

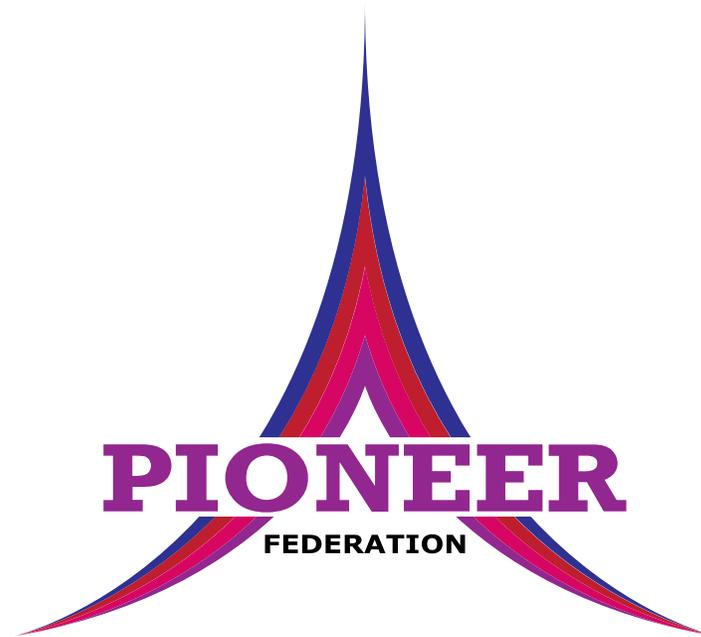
Developing a Federation and future vision: Pioneer



EDUCATION
EAST SUSSEX
TOGETHER FOR EXCELLENCE
AND INCLUSION



Pioneer Federation

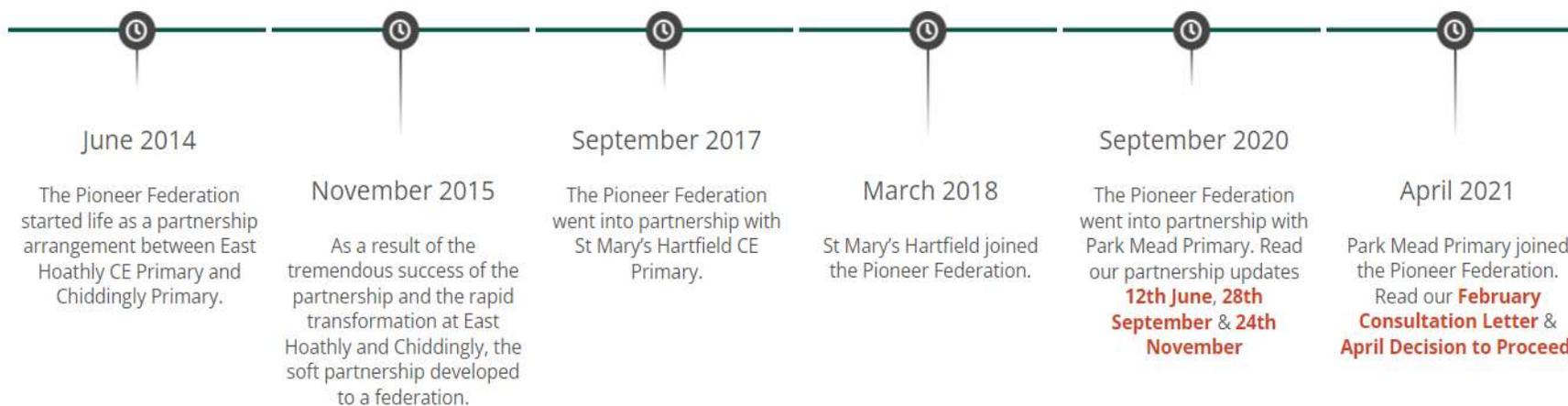


Achievement for All, Learning Together, Learning for Life

Journey to where we are now



Pioneer Federation Growth



The Future- Pioneer

MAT

<https://pioneerfederation.co.uk/wp-content/uploads/2023/05/Pioneer-Federation-Partnership-Proposal-2023.pdf>

