



MEMORANDUM OF UNDERSTANDING

SCHOOL PARTNERSHIP IN INITIAL TEACHER EDUCATION

This Memorandum of Understanding is made on this 4th day of October 2021

Between

- A. (“the School”) whose principal place of business is
- B. University of Exeter (“the University”) whose principal place of business is at Northcote House, The Queen’s Drive, Exeter Devon, EX4 4QJ, who will be acting through the Partnership Office, St Luke’s Campus, Heavitree Road, Exeter EX1 2LU

(The aforesaid organisations and any additional parties are hereinafter referred to individually as “Party” and collectively as “the Parties”).

PREAMBLE

This Agreement results from the Government’s requirements for all programmes of Initial Teacher Education as set out by the Department for Education Teachers’ Standards and Initial Teacher Training criteria. The programme(s), these terms and conditions and all supplementary documents referred to in this Agreement have been devised in partnership with schools through the University Graduate School of Education’s Strategic Improvement Planning Group.

1 DEFINITION OF TERMS

1.1 For the avoidance of doubt all defined terms used within this Agreement shall have the meanings given here:

“Academic Year”	shall mean the official, published dates of the Programmes for the relevant year
“Commencement Date”	6th September 2021
“Confidential Information”	means any and all materials and information of or relating to a Party constituting or concerning products, services, contracts, business models, methods or practices, financial projections or results, know how, trade secrets, intellectual property or ideas which, at the time or times concerned, are not generally known to third persons and such other information as may be proprietary or confidential in nature or is identified by such Party as confidential.
“Fees”	the sums due under this Agreement, further details of which are set out in Schedule 2;
“Fitness to Teach”	means an assessment offer of the Trainee’s ability to meet the Fitness to Teach requirements as set out by the Department for Education, by the University of Exeter’s Occupational Health Provider.
“Intellectual Property Rights”	means all intellectual and proprietary works including all patents, know-how, registered and unregistered trademarks and service marks (including any trade, brand or business names), domain names, registered designs, design rights, utility models, copyright (including all such rights in computer software and any databases), trade secrets, Confidential Information, moral rights, database rights, topography rights (in each case the full period thereof and all extensions and renewals thereof), all rights in any of the foregoing, applications for any of the foregoing and the right to apply for any of the foregoing in any part of the world and any similar rights situated in any country;
“Programme(s)”	the programme(s) specified in Schedule 3 to be pursued by the Trainee, as approved by each of the Parties and subject to the conditions set out in Schedule 1;
“Regulations”	the regulations of the University and Department for Education in force when the Trainee is undertaking their placement, as amended from time to time, including any codes of practice or policies;
“Trainee(s)”	the Trainee(s) pursuing the Programme;

1.2 Headings are for convenience only and shall not affect the interpretation of this Agreement.

1.3 Words denoting the singular shall include the plural and vice versa and words denoting one gender shall import all genders.

- 1.4 References to Clauses, Sub-clauses and Schedules are to the clauses and sub-clauses of and schedules to this Agreement.
- 1.5 Both Parties hereby acknowledge and agree that the provisions of this Agreement (incorporating the Schedules) shall create legally binding relations between them.
- 1.6 The university agrees and undertakes to comply with the obligations set out in Schedule 1 in accordance with the terms of this agreement and in consideration of the fees set out in Schedule 2.
- 1.7 The School agrees and undertakes to comply with the obligations set out Schedule 1 in accordance with the terms of this agreement and in consideration of the fees set out in Schedule 2.

2 COMMENCEMENT AND DURATION

- 2.1 This Agreement will commence on the Commencement Date.
- 2.2 This Agreement will continue until the Trainee has completed one (1) full Academic Year on their Programme but may be renewed by mutual consent as set out in clause 10.1 below.
- 2.3 During the duration of this Agreement, the Programmes will be kept under continual review both to ensure the maintenance of nationally acceptable academic and Department for Education standards and regulations and to facilitate appropriate further developments.

