



# Teach First Network Fund Case Study 2023/24

**We have been very fortunate as a network to work in partnership with Teach First since our launch. The fantastic networks and community team have championed us, and we have been fortunate to have been awarded part of the network fund to support our first year of operation; this support has been invaluable in our success!**

## Our Application

When we applied for the network fund, it stood out to us how aligned we are with the mission, vision, values and aims of Teach First as an organisation, but specifically for their network fund, in which our application aligned with the three goals of TF's network fund:

- Greater number of quality teachers that thrive and feel able to remain in school.
- Strong leadership in schools.
- Schools are supported by a strong community and a strong policy environment.

At the point of our application we had recently held our launch event and planning for several other events were underway. When submitting our application we grouped our fund into six main areas:

- Events - this was to ensure our events were viable and low cost to attendees.

- Marketing - to grow our network to share and engage with more and more people.
- Network Operations and Development - to bring our volunteers together to ensure robust behind the scenes processes and systems are in place.
- Outreach - the opportunity to attend other events and share our network, joining dots with other organisations.
- Diversity & Inclusion - to empower diverse voices in education as leaders.
- Expenses - to provide speakers, volunteers and Teach First Ambassadors with reimbursement for travel and accommodation.

## Our Impact

As when applying for the network fund, we had mapped out our intended outputs, outcomes and indicators. Overleaf we provide a brief overview of what we have





achieved in terms of this **(please also refer to our Impact Report 2023/24 for a more detailed and wider scope of detail regarding our impact)**. We have included the intended output and outcome at the time of the application and then provided updates on this success.

**150 aspiring and new to role school leaders attend events and feel empowered to step up and progress in their career development.**

- **We have a 90% satisfaction rate for events, in which leaders feel empowered and supported to make their next steps.**
- **Of the 150, 25 successfully secure promotion to a desired role.**

We have had over 250 attendees across all of our events in which we have achieved a 100% satisfaction rate across of our events. The reference to promotion, whilst we know of many people within our community who have gained promotion and this will include around 25 educators, however, we have found collection of data and surveys hard to manage this year. Therefore, for future analysis and any potential funding applications, we will consider how we manage this.

**5-10 leaders from underrepresented groups achieve promotion and are successful in job applications / career development this academic year.**

Diversity and inclusion is a key part of our ethos, as we want **leaders from underrepresented groups to have access to opportunities**. Similarly to the previous point, we know of many people who have gained promotion, but collection of this data has been tricky in a qualitative format. This has come more from a quantitative format of people emailing us and conversing with us, of which over ten leaders from underrepresented groups have been successful; particularly around the protected characteristics of race, sex and religion/belief.

**15-20 schools and/or trusts choose to partner with Step Up by the end of the academic year.**

As an organisation, one area we want the education system to develop is **retention, recruitment and succession planning within organisations**. This output has been the hardest to achieve due to all of our volunteers being full-time professionals who volunteer outside of their day job. We have begun to build links with schools including London Screen Academy, Eton College, The Mercian Trust, St Martin's MAT and Academy21. For this forthcoming academic year, we have restructured our team where we have a partnerships team led by a vice chair; with one volunteer has a pure focus of education partnerships. We would be interested in working with the school partnerships team at Teach First to make links with more schools directly.

Aside from these outputs, we have also wanted to further engage as many TF Ambassadors as possible. We made a commitment to reimburse any ambassadors attending our events should they wish to have reimbursement. We have only reimbursed two, as many have commented how affordable our offer is, and the desire to support a volunteer-led organisation. This year, we have engaged with the following:

- **36** Ambassadors have attended our face-to-face events.
- **20+** people who are not ambassadors but are employed by a school where TF trainees are hosted have attended one of our events.
- **10+** people studying a NPQ through TF have attended one of our events.

## Our Thanks

We do have many next steps, and we would love to continue to collaborate with Teach First. In particular we would like to say a huge thank you to Chloe Cawthorne, Tim Mobbs and Maria Cunningham for continuing to champion Step Up.