



# The West Partnership

## Minute

Leadership Workstream  
24 January 2020  
ERS, Craigpark Street, Faifley, G81 5BS

**Attendees:** Laura Mason; West Dunbartonshire Council, Jen Crocket; West Partnership, Claire Cusick; West Dunbartonshire Council, Alison McLellan; Inverclyde Council, Julie Colquhoun; Renfrewshire Council, Ann McIntosh; Glasgow City Council, George Cooper; East Dunbartonshire Council, Anna McKinney; North Lanarkshire Council, Tracy Morton; East Renfrewshire Council, Angela Sneddon; South Lanarkshire Council, Robyn McIlroy; Education Scotland.

**Apologies:** Elizabeth Morrison; West Partnership, Fiona Leggate; South Lanarkshire Council.

### 1. Welcome

- L Mason welcomed the group to the meeting and introductions were made.

### 2. Senior Partnership Officer Update

- J Crocket provided an update in E Morrison's absence. J Crocket advised of changes to the core team and advised that project manager Graeme Hay has now moved onto a new position within East Renfrewshire Council and data analyst has also moved onto a new position and we are currently looking at job adverts to replace.
- J Crocket advised that the West Partnership Winter Newsletter should now have reached all establishments across the RIC and encouraged all to promote this where possible.
- J Crocket advised of the primary curriculum conference taking place on Tuesday 28<sup>th</sup> January and that sign up was now full. It was also advised the ELC conference is taking place on Friday 7 February and there would be 1 place available per ELC setting across the RIC.

### 3. Empowerment Definition

- J Crocket provided an early draft definition on empowerment in response to an agreed action from December and asked the group for thoughts on this. R McIlroy advised the definition of 'empowerment' which is the definition used at the moment in the National Improvement Hub "*An empowered system is one that grows stronger and more confident, working in partnership to lead learning and teaching that achieves excellence and equity for all learners. Empowerment and collaboration for improvement happen at all levels in an empowered system*"
- It was advised to leave the definition at the moment and more guidance will forward in the future.

### 4. Teacher Exchange Programme – progress

- J Crocket advised that the teacher exchange programme has been on the plan of the workstream and there is a paper being presented to professional associations. Once feedback has been received from professional associations it will be shared with this workstream.

### 5. HT Mentoring – audit returns

- J Crocket highlighted a reminder of this return and advised it will be sent back out to all workstream members.

## 6. Leadership Network for DHT's

- J Crocket advised a discussion from west evolving system for support for DHT's who are not preparing to become HT's. J Crocket advised if there was any possibility of exploring a DHT network across the RIC as an offer.
- The group discussed this and it was agreed once we have the HT learning sets in place we could then explore DHT networks.

## 7. Diversity in teaching

- A McIntosh provided an update of the work being carried out by Labinder Sekhon and advised that Labinder has been working on an outcome planner and has run various focus groups and the key message is that leaders and managers require training with regards to BME. A McIntosh also advised that Labinder is looking to run focus groups with young people too.
- The group discussed if there could be a generic module developed to support leaders/managers in training and this would be amended to suit each local authority and could be incorporated into own leadership courses.
- The group discussed if there was a need for a sub group to look at fresh ways to delivery unconscious bias, R McIlroy advised that South East RIC had commissioned a video regarding unconscious bias and advised to send this out to workstream.
- It was also discussed that each local authority representative in this workstream could be Labinder's point of contact within each local authority.
- A McIntosh agreed to provide feedback to Labinder.

### Agreed Actions:

ACTION	RESPONSIBLE
Newsletter to be sent to all workstream members	J Crocket
Feedback from professional associations on teacher exchange programme	J Crocket
HT mentoring audit to be sent back out	J Crocket
Outcome planner regarding diversity in teaching to be distributed to workstream members	J Crocket/A McIntosh

**Date of Next Meeting:** 28 February 2020 at 1.30pm