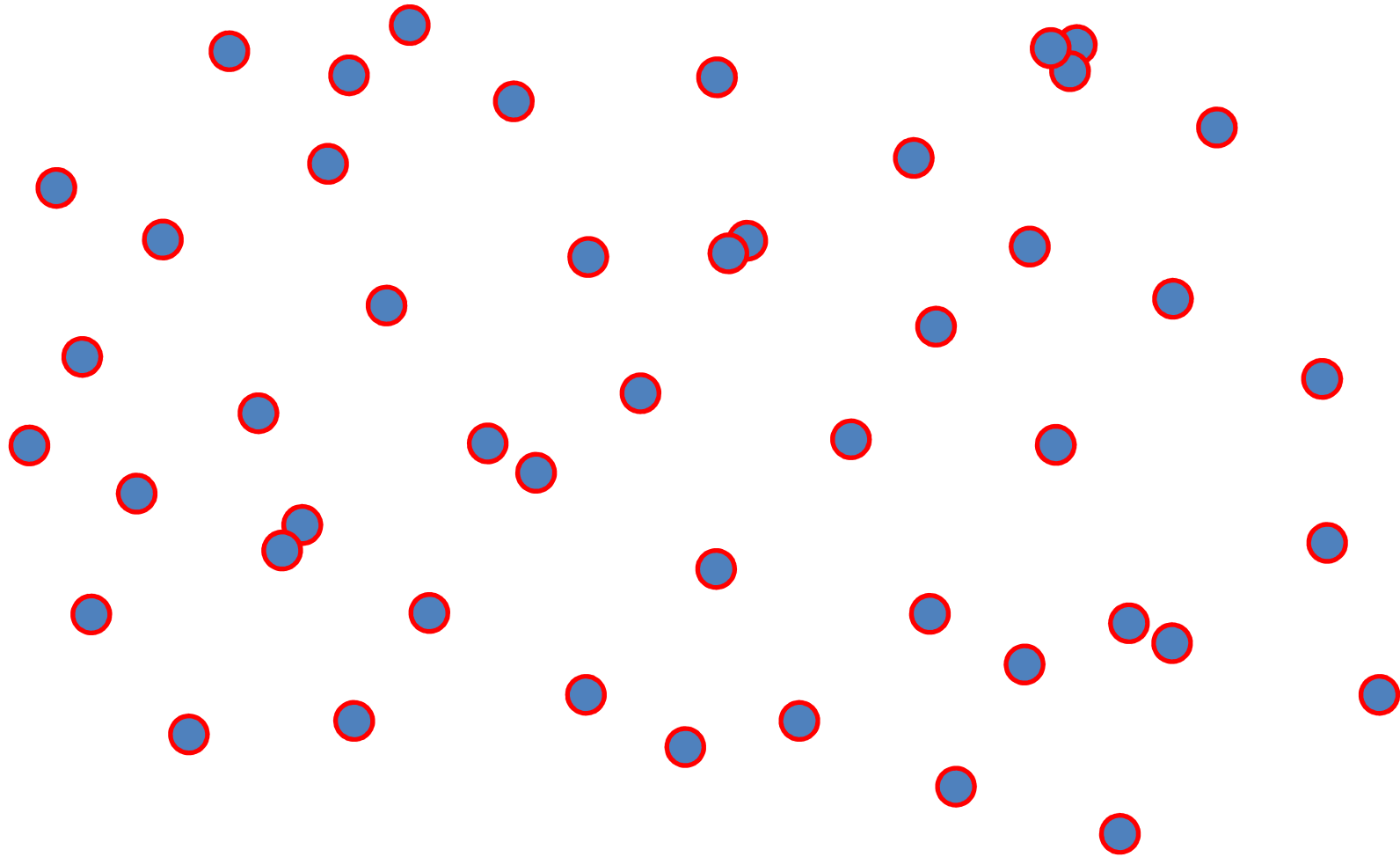


Today – current landscape



