



Primary Subject Leaders – Final Feedback Report – Summer 2024

Context

In 2023/24, HEP delivered termly Subject Leader Networks across 15 subjects (except for Computing delivered in Autumn and Spring only). Running a Subject Network week, allowed leaders overseeing multiple subjects in their school to attend one or more of the sessions, if they wanted. In addition, HEP provided written guidance for both [facilitators](#) and [delegates](#) to outline expectations and to support network meetings to run efficiently and smoothly.

Here are some Summer term attendance numbers:

There were 26 new bookings for Summer term networks taking the total number of registered subject leaders to 657 across 49 primary schools. 339 (52%) registered Subject Leaders attended a network, down by 13% from Spring term. 318 subject leaders did not attend.

Table 1 below shows a summary of attendance and completed evaluations across the year.

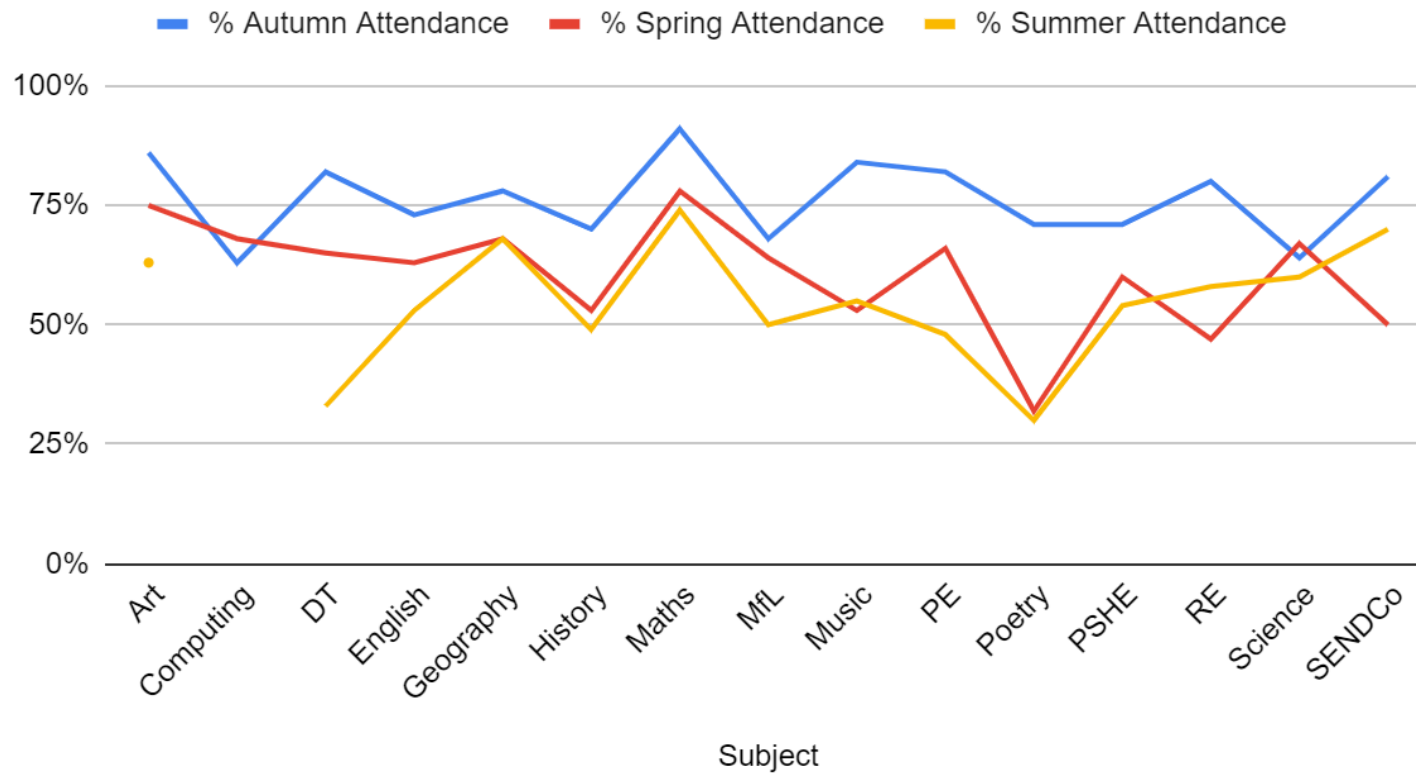
Subject	Registered Autumn	Registered Spring	Registered Summer	Attended Autumn	Attended Spring	Attended Summer	% Autumn Attendance	% Spring Attendance	% Summer Attendance	Number of Autumn Evaluations	% of Autumn Attendees	Number of Spring Evaluations	% of Spring Attendees	Number of Summer Evaluations	% of Summer Attendees
Art	35	44	46	30	33	29	86%	75%	63%	18	60%	21	64%	17	59%
Computing	27	40	40	17	27	cancelled	63%	68%	N/A	12	71%	13	48%	N/A	N/A
DT	33	43	45	27	28	15	82%	65%	33%	15	56%	15	54%	12	75%
English	49	64	62	36	40	33	73%	63%	53%	12	33%	18	45%	18	55%
Geography	27	44	47	21	30	32	78%	68%	68%	16	76%	16	53%	19	60%
History	43	49	53	30	26	26	70%	53%	49%	14	47%	17	65%	12	46%
Maths	32	45	46	29	39	34	91%	78%	74%	16	55%	21	54%	21	62%
MfL	19	25	28	13	16	14	68%	64%	50%	8	62%	10	63%	8	57%
Music	25	38	40	21	20	22	84%	53%	55%	11	52%	5	25%	11	50%
PE	38	50	52	31	35	25	82%	66%	48%	24	77%	24	69%	20	80%
Poetry	21	28	30	15	9	9	71%	32%	30%	9	60%	5	56%	6	67%
PSHE	28	40	41	20	25	22	71%	60%	54%	10	50%	9	36%	7	32%
RE	30	36	40	24	17	23	80%	47%	58%	5	21%	12	71%	12	52%
Science	42	57	57	27	38	34	64%	67%	60%	8	30%	12	32%	20	59%
SENDCo	16	28	30	13	15	21	81%	50%	70%	7	54%	6	40%	10	48%