3 CONFIDENTIALITY

- 3.1 Each Party undertakes that they will not at any time use, divulge or communicate to any person, except to its professional representatives or advisers or as may be required by law or any legal or regulatory authority, any Confidential Information concerning the business or affairs of the other which may have come to its knowledge as a result of entering into this Agreement or in exploring development opportunities and each of the Parties shall use reasonable endeavours to prevent the publication or disclosure of any Confidential Information.
- 3.2 The obligations in clause 3.1 above shall not apply to data or information which the Party receiving the Confidential Information can clearly demonstrate:
- (i) was known to the receiving Party prior to disclosure; or
 - (ii) was or becomes in the public domain through no fault of the receiving Party; or
 - (iii) becomes available to the receiving Party by an unconnected third party with the lawful right to make such a disclosure; or
 - (iv) has been independently developed or conceived by it; or
 - (v) it is required to disclose by law, regulation or an order of a court
- 3.3 For the avoidance of doubt, the obligations set out in this clause 3 will continue to apply following termination of this Agreement.

4 QUALITY ASSURANCE

- 4.1 The university maintains a quality assurance framework to ensure routine monitoring and regular review of its programmes, and is subject to Quality Assurance Agency audits and OFSTED inspections to ensure a high quality learning and teaching experience. The university's codes of practice and procedures for these monitoring and review activities are detailed in the TQA manual (<http://as.exeter.ac.uk/support/admin/staff/qualityassuranceandmonitoring/tqamannual/>).
- 4.2 The School will demonstrate sufficient quality standards to align with the university codes of practice and procedures as per clause 4.1, appropriate for the Programme. Schools will be removed from the partnership where there are concerns over quality standards.
- 4.3 The School shall not sub-contract any part of this Agreement without the prior knowledge and agreement of the Partnership Director or his/her nominated representative.

5 DATA PROTECTION

- 5.1 In this Agreement, the terms Personal Data and Data Controller, have the meanings given in the Data Protection Legislation and Processing, Process and Processed shall be construed accordingly.
- 5.2 The Parties acknowledge and agree that each Party is a Data Controller in respect of Personal Data which it collects and may, as provided in this Agreement, act as Data Controller in respect of Personal Data provided by the other Party.
- 5.3 To the extent that a Party is acting as a Data Controller under this Agreement, it shall comply with all relevant Data Protection Legislation.

6 NO PARTNERSHIP OR AGENCY

Nothing in this Agreement is intended to, or shall operate to, create a legally recognised partnership between the Parties, or to authorise the Parties to act as agent for the other, and neither of the Parties shall have authority to act in the name of or on

behalf of or otherwise to bind the other in any way (including the making of any representation or warranty, the assumption of any obligation or liability and the exercise of any right or power).

7 RIGHTS OF THIRD PARTIES

This Agreement is made for the benefit of the Parties as named in this agreement and is not intended to benefit, or be enforceable by, anyone else. No term of this Agreement shall be enforceable under the contracts (Rights of Third Parties) Act 1999 by a person who is not a party to this Agreement.

8 INTELLECTUAL PROPERTY RIGHTS

Neither Party shall use the other Party's existing Intellectual Property without that Party's prior written consent. Such consent shall not be unreasonably refused or withheld.

9 TERMINATION

9.1 Both Parties shall have the right to terminate this Agreement at any time by giving written notice to each other forthwith if:

- a) a Party commits a material breach of the provisions of this Agreement which, if capable of remedy, is not remedied within twenty-eight (28) days of a request from the other Party to do so; or
- b) there is at any time any material change in the operations, management or structure of a Party which in the reasonable opinion of the other Party means that the Party subject to such change is substantially impaired in the performance of its obligations hereunder; or
- c) a Party fails to duly and punctually comply with any proper laws binding on it for the purposes of the rights and obligations specified in this Agreement.

9.2 The Parties acknowledge that upon termination of this Agreement for any reason, the interests of the Trainees will be paramount and all efforts will be made by both Parties to ensure the Trainees are able to complete the Programme for which they are already accepted.

9.3 On termination of the Agreement, where either Party have made reference or used the logo of the other Party, these shall be deleted from all promotional and publicity materials.

10 MISCELLANEOUS

10.1 This Agreement constitutes the entire agreement between the Parties in relation to its subject matter and supersedes all prior agreements and undertakings whether oral or written with respect to it. This Agreement may be amended or renewed at any time by mutual consent. The terms of any such amendment or renewal shall only be effective if recorded in writing and signed by a representative from each Party authorised to conclude or amend agreements of this type.

10.2 No Party shall hold another liable for any damages, dispute or injury arising during the undertaking of the placement unless caused by the negligence of an employee or agent of that Party. The liability of any Party in connection with this Agreement shall not extend to loss of business or profit or any indirect, economic or consequential damages or losses. In any event the maximum liability of the university under or otherwise in connection with this Agreement shall not exceed £10,000. Nothing herein shall exclude any liability of either Party for death or personal injury which arises as a result of negligence.

