

Our Network

Values

Vision

Team Values & Behaviours

Schools North East is an inclusive network led by Head Teachers creating unique culture of collaboration and mutual support and bringing the expertise of our members to benefit developments within our region

Our Network

Set up by schools for schools, Schools North East is a registered charity and the first and only school-led regional network in the UK. Our inclusive network is led by Head Teachers, creating a unique culture of collaboration and mutual support, bringing the expertise of our members to benefit developments within our region. Together we are a movement for change giving a voice to all 1,150 North East Schools in the national debate.

We are governed by a board of **Trustees**. An **Advisory Board** of over 40 of the region's Head Teachers and CEOs, along with a **SBM Council** of SBMs and CFOs, from across the region help steer our direction. We answer only to our schools.

The **Team** is made up of like-minded and motivated people who strive daily to make the North East a better place in which to learn and teach.

Our Work

The voice of Schools North East is growing both within the region and nationally, featuring regularly in the media – newspapers, television, radio, and a range of education publications. We work with our stakeholders to shape education policy through directly influencing Government ministers, our extensive events programme reaching many thousands each year, the media, and the Schools North East Blog.

The links below demonstrate some of our work.

Schools North East: <https://schoolsnortheast.org/>

Blog: <https://schoolsnortheastblog.wordpress.com/>

Policy: <https://content.schoolsnortheast.org/policy>

Events: <https://schoolsnortheast.org/events/category/>

Members: <https://schoolsnortheast.org/partner-school/>
<https://schoolsnortheast.org/marketplace/>

Networks: <https://content.schoolsnortheast.org/networks>

Ednorth: <https://www.ednorth.uk/>

NNoSS: <https://nnoSS.co.uk/>

Jobs in Schools North East: <https://www.jobsinschoolsnortheast.com>

Values

We are **for all North East schools** - regardless of size, type, faith, structure and geographical location. Our **inclusivity** is what defines us. Our driving passion is to engage at all levels to support schools to do their best for the region's children.

We are **independent**, but not neutral - we campaign to improve conditions for North East schools. We engage with partners across all sectors for the benefit of schools, as well as with individuals and bodies across the political spectrum.

Innovation is at our core. While we build on the knowledge of the past, we seek fresh solutions for the challenges of the present and to shape our future.

We have a strong social purpose which is the foundation of our work. It dictates our actions and our behaviour; it defines us in the eyes of others. Our **integrity** underpins all that we do.

Vision

Our young people are confident, enterprising, skilled and aspiring, learning and developing within well-resourced, nurturing and purposeful school environments.

Our school leaders, governors and staff demonstrate exceptional professionalism enjoying the resounding confidence of students, parents, communities, employers and decision-makers.

Our Head Teachers have a powerful voice regionally and nationally. By working collaboratively and creatively with their peers and external partners, they develop expertise, shape policy and drive change. We are recognised as a centre for innovation and the benchmark of excellence.

Our region is vibrant, self-reliant and outward looking, featuring a dynamic economy, healthy environment and distinctive culture.

Strategic goals

we contribute to our vision by being recognised as:

- ✿ the **hub of engagement** for schools and teaching professionals in the North East of England who have a passion to look beyond their own school gates to learn, to share and to innovate.
- ✿ the **body of record** for developments in the education landscape, a valuable resource supporting school leaders to horizon scan and stay connected with national and regional policy.
- ✿ the **definitive, apolitical voice** of schools in the region, influencing the shape of regional and national policy to deliver on our vision for young people.
- ✿ a **driver of change**, connecting the right organisations, decision makers and influencers to add real, tangible value to the education system in the North East.

The internal team is at the heart of Schools North East

Schools North East has achieved a huge amount in the thirteen years since its inception. It has developed into a trusted voice of our schools. This voice is heard not only across the region but also where it is able to influence policy. However, we remain independent and while we see ourselves as friends of many departments and institutions, we do not lose sight of what matters for our region and fighting that cause.



It is all about the people

Always is and always will be. People matter more than anything. We care about those we work with and those we serve. We are all about building trust-based relationships and establishing win-win partnerships. We care about results, but not at the expense of people. Everything we do should build trust.



We are passionate about our work

We are here to create remarkable experiences. We get things done. Above all we have passion for what we do, and we are proud of what we accomplish. We are relentless and driven



We are challengers

Change is the only constant. We realise this and we enthusiastically embrace and drive ongoing change. We challenge the norms and push boundaries. We do not maintain, we multiply. We are bold in what we do.