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Overall attendance

Autumn, Spring and Summer Attendance





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To try and understand why attendance declined over the year, HEP added a question to the evaluation form for delegates to reflect. HEP collected data from **191** subject leaders across 14 subjects and found that **89%** attended all three network sessions across the year. Teachers faced various challenges that affected their attendance at scheduled sessions across different subjects. Here are their main reasons for non-attendance:

- Illness
- Clash with another subject network, school-led CPD, external CPD, Governor meeting, parents evening, school event
- Subject lead didn't know about it, signed up too late
- Recently appointed
- Residential trip
- School incident
- Family emergency, childcare issues, not a work day, maternity leave
- ICT issues

Delegate reflections

Here's an overview of **191** delegate reflections across **14 subjects**:

- 82% have increased their subject knowledge.
- 80% have increased confidence as a subject leader.
- 88% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders.
- 80% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully.
- 83% have made the most of the network sessions.
- 75% are better able to support teachers with planning and delivery.
- 78% felt the length of the networks was sufficient.
- 79% said online networking met their expectations.
- 86% said the quality of the subject specialist met their expectations.

Art

"Today's meeting was very inspiring and uplifting regarding the Cultural Capital. We will be looking at our local area and try to organise small but interesting trips for our pupils."

DT

"I like that sessions are prepared following suggestions from attendees. Sue is lovely and very approachable."

English



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"The meetings have been very useful. They have given me the time to reflect on current practice at my school and have provided ideas and suggestions to amend our planning and teaching."

Geography

"Paula Owen has been an amazing specialist and I have learnt so much from her and her ideas and knowledge."

History

"I was pleased to see that Early Years in History was considered. Andy is always so engaging. He is a brilliant facilitator and I really enjoy attending his sessions."