10.3 Neither of the Parties shall use the other's name, crest, logo or registered image for any purpose without the express permission of the other Party. The School agrees that all logos, trade-marks and/or marks that show ownership of any information supplied by the University are maintained on any reproduction as required by the University, and the School shall not modify such information in any way.

10.4 If any provision of this Agreement, or any part of a provision of this Agreement, is found to be illegal, invalid or unenforceable the remaining provisions, or the remainder of the provision concerned, will continue in effect.

10.5 Each Party agrees to procure and maintain at its own cost all such insurance cover as would be usual or prudent for a comparable institution. The School will ensure that Trainees are indemnified by the School's Employers' Liability insurance.

10.6 This Agreement shall be governed by and construed in accordance with English law, and each of the Parties shall with the assistance of the Centre for Dispute Resolution, seek to resolve any dispute or difference amicably by using an alternative dispute resolution (ADR) procedure acceptable to both Parties before pursuing any other remedies available to them. As a point of last resort, the Parties agree to agree to submit any questions or disputes arising out of the Agreement to the exclusive jurisdiction of the England courts.

Covid-19

The Memorandum of Understanding [or Partnership Agreement depending on arrangement] remains as the agreement between the university and the School. For placements during the 2021-22 academic year these additional requirements will be necessary:

- Schools warrant that they will ensure that trainees are included in, informed of and abide by all Covid-19 requirements, risk assessments, testing and guidance.
- Schools warrant that they will make sure that all meetings with trainees (inc Weekly Development Meetings, Reflective Conversations, planning meetings etc) will continue to take place, in accordance with government guidance on social distancing, and electronically if necessary, throughout the placement.
- If an individual school is required to close due to Covid-19 requirements, the trainee(s) will continue their placement with the school; meeting with their Lead Mentor (or other delegated teacher) to plan and co-deliver online learning and any other duties required of teachers in these circumstances. The School undertakes that the trainee will have the same involvement if they are required to self-isolate for up to 14 days.
- If schools are closed due to Government Covid-19 guidance, more widely (nationally or regionally), then the School and university Partnership Office will discuss the most appropriate way forward depending on guidance and information available at the time. Until such guidance is available the trainee(s) should continue the placement with the School as detailed above.
- If a school is delivering teaching both face to face and online they should involve trainees in all forms of teaching, as appropriate to the trainee's phase of development and within the trainee's timetabled hours.
- If a trainee becomes ill with Covid-19 or is designated as 'shielding' during the placement, then the School and university Partnership Office will discuss the most appropriate way forward for the trainee, depending on guidance and information available at the time.

Signatories to the Memorandum

I agree to the terms set out in this Memorandum.

Signed: **Headteacher/Principal**

Name:

School:

Date:

Signed: (on behalf of the University of Exeter)

Name:

Date.....

PLEASE SIGN AND RETURN THIS PAGE. We will sign it and return it to you for your records.