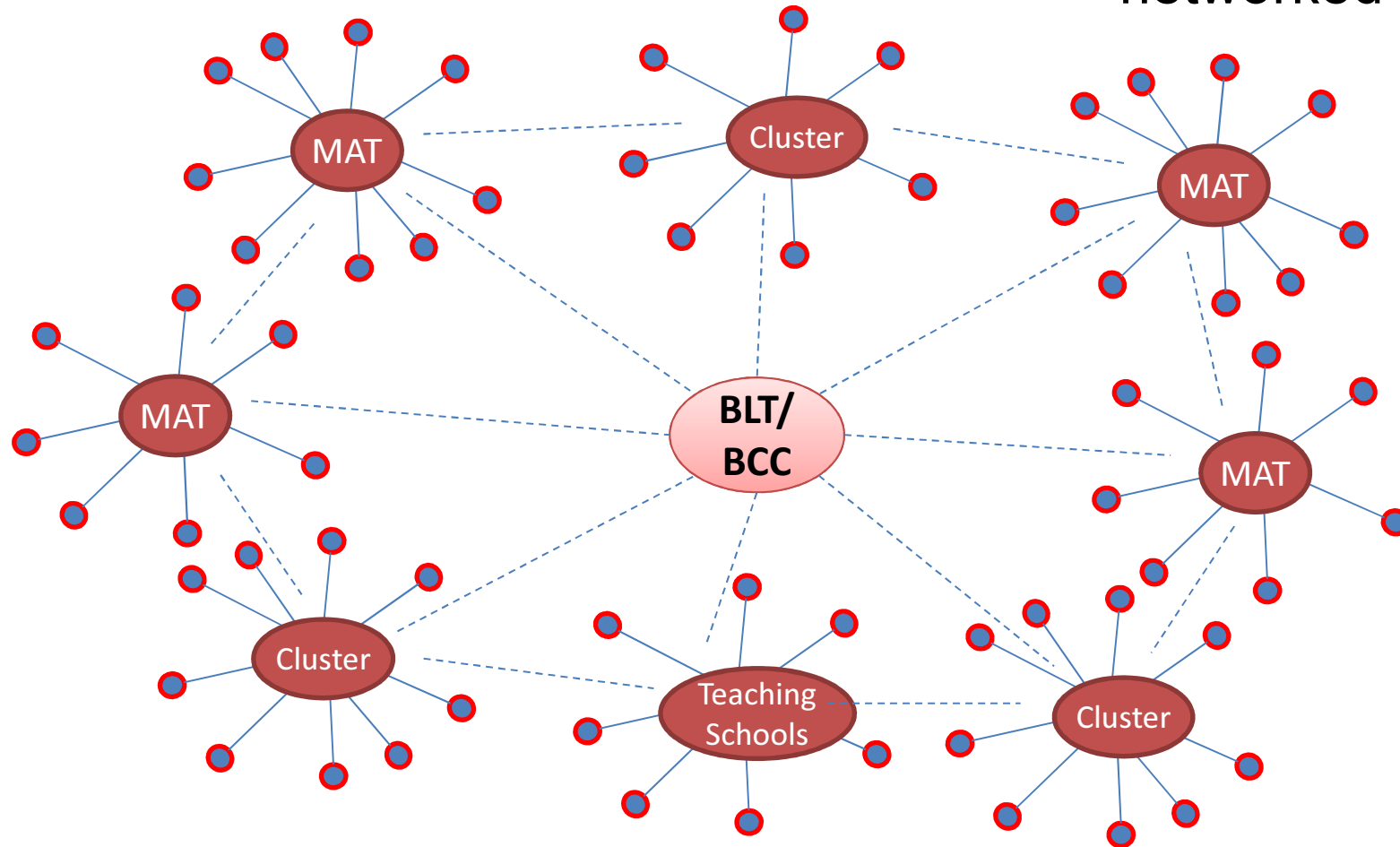
the impact of
academisation and
different groupings