Maths

"I really enjoyed observing a maths lesson in EYFS - it was really impressive and definitely insightful."

MfL

"Great sessions. Thank you for being so supportive and informative."

Music

"I think that these network meetings are brilliant, and hopefully now that schools are more aware of them happening and the system for them taking place is embedded, they will become a powerful tool for our subject areas and a chance to network."

PE

"Fantastic session as always. Lots of helpful advice and support. Practical sessions were very helpful."

Poetry

"Jonny was an outstanding facilitator and I looked forward to his sessions which were fun and informative. He really helped to clarify what we should and shouldn't be doing in schools. I have since started conversations with the reading and writing leads, and sharing a more creative and meaningful way forward!"

PSHE

"Thank you, really helpful and enjoyable sessions! A great host!"

RE

"The meetings being online works really well as I feel that I take more from them and they are easier to follow and be engaged in. It helps to make you feel comfortable talking to others about RE across our schools."

Science

"Corinne was really supportive and I have used a lot of what I have learnt in these sessions in our school. Very informative host and relevant agenda. Hearing examples of good practice is very helpful."

SENDCo

"It is useful to hear up to date information. With budgets being cut perhaps a focus on company cost effective interventions and resources might be useful in a future session."



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Suggestions to improve future network meetings:

- Encourage all delegates to engage in breakout room discussions, share practice and to have cameras and microphones on.
- Extend the time and size for breakout room discussions, allowing a few extra minutes to prevent cutting off valuable discussions and to increase participation.
- Invite teachers to share excellent practices or expertise in each session.
- Prioritise sessions based on attendee needs and specific key stages
- Cover more content on implementing AfL (Assessment for Learning) in lessons.
- Discuss monitoring and tracking subjects like music and art, and subject lead expectations.
- Provide practical advice and resources for use in the classroom. Offer guidance on planning, monitoring, and assessments. Share resources beyond common ones (e.g., beyond Charanga for music).
- Ensure reliable technology to avoid issues like lack of cameras, non-functioning audio, and poor internet access. Provide test or pre-meeting videos and slides to prepare and avoid technical issues.
- Consider shorter sessions (e.g. one-hour meetings) or earlier/later start times. Schedule meetings to avoid interruptions during PPA time and vary meeting days to accommodate different schedules.
- Mix face-to-face and online meetings for flexibility and better engagement. Occasionally incorporate in-person meetings for practical activities and resource sharing.
- Provide more opportunities for subject leaders to visit local schools to support colleagues in developing subject knowledge and managing subjects.

Facilitator reflections

Table 2 below shows delegate evaluation data by subject and feedback from facilitators commenting on:

- Attendance
- Delegate Participation
- Improving future meetings



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>Art & Design Based on 17 completed evaluations, 76% attended all 3 sessions.</p> <p>88% have increased their subject knowledge. 94% have increased confidence as a subject leader. 94% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 94% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 88% have made the most of the network sessions. 82% are better able to support teachers with planning and delivery. 14% felt the length of the networks was sufficient. 88% said online networking met their expectations. 100% said the quality of the subject specialist met their expectations.</p>	<p>29 attended 2 apologies 15 no shows</p> <p>Participation increased, especially in the breakout rooms, although most participants still didn't turn on their cameras, which I find problematic in small groups. I feel they have gotten to know me better now, and there's a much-improved relationship even though I'm a virtual facilitator.</p> <p>Attendance was okay, but more schools were missing than I expected, and three people left early because their school was being locked up. I think schools should make allowances when staff are attending webinars from their classrooms.</p> <p>I really pushed the evaluation link and made participants open it at the end, also asking them to save it on their devices, apart from those who left early.</p> <p>It was an engaging session on Cultural Capital, including research on what's available in Hounslow.</p>