Schedule 1: Responsibilities

The University's Responsibilities in Partnership	The School's Responsibilities in Partnership
Programme Design and Structure	
The university will make arrangements to secure the accreditation and validation of the Programmes and award qualifications as appropriate.	
The University will use the committee structures, appendix 2, to consult on and develop the programme modules with schools	The School will prioritise attendance at Lead Mentor, Reflective Mentor and ITEC (see appendix 3) meetings and will release staff, if so requested, to attend Strategic Improvement Planning Group (appendix 2)
Programme Documentation	
<p>The university will circulate and/or make available for reference, the Programme Handbook, the DfE ITT criteria and the Teachers' Standards, any relevant module handbooks, annual evaluation summaries, committee meeting minutes, details of development opportunities for partnership colleagues, a termly newsletter and any other such information as it deems relevant during the year. The Programme Handbook will contain</p> <ul style="list-style-type: none"> • Programme aims • Directory of contacts and diary, • Details regarding professional learning • A summary of the 'Exeter Model of ITE' and the tools used within it • Roles and responsibilities of all those involved in the training process • Details of all aspects of school based work • Information the Professional Studies Programme for school delivery • Programme and M level working information • Assessment and moderation information • Programme evaluation and Quality Assurance information • All relevant information for trainees registered at the University of Exeter as required by the University including support and welfare services, careers and employability, attendance and absence, complaints etc. 	The School will engage with all the available programme documentation both by ensuring that the relevant people have the opportunity to access it and also that they have the opportunity to contribute towards revisions of any part of it that remains within the remit of the Graduate School of Education.
	The school will respond to requests for information by the university as required by the DfE, Teachers' Standards and ITT criteria and as reasonably requested by the partnership (eg equality policy, evaluation of partnership activity)
Programme Management and Quality Assurance	
<p>The university will</p> <ol style="list-style-type: none"> a) nominate staff responsible for the management and supervision of all university aspects of each Programme b) provide introductory and development courses for university and school staff participating in school-based work c) in consultation with schools, through the Strategic Improvement Planning Group, implement a system of quality assurance covering: <ol style="list-style-type: none"> i the management, development and teaching of each Programme ii the selection of candidates iii the placement of Trainees in schools iv the support of nominated staff during School-based elements of the Programme v the monitoring, support and assessment of Trainees during all elements of the Programme vi the moderation, review and evaluation of all aspects of the Programme vii the provision of and access to the library and other resources for Trainees throughout the duration of the Programme. 	<p>The School will:</p> <ol style="list-style-type: none"> a) nominate an ITE Coordinator, Lead Mentors and Reflective Mentors to carry out the activities as defined in the Programme Handbook b) arrange for the nominated staff to participate in staff development as defined in the Programme Handbook c) induct Trainees into the School, arrange a timetable and provide appropriate training, support and resources as described in the Programme and Subject Handbooks, applying the Exeter Model of Initial Teacher Education, d) contribute to assessment procedures and provide reports as set out in the Programme Handbook, e) use resources provided to support high-quality school-based training f) support trainees with workload and wellbeing issues, referring to the university support services where appropriate g) participate in the moderation and evaluation of courses and Programmes h) implement the system of quality assurance agreed with the university through the Strategic Improvement Planning Group i) be willing, from time to time, to provide school-based work placements for Trainees who have previously not met the Teachers' Standards at an appropriate level for the Award of QTS

The university will share appropriate Quality Assurance data and reports with the School	The School will quality assure its own provision and appoint the most suitable staff into the ITEC and Mentor roles.
Recruitment and Selection	
The university will market its Initial Teacher Education Programmes	
The University will design appropriate selection processes with schools through the Strategic Improvement Planning Group and/or through task specific working parties. The university will invite school staff representatives to attend interview days.	The School will engage with the agreed selection processes as requested, specifically responding positively to reasonable requests for teachers to take part in the interview process and to be part of task specific working parties.
Details of the interview process can be found in Appendix 3	
Suitability to Teach (in addition to the recruitment and selection process above)	
The university will be the registered body for Disclosure and Barring (DBS) checks. The process for this is available on the University website http://socialsciences.exeter.ac.uk/education/partnership/	
The university will provide the School with confirmation that trainees placed with them have a satisfactory DBS disclosure.	The School will undertake NOT to carry out additional DBS checks in line with the ITT Criteria and will NOT use the DBS update service for trainees registered at the University of Exeter
The university will carry out a medical 'Fit to Teach' assessment and advise the School if any trainee requires 'Reasonable Adjustment'	The School will make whatever 'Reasonable Adjustment' is necessary for trainees placed with them to ensure equality of opportunity for all trainees
The university will ensure that it remains compliant with current legislation	The School will not require the university to share information against data protection and current guidance
Safeguarding	
The university will promote safeguarding through its recruitment and selection procedures, and as detailed in the Programme handbook	The School will promote safeguarding through its usual routes and methods and will inform the University if any safeguarding issues involving a trainee arise.
Placements	
The university will scrutinise the placement offers and place trainees according to their needs whenever possible	The School will do everything possible to honour the placement offers that it makes
The university will not be liable for any un-filled placement offers, Please see Schedule 2 below for further details	The School will not withdraw a placement from a trainee unless there are exceptional circumstances which have been agreed with the Partnership Director
The university will provide two contrasting placements for each trainee and may provide a third enrichment opportunity for selected trainees	The School will release the trainee from the placement if the trainee is selected to participate in an enrichment experience, for example a Special School placement
Training Provision	
The university will provide and resource Trainees with courses as appropriate and to include: (a) education and professional studies (b) subject knowledge and pedagogy (c) subject/phase-based school orientation (d) induction into wider school issues (e) personal academic enhancement	The School will provide and resource trainees with timetables and opportunities to meet the Teachers' Standards and to receive training in line with the Exeter Model of Initial Teacher Training as appropriate and to include: a) Professional Studies Programme as per the Programme Handbook b) Timetables for the amount of classroom contact time as outlined in the Programme Handbook, ITECs to oversee this to support trainee workload and wellbeing c) Weekly Development Meetings d) Reflective Conversations
During Trainees' School attachment the university will provide a University Visiting Tutor who will: a) provide support through tutor visits and seminars as outlined in the Programme Handbook b) audit the system of quality assurance in the School c) consult with School staff regarding Trainee progress, programme development and evaluation and any other issues pertinent to the development of partnership.	The School will facilitate the University Visiting Tutor visits by ensuring, as far as is possible, that all staff involved in the trainee's training are available to meet with the UVT.
The UVT will make an additional visit, if appropriate, if there are concerns about the trainee's progress and will respond with email support if reasonable and requested.	The School will contact the UVT, usually via email, if there are any concerns about the trainee's progress
Assessment of Professional Learning (against the Teachers' Standards)	
The university will collate the information from the School and from the UVT visit records	The School will interrogate the evidence provided by the trainee against the Teachers' Standards (as described in the University of Exeter Profile Descriptors: see Programme Handbook)
The university will request formative reports and a Final	The school will ensure that they meet the formative and