Possible future landscape



Preferred future landscape

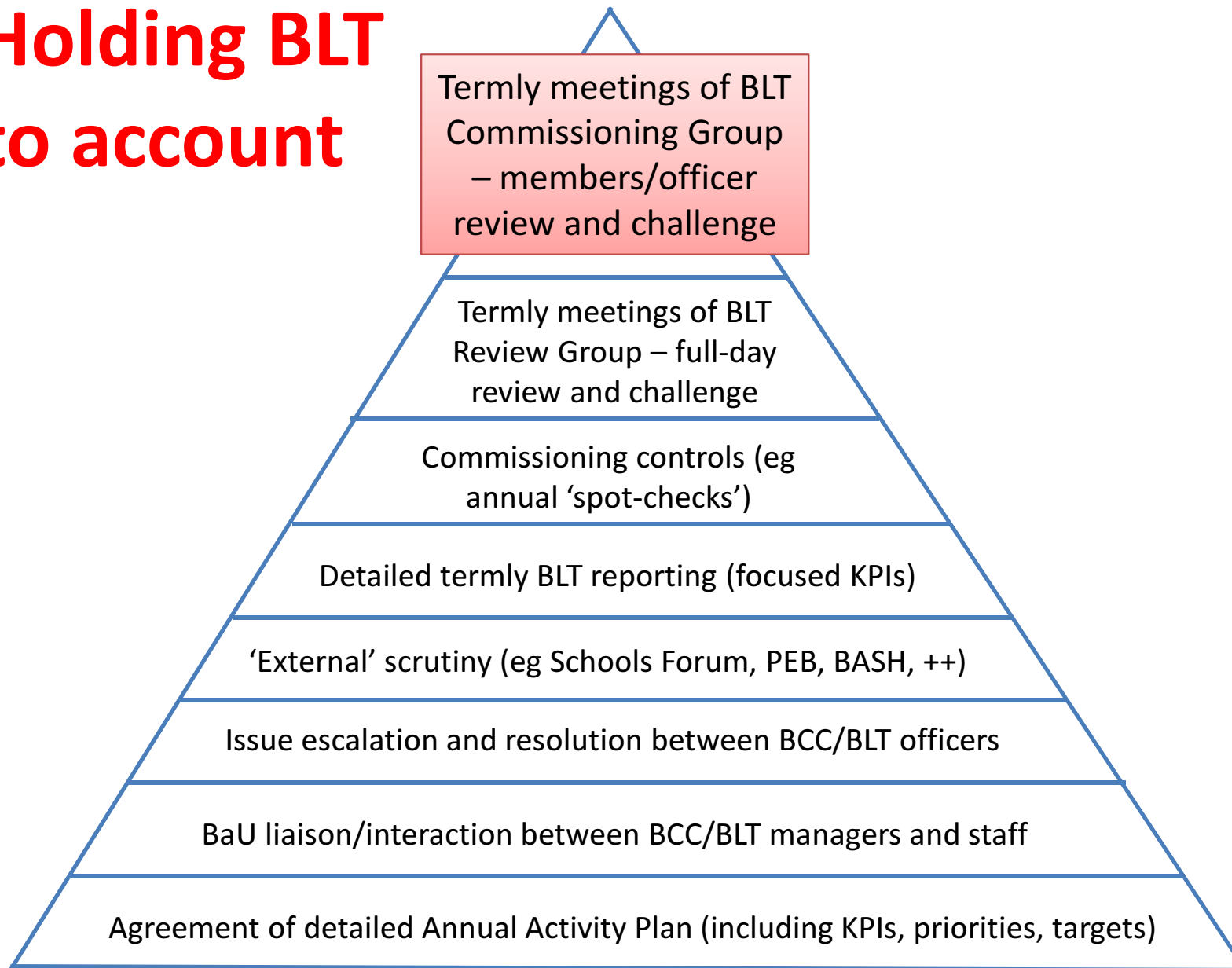
Self-sustaining networked system



Bucks Strategy

- New self-sustaining system/network for Bucks schools
- Embraces new educational landscape
- A local solution – a partnership that will operate at three levels of entry (discoverer, explorer, advocate)
- Academies/clusters/teaching schools/MATs/school to school support
- A platform for best practice to be shared
- Steering groups of Heads and Governors formed
- Briefing for leaders – information sent to all schools
- NCS/RSC buy-in (National and Regional School Commissioner)

Holding BLT to account



Summary

- Not-for-profit charity
- Sole purpose – to serve/support schools (increasing outcomes for CYP)
- Strong track record - impact, positive outcomes and VfM
- Proactive management of challenges
- Helping to create a new, inclusive, self-sustaining, network solution for Bucks