

## The Blidworth and Rainworth Primary School Partnership



### Appendix 1 – Our Rationale for a Partnership approach to Curriculum Subject Leadership

Our Partnership approach to curriculum subject leadership has many benefits to our schools:

1. There is a larger talent pool - more leaders mean leaders do not have to 'carry' more than one subject. More leaders mean we are more likely to find leaders who are passionate or talented in a specific subject - this is why we name our Subject Leaders, Subject Specialists because they often have specialisms in these subject areas.
2. It creates career development opportunities - leaders can broaden their leadership skills by working with more staff across more than one setting.
3. It creates a more robust programme of leadership development - less experienced leaders can work alongside more experienced leaders until they are ready to take on the challenges of subject leadership.
4. It widens the viewpoint of the subject leader - leaders can see their subject in different contexts and it enables wider professional dialogue and challenge of procedures and processes.

However, as with all leadership approaches, there are challenges which we have worked hard to identify and overcome:

Challenge:	We overcome this by:
Holding leaders to account for a curriculum subject in a school that they are not contractually based.	Working with staff. Helping them understand the rationale for this approach. Providing them with the support they need.
Subject Leaders having an in depth understanding of three separate school curriculums.	We have a near identical curriculum approach across all three schools, enabling leaders to fulfil their roles more easily
Leaders finding the time to complete their role on another site.	Subject Specialists are given time to visit the other schools.
The confidence of leaders to provide challenge to staff in another school.	Our Heads of Schools are used to directly supervise and support Subject Specialists.
How to manage curriculum resources in a school you are not based in on a daily basis.	Subject Specialists are given time in each school to support resource provision and auditing.
'Incidental' day to day feedback on lessons content etc that leaders often receive from staff in their own school.	A central log is available for staff to provide ongoing feedback to Subject Specialists.