Summative Report at various dates (in accordance with the Course Diary in the Programme Handbook)	summative reporting deadlines
The University Visiting Tutor will moderate the assessment.	The School will moderate the assessment (through the ITEC)
	The School will attend a moderation meeting if required.
External Examination	
The university will appoint suitably qualified External Examiners to its ITE courses, in accordance with university requirements	The School will host External Examiners as requested and provide opportunities for them to fulfil their role. The School will provide recordings of the trainee's teaching if a teaching opportunity is unavailable for the External Examination. This will usually be viewed in School and neither the trainee nor the External Examiner will retain a copy.
The Programme will respond to any issues raised by External Examiners through its internal processes and make a summary of the reports available to the School	
Equality of Opportunity	
The university will fulfil the requirements of the Equalities Act in all aspects of its ITE courses	The School will hold evidence of meeting the requirements of the Equality Act (2010) and provide a copy of the School policy on this if requested
The university will make its recruitment policy available to all staff involved in the interview process	Schools found to be discriminating against a trainee will be removed from the Partnership if an immediate solution cannot be found.
Employers' Liability	
	The School must ensure that Trainees are indemnified by the School's Employers' Liability insurance
Partnership Responsibilities	
In partnership and through the operation of the Strategic Improvement Planning Group, the university and School (through representation) will keep all aspects of the Programmes under critical review with the objective of increasing their efficiency and effectiveness.	
The university will provide opportunities for ITECs, Lead and Reflective Mentors to attend training, development and consultation meetings and will offer as contribution towards supply cover to facilitate this as described in schedule 2 below.	The School will prioritise the invitation for ITECs, Lead and Reflective Mentors to attend development and consultation meetings

Schedule 2 Fees

Payments to Schools for Trainee Placements

To the School in fulfilment of its requirements, the university will pay the sum of:

PGCE Primary and Secondary: £1200 per 24 week placement of which £600 to be paid in February and £600 to be paid in May

All PGCE programmes: Repeat placement (10 weeks) £600 per trainee

In the case of a Trainee withdrawing at any point after the beginning of an assessed period of school-based work, the School will receive the full amount for that placement. If a Trainee withdraws from the Programme less than two weeks before that time, but after the University has confirmed the name of the Trainee, the School will receive compensation on a sliding scale up to half the placement amount.

If the School is unable to fulfil all or part of its placement offer, the university will not be liable for any payment in relation to those trainees who are not permitted to attend for the school-based work placement.

