

## Oaks Schools Partnership Fee

All Oaks schools, regardless of their current status and need, will be provided with the support and services required to ensure that they are able to fulfil our core remit of delivering an outstanding education experience.

We have contracted most of these services from GLF Schools, one of the most successful multi-academy trusts in the country. In this way, Oaks is able to back its schools with a level of expertise normally beyond the scope of all but the largest organisations while retaining its clear focus on primary education.

As Oaks is one employer, all schools also benefit from MAT-wide policies and procedures.

The support programme varies from school to school and over time, as needs vary. In the spirit of partnership between all our schools, each pays a flat percentage of its General Annual Grant in to the funding pot. For academic year 2018-19 it is set at 7.5% of GAG (de minimis £60K for small schools).

This provides access to the following core provision:

### Education

Bespoke support can include:

- Half-termly review and challenge
- Audits and reviews for teaching & learning, leadership, governance, behaviour
- Coaching and support to improve teaching
- Assessment support and guidance
- Behaviour support, inclusion and SEND support
- Leadership development programme
- Technology for learning audit and support
- Early Years expertise and support
- Pupil premium support and challenge

### Governance

- Governance support and advice
- Attendance at Full Governing Body meetings of education or assessment specialists

### CPD, career development and retention

- CPD opportunities
- Oaks-wide networking
- Teaching School

### Finance & Business Support

- Consolidation of accounts, audit and statutory returns
- Support and guidance with financial procedures
- Access to group procurement opportunities
- Legal advice and support
- Support with expansions / building projects
- Health & Safety advice

## HR

- Day-to-day support and guidance
- HR consultancy, casework management, strategic HR planning and compliance advice
- Advice and support with restructures, disciplinary, grievances, capability and absence management

## Recruitment

- Access to recruitment strategy and advice
- Interim support for vacancies, for example Heads, Deputy heads, SENCO

## IT

- Audit and review of IT
- Strategic IT advice
- Website hosting
- Remote back up (basic level)
- IT service desk
- On-site support from a technician
- SIMS support

## Marketing & PR

- Support and advice
- Access to branding and graphic design expertise
- Access to proactive PR support

## Centralised finance function

Financial processing is undertaken by the central finance team. Schools continue to place their orders locally and manage deliveries, but all invoicing, payments, bank reconciliations and management accounts are completed centrally, along with statutory reporting.

School Business Managers work closely with the central team to prepare and monitor budgets.

## Subscription costs

Finance package, budget tool, online training, appraisal system, internal audit visits, teachers pensions audit.