



# LEEDS LEARNING ALLIANCE

INCLUSIVE | COLLABORATIVE | AMBITIOUS

## MEMORANDUM OF UNDERSTANDING

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### INTRODUCTION

This Memorandum of Understanding (MOU) explains how

**Leeds Trinity University**

**Leeds College of Building**

**Leeds Rhinos Foundation**

**Leeds Local Authority**

**Bankside Primary School**

**Carr Manor Community School**

...will work together to improve and expand educational provision in Leeds. The institutions will be collectively referred to as Partners.

**Wetherby High School** is currently undertaking a consultation on removing their existing Trust in order to also join the Leeds Learning Alliance (schools can only be a member of one Trust). However the Governing Body are keen to say that should the consultation result in the school staying with their existing Trust, they would still want to be an associate partner of the Leeds Learning Alliance.

The signatories to this Memorandum will work in partnership to develop proposals that will establish a Charitable Trust to be called the Leeds Learning Alliance with the intention of raising educational standards in the schools within the Alliance and also supporting broad and shared community aims.

The Alliance will also provide development opportunities for staff and clients of the Partners. Partners will be open and transparent about such arrangements

It is the intention that, in parallel to proposals for establishing a Trust the Partners would also investigate how the Trust might apply to sponsor a Free School in an area of need in Leeds.

The MOU is **not** intended to be a legally binding agreement and will be reviewed annually.

The Partners do **not** undertake any liability for the affairs of Partner institutions.

This MOU does not preclude Partners from continuing or developing other collaborative work with other institutions.

## OUR VISION

### *Inclusive, collaborative, ambitious*

We are a community of Leeds-based learning organisations, with a common ethos and set of values, which shares a vision of supporting our children, young people and families to be successful, healthy and confident learners at all stages of their lives.

We believe in respectful collaboration, restorative practice and inclusive education. We will use the resources of all the partners in the Alliance to promote the very best outcomes for the children, young people and adults in our organisations, ensuring:

- aspirational learning
- high achievement
- empowering relationships
- equality of access

## OUR VALUES

The Leeds Learning Alliance is founded on the common values of:

- A community of learning partnerships which promotes all children and young people equally; that promotes inclusive and restorative education and is committed to keeping them happy, safe and healthy in school and to work with their families to achieve this.
- A community of learning partnerships which promotes high quality learning that values and respects individual needs and backgrounds of all our children and young people and the families whom the partnership serves.
- A community of learning partnerships which delivers a wide and enriching curriculum for all our children and young people and actively seeks opportunities to provide engaging and purposeful learning.
- A community of learning partnerships which respects the faiths and ethical values of all our children, young people and families whom the partnership serves.
- A community of learning partnerships which is committed to high quality professional development for all staff, to ensure the best education for all our children and young people.
- A community of learning partnerships that values the role of parents and carers in developing effective learners and is committed to supporting their contribution to creating strong educational partnership between home and school.
- A community of learning partnerships which actively works to promote a collaborative approach to sharing resources and the development of joint ventures.
- A community of learning partnerships which encourages professional collaboration and shared good practice to create self-motivated and engaged staff, dedicated to developing the best education for all our children and young people.
- A community of learning partnerships which values and respects the retention of organizational identities and autonomy.

## OUR KEY AIMS

The Leeds Learning Alliance is a partnership of ambitious organisations who are committed to inclusive practice and who prioritise collaboration.

The Alliance will focus on raising outcomes for all learners regardless of levels of need and background.

The Alliance will use and further develop restorative approaches to leadership, management and professional practice in order to secure inclusion, achievement and destinations.

The Alliance will explore the development of Peace Education in order to further develop an inclusive, equitable and effective culture of learning and wellbeing.

A relationship led approach to organisational development and to improving outcomes for all will include the following areas of focus:

- Sharing skills, methods and strategies to develop high quality teaching and learning
- High quality, relevant and as needed targeted professional development
- Rigorous quality assurance and collaboration to support improvement
- Promotion and education for health and well-being
- Securing appropriate destinations and pathways for all learners
- Partnership to maximizing resources and opportunities across the Alliance and with other organisations

## OUR ORGANISATION AND STRUCTURE

### ALLIANCE BOARD

All partners will be checked to ensure that they comply with DfE legislation. This screening will include a DBS check.