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>Design Technology Based on 12 completed evaluations, 75% attended all 3 sessions.</p> <p>100% have increased their subject knowledge. 92% have increased confidence as a subject leader. 100% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 92% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 92% have made the most of the network sessions. 92% are better able to support teachers with planning and delivery. 92% felt the length of the networks was sufficient. 100% said online networking met their expectations. 100% said the quality of the subject specialist met their expectations.</p>	<p>15 attended 2 apologies 29 no shows (This meeting was rescheduled twice so might be reason for low attendance)</p> <p>Delegates participated throughout.</p>
<p>English Based on 18 completed evaluations, 39% attended all 3 sessions. One school had 4 leaders who attended all three between them over the year.</p> <p>94% have increased their subject knowledge. 89% have increased confidence as a subject leader. 83% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 56% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 94% have made the most of the network sessions. 94% are better able to support teachers with planning and delivery. 94% felt the length of the networks was sufficient. 94% said online networking met their expectations. 94% said the quality of the subject specialist met their expectations.</p>	<p>29 attended + 4 without booking =33 4 apologies 29 no shows</p> <p>The majority of participants did not put their cameras on. They were reminded/asked to do so. There was some good participation in the chat and in breakout room discussions. A significant number of participants were late joining the call. Only 8 were on time. Participants were still joining the call 40 mins into the session.</p>



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<p>Geography Based on 19 completed evaluations, 63% attended all 3 sessions.</p> <p>95% have increased their subject knowledge. 95% have increased confidence as a subject leader. 95% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 95% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 95% have made the most of the network sessions. 89% are better able to support teachers with planning and delivery. 74% felt the length of the networks was sufficient. 95% said online networking met their expectations. 95% said the quality of the subject specialist met their expectations.</p>	<p>32 attended 4 apologies 11 no shows</p> <p>Some absence due to attending a science network meeting scheduled for the same evening. Disappointed over the lack of fieldwork sharing. Several attendees shared how they had implemented ideas from previous sessions into their classrooms, with notable contributions from Katie Rees, Tanya Fairholme, and Stephanie. Many attendees remained silent and did not engage much with the chat. A backup plan was used to show resources for fieldwork from the Geographical Association’s national fieldwork festival. There was a discussion on the use of enquiry and the importance of solid knowledge as a base for better questions, as well as the design rationale of the geography curriculum for Oak. Participants were encouraged to use the free resources for staff training, adaptation, or as inspiration rather than directly off the shelf. Chat room discussions were lively, with many using or adapting schemes like Cornerstones, Kapow, and Plan B.</p>
<p>History Based on 12 completed evaluations, 67% attended all 3 sessions.</p> <p>100% have increased their subject knowledge. 83% have increased confidence as a subject leader. 92% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 100% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 92% have made the most of the network sessions.</p>	<p>24 attended 2 without booking 0 apologies 27 no shows</p> <p>The attendance was similar to the previous meeting. Delegates had the opportunity to share ideas during the breakup room, and the feedback given demonstrated that they made good use of this time. There are ongoing issues with the cameras, as most delegates had their cameras off (this is a recurrent issue). The opportunity was given at the end of the session to ask questions, but no one engaged. Moving forward, Andrew will ask delegates to present to the group how they have implemented what was</p>



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>92% are better able to support teachers with planning and delivery. 83% felt the length of the networks was sufficient. 83% said online networking met their expectations. 83% said the quality of the subject specialist met their expectations.</p>	<p>discussed in the previous meeting, i.e spring 25 delegates to show the impact of the November meeting.</p>
<p>Maths Based on 21 completed evaluations, 67% attended all 3 sessions.</p> <p>57% have increased their subject knowledge. 67% have increased confidence as a subject leader. 86% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 62% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 67% have made the most of the network sessions. 57% are better able to support teachers with planning and delivery. 52% felt the length of the networks was sufficient. 48% said online networking met their expectations. 61% said the quality of the subject specialist met their expectations.</p>	<p>33 attended + 3 with no booking 2 apologies 10 no shows</p> <p>During the meeting, over half had their cameras on, and fewer than five reported technical issues. Most joined between 4:00pm and 4:15pm, with some arriving after 4:30pm. Attendees were asked multiple times to use their registered names instead of nicknames.</p> <p>Most participants stayed throughout, but registration issues arose as registrants were not always the attendees. Breakout rooms had active discussions, but feedback mostly came from the same people. A technical issue blocked video access, so Sara shared a link. Those who accessed the videos found them useful.</p> <p>Sound problems were noted for future improvement. Late arrivals missed parts of the presentation, impacting their participation.</p>
<p>MfL Based on 8 completed evaluations, 75% attended all 3 sessions.</p> <p>88% have increased their subject knowledge. 63% have increased confidence as a subject leader. 100% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 100% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully.</p>	<p>14 attended 5 apologies 9 no shows</p> <p>This network is gelling really well now. Next year's themes will include:</p> <ul style="list-style-type: none">• Assessment• Helping to developing colleagues' confidence for teaching PMFL• Looking again closely at teaching Phonics, Vocabulary, Grammar