Leadership at all levels

School Leadership Structure

- ExHt (0.2 each sch & 1 day wk LA)
- Senior HOS (no teaching commitments)
 - HOS (1 day teaching)
 - ST (half day wk SLT)
 - Cohort Leads
- Subject Leaders – 1 subject across Fed - <https://pioneerfederation.co.uk/easthoathly/wp-content/uploads/2023/10/Subject-Leadership-Governor-Links-23-24-1.pdf>
 - Inclusion Manager across all 4 schs
 - 2 Bursars- j/s (1.0) across all 4
 - Health & Safety Administrators

Governor Structure

- 13 Governors - <https://pioneerfederation.co.uk/roles-responsibilities/>
 - COG (Local Support Governor (LSG))
 - V-COGs x 4 (linked with each HOS regularly)
- Each Governor linked with a subject leader - <https://pioneerfederation.co.uk/easthoathly/wp-content/uploads/2023/10/Subject-Leadership-Governor-Links-23-24-1.pdf>

Pupils as Leaders

- Pupil Governors- <https://pioneerfederation.co.uk/pupil-governors/>
- <https://pioneerfederation.co.uk/stmarys/pupils-as-leaders/>

Professional Development

Staff cpd built in across Federation- utilising strengths across the 4 schools

- **Fed Staff meetings weekly**- led by SLs- following staff cpd questionnaires in July
- **Fed INSETs** linked to curriculum gaps- eg Jan 2nd INSET – Art sketchbooks & pro artist workshop based on prog units
 - **Sch based Briefing Meeting weekly** for all staff at each sch- operational sch based info
 - **CPD across Federation** – staff visiting other schs for cpd
 - **Moderation** x 3 Fed annually and LA/Alliance events
 - **SL Deep Dives** – visiting schs – obs, books, pupil voice
 - **Cohort planning termly & shared planning**
 - **Leadership coaching in-house** (ExhT- HOS/ HOS- ST/ ST- SLs/ Cohort Leads- cohort teachers)
 - **Leadership cpd outside of Fed**- NPQH, visiting Compass Schs in London etc
 - **Sch to Sch peer staff links**- each staff member has a Pioneer link- visiting twice a year
 - **LA moderators** at EYFS, KS1 and 2 within staffing structure
 - **ExHt and Senior HOS**- Ofsted inspector training 2024

Finance

- One Pioneer Budget
- Ring fence PPG and SEND funding per sch
 - Separate EH Nursery Budget
 - 1.0 Pioneer Bursar (2.5/2.5 job share)
 - 0.2 Finance Assistant
- COG and VC termly Finance Governor Meeting- one report covering all schools
- Yr3 slight deficit- looking at options- MAT and expansion – possible TA KS2 pms RS

Curriculum

- **Pioneer Curriculum across all schools-** developed over 5 yrs with staff
- **SLs** have defined 3Is in cycles, unit progression doc, Road Maps and Termly MTPs
 - **Termly Curriculum Steering Group-** SLT, Gobs and Subject Leaders
 - **Cultural capital** via MTPs- SLs develop these termly
 - **Cohort planning meetings termly-** across Fed – shared planning
 - **Staff meetings weekly across Fed** and weekly Briefing Meetings within schs

USE WEBSITE

- **Key Information About Our Curriculum-** <https://pioneerfederation.co.uk/easthoathly/key-information-about-our-curriculum/>
 - **Curriculum Framework -** <https://pioneerfederation.co.uk/easthoathly/curriculum-framework/>
 - **Curriculum Road Maps –** <https://pioneerfederation.co.uk/easthoathly/road-maps/>
- **Curriculum Subject Unit Progression Documents-** <https://pioneerfederation.co.uk/easthoathly/curriculum-subject-unit-progression-documents/>
- **Curriculum Programmes of Study/ Medium Term Plans-** <https://pioneerfederation.co.uk/easthoathly/curriculum-programmes-of-study-medium-term-plans/>
 - **Curriculum Events**
 - **Forest School**
 - **Pupil Character & Pupils as Leaders**
 - **Thrive & Wellbeing – Zones of Regulation**
 - **International Links**