The Alliance will work with other people and organisations, as appropriate, in order to carry out its work.

The Alliance Board will meet a minimum of three times a year with an Annual General Meeting (AGM) for all stakeholders to be held in September. In signing this MOU, Directors of the Alliance are committed to making these meetings a high priority. A Chair from Directors within Board will be elected annually at the AGM. The Board will appoint administrative support to undertake the necessary paperwork associated with the Board's work and report directly to the Chair. We hope to work together in a manner which means that voting is a rare event but on such occasions each Director has one vote and the Chair has a casting vote should a tie exist.

Should a new Partner be appointed after due consultation, including meeting the ethos and expectations of the Alliance, then they will be entitled to nominate one Director.

The Alliance will fund these meetings so no one partner is financially responsible. All partners will have an equal voice. There will be no dominant partner. Meetings will be open and honest to build up trust between partners and confidentiality respected throughout.

All Partners should commit to attend meetings. Decisions can only be taken if 8 or more partners are in attendance. (NB cross check with AoA)

We will hold an Annual General Meeting of the partnership to which other key stakeholders should be invited ie governors, school improvement consultant, other partners. The purpose of this meeting will be to review the Alliance's aims and set the specific areas of work for the coming academic year.

## **STRATEGY GROUP**

The Strategy group will be responsible for driving the action plans forward for the Alliance and ensuring the operational and organisation aspects of the Alliance function effectively.

## **WORKSHOPS, TASK GROUPS, PROJECTS**

They will be established as required in order to meet the priorities set by the Alliance. Membership will be determined by the needs of the priority.

For each Alliance priority there will be regular reporting to the Alliance Board through the Strategy Group.

## **GOVERNANCE**

The MOU does not affect the existing governance arrangements of each organisation within the Alliance.

The Alliance Board will appoint two Governors (a minority) onto each of schools that have formed the Company (former community schools) having regard for the specific needs of each school. The term of office for such Governors will normally be four years.

Governors and other governing boards will be kept up to date with developments through a standing item on their agenda for governors' and organisations' Board meetings.

As signatories to the MOU, Governors/Trustees/Directors should support the Alliance and the aspirations to work together for mutual gain.

## **OUR CONTRIBUTION**

The Leeds Learning Alliance recognises that investment from individual school/organisation budgets is essential in establishing partnership working and creating a central resource through which collaboration can proceed and impact created.

Specifically, resources will be used to:

1. Support the leadership, management and administration of the Alliance
2. Fund additional running costs including venues and professional fees
3. Support the targeted learning opportunities generated by the Alliance's priorities

All allocated funds will be managed centrally and allocated in accordance with the action plans and by mutual agreement.

From April 2019 the agreed contribution to the Alliance will be £500. This will give a total central fund of £3500. The charge to schools/organisations will be made in April each year and should a partner decide to withdraw from the Alliance the funding will be retained for the remainder of that financial year to enable budgets to be adapted accordingly.

The Alliance will ensure that fair and transparent funding arrangements are in place. Where funding is required to support Alliance activities the cost-benefits will be discussed and put to partners. Costs will be divided across the Alliance in either equal or proportionate terms depending on the activity.

Carr Manor Community School is the named fund holding organisation. Clear financial records will be kept.

It should be noted that the Alliance is a financially discrete organisation and Director have limited liability, usually to a maximum of £10. Schools/organisations within the Alliance have separate and allocated budgets.

## **QUALITY ASSURANCE**

The Alliance will establish a set of benchmarks from which progress will be measured together with milestones within the action plans to support and monitor developments. This will be reported regularly to the full board and governors.

The Alliance will establish a collaborative self evaluation process and identify areas where joint processes and policies will support the vision and aims of the Alliance.

Clear protocols will be developed for sharing staff. This is both for existing staff and any joint appointments made for the Alliance. We will ensure that all staff understand the Alliance, its key aims and provide support to those working across the schools/organisations.

#### **DISPUTE RESOLUTION**

This MOU is intended to strengthen existing relationships between all partners and conflicts are not anticipated; however, should the need arise, a neutral facilitator will be appointed by the Alliance to resolve any disputes.

If any partner breaks the terms of this MOU the Directors will consult together with the object of remedying that breach, but if they cannot agree any party may terminate this agreement by notice.

This Memorandum of Understanding will be reviewed annually.