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>75% have made the most of the network sessions. 50% are better able to support teachers with planning and delivery. 88% felt the length of the networks was sufficient. 88% said online networking met their expectations. 100% said the quality of the subject specialist met their expectations.</p>	
<p>Music Based on 11 completed evaluations, 73% attended all 3 sessions.</p> <p>73% have increased their subject knowledge. 64% have increased confidence as a subject leader. 82% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 67% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 67% have made the most of the network sessions. 45% are better able to support teachers with planning and delivery. 91% felt the length of the networks was sufficient. 73% said online networking met their expectations. 91% said the quality of the subject specialist met their expectations.</p>	<p>24 attended 5 apologies 11 no shows</p> <p>14 with camera off, 2 apologised (1 camera not working, another person ill). Lots of questions from those with cameras on. Participation was very strong on the day.</p>
<p>PE Based on 20 completed evaluations, 65% attended all 3 sessions.</p> <p>90% have increased their subject knowledge. 80% have increased confidence as a subject leader. 95% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 95% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 100% have made the most of the network sessions. 85% are better able to support teachers with planning and delivery.</p>	<p>27 attended 8 apologies 17 no shows</p> <p>Annoyingly only 25 signed in but I'm trying to fathom out who the missing two are! Overall we have been really pleased with the numbers in attendance Nov (f2f) = 23 March (virtual) = 33 May (f2f) = 27 Always excellent. Really supportive of each other and particularly enjoy practical sessions. 2024/25 – keep to Nov f2f, Mar online, May f2f</p>



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>85% felt the length of the networks was sufficient. 90% said online networking met their expectations. 90% said the quality of the subject specialist met their expectations.</p>	<p>Avoid scheduling meetings in last week of term/half term</p>
<p>Poetry Based on 6 completed evaluations, 33% attended all 3 sessions.</p> <p>100% have increased their subject knowledge. 100% have increased confidence as a subject leader. 100% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 67% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 100% have made the most of the network sessions. 83% are better able to support teachers with planning and delivery. 100% felt the length of the networks was sufficient. 67% said online networking met their expectations. 100% said the quality of the subject specialist met their expectations.</p>	<p>9 attended 4 apologies 17 no shows</p> <p>A small number but a good little crew Lise from Beavers is excellent and so reflective</p>



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>PSHE Based on 7 completed evaluations, 71% attended all 3 sessions.</p> <p>71% have increased their subject knowledge. 71% have increased confidence as a subject leader. 86% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 86% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 86% have made the most of the network sessions. 71% are better able to support teachers with planning and delivery. 86% felt the length of the networks was sufficient. 57% said online networking met their expectations. 57% said the quality of the subject specialist met their expectations.</p>	<p>20 attended + 1 with no booking 1 apologies 19 no shows</p> <p>The session went well. The group was quiet but engaged. Some teachers had to leave at 5pm due to other commitments. The group ranked their preferred topics for the three network meetings next academic year as follows:</p> <ul style="list-style-type: none">● PSHE education: planning a curriculum that meets pupils' needs● PSHE education: teaching about puberty● A tie between:<ul style="list-style-type: none">○ Embedding economic wellbeing○ A guided tour through PSHE Association primary resources○ Supporting pupils with SEND <p>It was suggested that combining some of these topics might be effective, with a third session focused solely on Economic wellbeing.</p> <p>One person shared work from the previous term's topic, but the group seemed disinterested in this format.</p> <p>The long gaps between sessions and busy schedules might be factors. It's also unclear if different teachers are attending each session, which makes continuity difficult.</p> <p>Delegates proposed starting the autumn session with a discussion about whether the current format meets their needs and if they prefer more input over sharing exemplars. Overall, the group appreciated the session, with some staying on to ask questions.</p>