Partnership Resource Allocations

UNIVERSITY	£ per trainee	SCHOOL	£ per trainee
PGCE administration (inc Partnership admin)	940	Payment to schools for placement	1200
College administration: (marketing, admissions; registry; space etc)	650	Partner training: Supply cover; travel; subsistence; training costs (paid to schools as necessary)	650
Required contribution to university costs (buildings, campuses, central services etc)	2700		
Employability (inc references)	80		
University teaching and UVT costs	2440		
Resources (library, accessibility and consumables)	200		
Widening Participation	300		
Quality Assurance (inc Ofsted and External Examination)	90		
	7400		

All figures are approximate, except payment to schools for placements which is an exact figure

Schedule 3: Programme details

Details of the Secondary Programme(s) are available from

<https://www.exeter.ac.uk/teachertraining/secondary/structure/>

Details of the Primary Programme(s) are available from

<https://www.exeter.ac.uk/teachertraining/primary/structure/>

The Partnership webpages, with the Programme Handbook and further explanation of the terminology and structures described above can be found at <http://socialsciences.exeter.ac.uk/education/partnership/>

Appendix 1: Roles and Responsibilities

A more detailed breakdown of the roles marked * can be found in the Programme Handbook

Role	Responsibility
ITEC* ITE Coordinator	The ITE Coordinator manages the school's work in Initial Teacher Education in partnership with the University.
Reflective Mentor	Each trainee has a Reflective Mentor (not from the trainee's own subject area) who supports the trainee to reflect on their overall professional development. The Reflective Mentor does not observe the trainee in the classroom as the role is about developing the trainee's reflective ability rather than that of classroom training.
Lead Mentor	Each trainee has a Lead Mentor who has responsibility for arranging and managing the trainee's classroom based work.
UVT* University Visiting Tutor	The UVT visits the trainee in school to support and monitor the trainee's progress and to quality assure the provision. They may be members of university staff or teachers
Personal Tutor* (not ITE)	The Personal Tutor is responsible for monitoring the trainee's overall progress including academic work and any pastoral issues that may arise.
Director of Education (not ITE)	The DoE has responsibility across all of the Graduate School of Education for the teaching and learning on all courses and programmes
Partnership Director	The Partnership Director has strategic oversight of the relationship between the university and all its school partners in ITE. This role represents the views of schools at College of Social Sciences and International Studies level
Head of ITE	The Head of ITE, working with the Partnership Director, Programme Directors and ITE Programme Manager, has strategic oversight of all of the ITE programmes
Primary/Secondary/School Direct Programme Directors	These roles oversee the university's operational provision of all its primary and secondary programmes respectively
Subject/Pathway lead	Both primary and secondary programmes recruit trainees into specialist subject areas or pathways, overseen by these roles. These roles are responsible for consulting on and developing the programme modules with schools
Partnership Relations Managers	These roles work directly with schools, both recruiting and encouraging them in partnership and consulting with them to ensure that the programmes meet school need
ITE Programme Manager	This role ensures that all the university facing activity is undertaken and adheres to university QA procedures and liaises with the DfE to ensure the programmes are compliant
Partnership Office	This team administers the operational aspects of the partnership
External Examiners	This team is appointed to critically evaluate the quality of all aspects of the partnership and its training provision.

Appendix 2: Groups and Committees

Committee/Meeting	Purpose	Attendees
Strategic Improvement Planning Group	The Strategic Improvement Planning Group provides a coherent body for school and university representation at a strategic level. It meets once per year to consider issues concerning: <ul style="list-style-type: none"> • Provision of strategic direction on new initiatives and directions which the partnership might take • programme development • feedback and advice on current ITE programmes development of strategy concerning DfE consultations and implementation of new legislation for ITE. 	Representative Partnership Headteachers, ITECs, Lead Schools, Programme Directors, Partnership Director
ITE Management	Action and proposals for all strategic and operational issues for all programmes. Leads continuous improvement through self-evaluation documents and improvement plans.	Director of Education, Directors of Primary and Secondary programmes, Exeter Partnership, School Direct leads, Partnership Director, ITE Programme Manager
Management Committees*	Operational decisions and strategic consultation	All University programme staff, ITE programme manager, Partnership Director, Partnership Relations Managers
ITEC Meetings	Development and consultation on Professional Learning aspects of the programmes	Partnership Relations Managers All partnership ITECs
Lead and Reflective Mentors	Development and consultation on Professional Learning aspects of the programmes pertaining to both mentor roles	Partnership Relations Managers All Partnership mentors

Appendix 3: Partnership involvement in the interview process

Teachers from partnership schools take an active part in the selection process of candidates. Teachers take part in the individual interviews, in non-subject specific interviews in order to calibrate subject and pathway leads selections. Throughout the year a teacher will attend interviews with all of the subject and pathway leads. This enables schools to be regularly consulted about the interview process. Participating teachers give feedback on the interview process, including recommendations for improvement.