



Behaviour
HUBS

About Behaviour Hubs

When schools are safe, disciplined, and positive environments, teachers can teach, and pupils can learn – free from disruption. The Behaviour Hubs programme, founded on the principles of Tom Bennett's 2017 behaviour review 'Creating a Culture', can support school leaders by providing expert help to improve their school's behaviour cultures.

Since launching in September 2020, the Behaviour Hubs programme has seen initial success, providing schools and academies with the tools to make positive changes to their behaviour culture. The programme is recruiting additional Lead Schools and Lead MATs across England, to enable more schools to be part of this exciting opportunity.

Behaviour Hubs is a one-year programme for schools, with the option to extend for a second year if needed, and a two-year programme for MATs. The programme is fully funded by the Department for Education (DfE) and provides schools with support, training and advice aimed at improving pupils' behaviour and generating sustainable, cultural change which is tailored to each individual school.

The programme partners schools with a Lead School that has an exemplary track record in behaviour culture to provide senior leaders with bespoke support. There is also a stream for MATs who will be partnered in a similar way with a Lead MAT.





The programme

There are three streams of the programme to choose from, depending on the needs of the school or MAT:

a. Core support

This stream is designed for schools who want to work more independently to improve behaviour culture within their school. Schools will have access to high quality training, tools, resources, networking opportunities and be able to visit other schools with exemplary behaviour.

b. Extended support

Designed for schools who would benefit from one-to-one support from a Lead School. In addition to provisions in Core support, Extended support schools will also receive ongoing coaching and mentoring to develop and deliver their new behaviour approaches.

c. Multi-school support

This stream is designed for MATs who would like to develop and launch new behaviour approaches across multiple schools within their trust. MATs will get one-to-one support from a MAT executive team to help them develop and implement their new behaviour approaches across the trust. There will also be the opportunity to have one-to-one support (Extended support) for one of the schools.

PROGRAMME TIMELINE

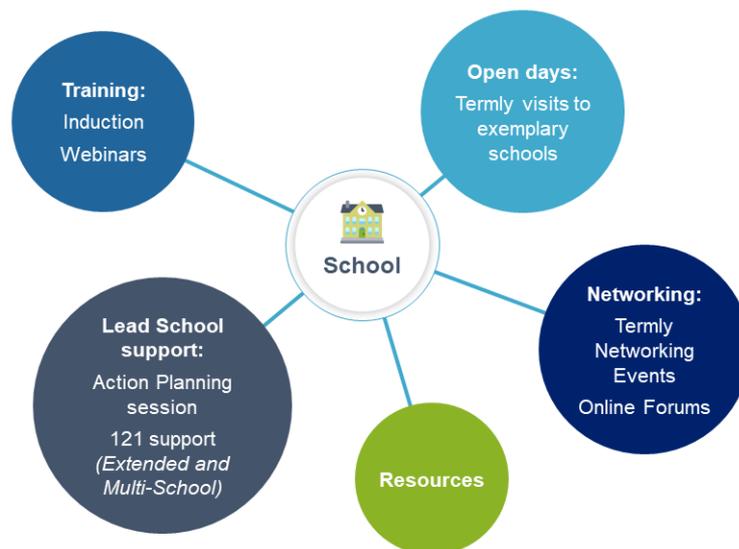
	HALF TERM 1	HALF TERM 2	HALF TERM 3	HALF TERM 4	HALF TERM 5	HALF TERM 6
SCHOOL JOURNEY	Diagnosing issues	Developing new behaviour approaches	Launching new behaviour approaches	Monitoring and ongoing support		
TO SUPPORT THE PROCESS	Training Induction (1 day) Virtual modules (5 - 9 sessions, 90 minutes each) Action planning session Resources and tools		Networking (1 event) Open day (1 day)		Networking (1 event) Open day (1 day)	
EXTENDED AND MULTI-SCHOOL	Ongoing one-to-one support, mentoring and coaching (Extended: 8 - 12 days, Multi-school 5 - 7 days)					



The programme will take on a new cohort of schools each term, giving schools the option to join at a time of year which suits their need.

Schools will be matched with a Lead School nearby and of the same phase (with a maximum travel time of 2 hours where possible).

Training and support that all schools will receive:



Recruitment of additional Lead Schools

The Behaviour Hubs programme launched in September 2020, and we are looking to appoint a new cohort of Lead Schools and MATs from across Primary, Secondary, and AP sectors. Lead MATs are required to have at least one school that can act as a Lead School in their local area. We are particularly looking for schools that are working in challenging contexts.

You will have the opportunity to make a difference and help schools across the country build cultures and systems which promote excellent pupil behaviour.

To apply, you must submit an application by midnight 31st October. If successful in the written application round, we will arrange a school interview. Schools and MATs will be informed if they have been successful in February.