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>RE Based on 12 completed evaluations, 50% attended all 3 sessions.</p> <p>67% have increased their subject knowledge. 75% have increased confidence as a subject leader. 75% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 75% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 75% have made the most of the network sessions. 67% are better able to support teachers with planning and delivery. 75% felt the length of the networks was sufficient. 75% said online networking met their expectations. 83% said the quality of the subject specialist met their expectations.</p>	<p>23 attended + 1 without booking =24 2 apologies 14 no shows</p> <p>People shared about Christianity this time and all rooms were able to feed back. All was fine and discussion was useful. I'm not sure how many people actually bring items to the sharing session vs how many people try to 'wing it' and just talk about their experiences – it is harder to tell when people are in breakout rooms than in a face to face meeting. My suspicion from feedback is that not everybody is too fussed about bringing something themselves.</p>
<p>Science Based on 20 completed evaluations, 45% attended all 3 sessions.</p> <p>75% have increased their subject knowledge. 85% have increased confidence as a subject leader. 95% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 75% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 80% have made the most of the network sessions. 75% are better able to support teachers with planning and delivery. 65% felt the length of the networks was sufficient. 70% said online networking met their expectations. 90% said the quality of the subject specialist met their expectations.</p>	<p>37 attended 3 apologies 17 no shows</p> <p>Participation was really good and feedback at end of session was extremely positive. Re Future improvements I suggest not only focussing on things to do in the classroom but also ensure how to support Science teaching as a leader.</p>



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Subject and Delegate data	Attendance Delegate participation Improving future meetings
<p>SENDCo Based on 10 completed evaluations, 40% attended all 3 sessions.</p> <p>90% have increased their subject knowledge. 80% have increased confidence as a subject leader. 80% enjoyed sharing practice with, and gathering ideas from, the facilitator and other leaders. 70% felt that having the agenda and online meeting guidance beforehand, helped them to participate fully. 80% have made the most of the network sessions. 80% are better able to support teachers with planning and delivery. 90% felt the length of the networks was sufficient. 90% said online networking met their expectations. 90% said the quality of the subject specialist met their expectations.</p>	<p>20 attended + 2 with no booking 0 apologies 11 no shows</p> <p>Good attendance – the best yet I believe. Some people did contribute and made interesting points and asked questions. I'd like to see more people willing to discuss and/or comment in the chat Delegates provided detailed feedback about what would be useful in future sessions.</p>

Primary Subject Leader networks 2024/25

There are a few changes to facilitators in 2024/25:

- Artist and poet Sophie Herxheimer will take over the Poetry network, replacing Jonny Walker.
- Dr Paula Owens is retiring from delivering the Geography network, details of her replacement are yet to be confirmed.
- Florence Ackland will take over the PSHE network, replacing Karen Summer.
- Naomi Hiscock from Primary STEM Education Consultancy will take over the Science network, replacing Corinne Stevenson.
- James Walsh will return to lead the Computing network.

Feedback:

- A Google form will gather facilitator feedback following each subject leader network session
- HEP will send resources and facilitator feedback to Subject Leaders
- HEP will monitor and report attendance each term
- A Google form will gather delegate feedback in the summer term to inform the end-of-year report



Hounslow Education Partnership
Primary

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What will continue:

- You only need to book once to attend all three sessions across the year.
- Online sessions except for PE (in-person practical sessions in Autumn and Summer terms).
- Network week to allow multiple-subject leaders to attend more than one session.
- 90-minute sessions to allow time for rich discussions and networking experiences.