To support the future of Schools North East, **leaders** are inspiring, confident, empowering, visionary, and challenging



<p>Inspiring about our work and its future</p>	<p>We will show pride in and passion for the work of the organisation, communicating the vision and direction with clarity and enthusiasm</p>	<p>We will value and model professional excellence and expertise</p>	<p>We will reward innovation and initiative, ensuring we learn from what has and has not worked</p>
<p>Confident in our engagement and knowledge</p>	<p>We will be authentic leaders and work with integrity learning from others and sharing our knowledge</p>	<p>We will give clear, honest feedback supporting our teams to succeed</p>	<p>We will be team players. Collaboration to support the organisation is central to our culture</p>
<p>Empowering our teams to deliver</p>	<p>We will give our teams space and authority to deliver their clearly set objectives. We will be visible, approachable, and welcome challenge</p>	<p>We will champion both difference and external experience recognising the value they bring</p>	<p>We will invest in the skills development of our people to be effective now and in the future</p>
<p>Visionary we see what is coming and make plans</p>	<p>We will be forward thinking looking at the bigger picture shaping the Charity's role</p>	<p>We will create and share a clear strategy aligned to our vision</p>	<p>We are true to our purpose, while creating new opportunities</p>
<p>Challenge the status quo and be innovative in our thinking</p>	<p>We will constructively challenge decision making by politicians and regulators that have a negative impact on our schools</p>	<p>We will build strong respectful relationships and leverage them to expand influence</p>	<p>We lead with unbiased evidence-led advice as necessary, based on robust analysis</p>

As a **team** we are motivated by the vision of Schools North East ensuring there is always a purpose to our work contributing to the strategic intent of the charity. We want to succeed, to make a difference, to be the future and to support education in our region

As a team, we have adopted these **values**



We adopt a responsibility culture not a blame culture. We aim to lead and not plead. We work together to ensure we all pull in the same direction ensuring the Schools North East vision is at the heart of what we do.

Seeing what is around us is important but understanding the bigger picture is even more significant leading to better decision making. We share knowledge, information and experiences with those who can benefit.



We are a high performing team who will challenge the status quo and work collaboratively to transform the business. We aim to be different!

We are focused with clear and measurable goals giving direction to the team. We work in unison to meet common goals. We know where we are going, and we understand challenges along the way.



We are open and honest with each other. Our environment is one where people are comfortable to speak openly, taking key decisions based on reasoning and urgency.

We are motivated with a positive outlook and approach to teamwork, making for a more fulfilling and effective job. We want to succeed!





Schools North East Behaviour Definitions

Actions and activities that we do which results in effective performance in a job



Delivering at Pace

Take responsibility for delivering timely and quality results with focus and drive.



Managing a Quality Service

Deliver service objectives with professional excellence, expertise and efficiency, taking account of diverse customer needs.



Developing Self and Others

Focus on continuous learning and development for self, others and the organisation as a whole



Working Together

Form effective partnerships and relationships with people both internally and externally, from a range of diverse backgrounds, sharing information, resources and support.



Communicating & Influencing Communicate purpose and direction with clarity, integrity, and enthusiasm. Respect the needs, responses, and opinions of others.



Leadership

Show pride and passion for the charity. Create and engage others in delivering a shared vision. Value difference, diversity, and inclusion, ensuring fairness and opportunity for all



Seeing the Big Picture

Understand how your role fits with and supports the organisational objectives. Recognise the wider SNE priorities and ensure work in the regional interest.



Changing and improving

Seek out opportunities to create effective change and suggest innovative ideas for improvement. Review ways of working, including seeking and providing feedback



Making Effective Decisions

Use evidence and knowledge to support accurate, expert decisions and advice. Carefully consider alternative options, implications and risks of decisions

Recruitment

When building our team, we use a range of success profiles to assess against to help find the best candidate for the role within the organisation. These will be measured through:

- ✿ A cover letter clearly linking experience and skills to the job description and person specification
- ✿ A CV which details up to date work experience, employment history and education
- ✿ A range of interview tasks
- ✿ Interview, where you should be prepared to discuss and evidence any of the following:

Behaviours: the actions and activities that people do which result in effective performance in a job

Strengths: the things we do regularly, do well and that motivate us

Ability: the aptitude or potential to perform at the required standard

Experience: the knowledge or mastery of an activity or subject gained through involvement in or exposure to it.

Technical: the demonstration of specific professional skills, knowledge, or qualifications.

Values: demonstrating personal values which align with the organisation and team values

Getting ready for your interview

We will use the STAR model to help gather all the relevant information we need during the interview. The STAR model helps you to present your competency examples in a dynamic way that helps the interviewer see the difference that you made.

STAR:

Situation give an overview of the bigger picture

Task what needed to be done to fix the situation

Action what did you personally do

Result how did your action make a difference