Role of Lead Schools

The Department for Education has appointed a team of behaviour advisers led by Tom Bennett to oversee the programme and support all the lead schools involved.

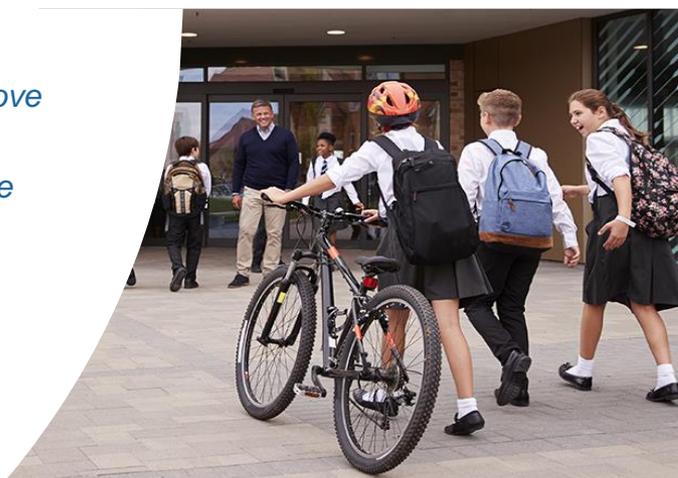
In Lead Schools, we are looking for a team of inspirational senior leaders who have implemented strong, positive behaviour cultures within their schools. They will provide bespoke one-to-one support to a number of other schools helping them to make whole school culture changes. In addition to attending induction, Lead Schools will provide approximately 35-50 days of senior and middle leadership time per academic year to support other schools. Additional support may be delivered by other key members of staff who have experience in developing behaviour policies.

In Lead MATs, we are looking for experienced executives who have worked across a number of schools. They will support other MATs to develop effective Trust-wide approaches to managing behaviour. A Lead MAT will include at least one Lead School delivering support to other schools; individuals from the MAT will also support other MAT executives to implement effective behaviour approaches. We expect the MAT to MAT executive component of the programme to take approximately 25-40 days of MAT leader time per academic year. Your Lead school will also need to contribute approximately 45-55 days to the programme each year.

We particularly welcome applications from MATs who have both a secondary and primary school that can be a Lead School.

“ *The programme has provided us with depth, expertise and networks to improve standards in our core and extended schools, as well as our own school. We are allowed to concentrate on the real purpose of giving all children the environment to succeed in school.*

Tony Quinn, Saint Augustine's Catholic High School (Lead School)





Benefits of being a Lead School

We encourage schools and MATs to apply:

- To make a difference by supporting schools across the country to improve their behaviour culture practices.
- To meet and work closely with other excellent schools, expanding their network.
- To have the opportunity to reflect on effective behaviour practice, consider their own professional development and that of their staff.
- To showcase their school's work and be recognised, nationally, as a beacon of excellent behaviour.

Lead Schools and MATs will be financially rewarded for their work, with leaders reimbursed for the work they do. A full breakdown of rates per day can be found in the application guidance.

RESPONSIBILITIES OF A LEAD SCHOOL OR LEAD MAT INCLUDE:

- **One to one support** for Extended partner schools and MATs on the Multi-school stream to assess behaviour strengths and areas for improvement in order to devise an action plan, and monitoring of progress.
- **Action planning surgeries** for Core partner schools and MATs to assess behaviour strengths and areas for improvement in order to devise an action plan, with the partner school monitoring own progress.
- **Behaviour and culture open days** hosted termly to showcase behaviour systems and culture, and specific elements of good practice (Lead schools only).
- **Attend and host networking events** to share practice and progress with other lead and partner schools/MATs in your hub.
- **Attend the adviser-led training days** to showcase your good practice with other schools.
- **Work closely with the Delivery Centre** and advisers during the programme.



Requirements and eligibility of a Lead School or a Lead MAT

The basic eligibility criteria to become a Lead School or Lead MAT in the Behaviour Hubs programme is outlined below. We encourage all interested schools to apply, and each application we receive will be considered and assessed individually.

BASIC ELIGIBILITY CRITERIA

Lead Schools

Overall Outstanding judgement from Ofsted

Overall Good judgment from Ofsted with Outstanding Behaviour & Attitudes

Overall Good judgment from Ofsted with exceptional application form and interview.

Meet academic requirements for your school phase.

For full details on academic criteria for each phase, please read the [application guidance](#).

Lead MATs

At least one eligible Lead school in the MAT

Must be considered by the Education and Skills Funding Agency to be of sound financial health. As a minimum requirement, must not have an open Financial Notice to Improve.



How to apply

To make an application, complete and submit this [application form](#).

Deadline for applications is by midnight 31st October 2021

To find out more, visit www.gov.uk/guidance/behaviour-hubs

Email the delivery centre team at behaviourhubs@educationdevelopmenttrust.com