



Buckinghamshire Education School Support & Training (BESST)



School Improvement Services & Governor Support Services Offer for Schools **2025/26**



Welcome

Thank you for taking the time to review the range of services provided by **BESST - Buckinghamshire Education School Support & Training** for the financial year 2025/26. We hope that you will find a range of support that meets the needs of your school.

As part of Buckinghamshire Council, BESST is uniquely placed to offer a wide range of locally focused school improvement and governor support services. Our services are designed and delivered with a focus on the needs of Buckinghamshire schools. We appreciate the challenges that schools are facing to raise standards and achieve educational goals, so our cost-effective services are designed with this in mind, to help you attain your objectives whilst gaining the greatest efficiencies from your budget.

The BESST team is passionate about ensuring the very best outcomes for children and young people. We recognise that all educational institutions have unique needs, and we pride ourselves in providing tailor-made school improvement solutions and professional development programmes which work, both with you and for you, to provide maximum impact.

Our trusted and experienced team of advisors deliver a range of highly effective, quality assured services to schools with the aim of supporting and challenging you to achieve the best possible outcomes for the children and young people in your school.

The BESST Benefits:

1. BESST services are designed and delivered with a focus on the needs of **Buckinghamshire schools**.
2. BESST services are delivered by **local experts**, both from within the local authority and trusted local partners.
4. BESST services provide **excellent value for money**, the income from which will support the delivery of school improvement in Buckinghamshire for today and the future.
5. The BESST team and partners have a **unique relationship** with Buckinghamshire schools and are committed to helping you improve the lives of children and young people.
6. The BESST team will ensure that bespoke services are **tailored to the needs of your school**.
7. BESST services are targeted to ensure that they address the **most pressing issues** facing Buckinghamshire school leaders.
8. BESST will work with the school community to **develop, shape and improve our services** to meet the evolving needs of the school community within Buckinghamshire.

Supporting schools to get the best outcomes for every child



Contents

Content	Page
Funded School Improvement and Governor Support Offer	4
School Improvement Services	5
School Improvement Service Packages	9
Governor Services	10
Governor Service Summary Price List	15
Governor Service Packages	16
The Details	17



Funded School Improvement and Governor Support Offer from Buckinghamshire Council for 2025/26

Please find below our funded commitment to Buckinghamshire schools for the financial year 2025/26.

School Improvement

- Termly **Corporate Director Briefings** for headteachers, chairs of governors and clerks
- **Headline Visits** for maintained schools
- Termly **'Friday Forums'** for all headteachers
- **Side by Side support** for 'intervention' and 'prevention' maintained schools
- **Team Around the School** and/or **Rapid Improvement Group** support for maintained schools in need
- Support for **Ofsted inspections** and attendance at Ofsted inspection feedback
- **Headteacher interview day support** for maintained schools
- Support and attendance at **Liaison Groups**
- Regular **School Liaison newsletters** and bulletin articles
- **The Buckinghamshire Challenge** to raise the attainment of disadvantaged pupils
- Support for all headteachers through regular **Huddles**
- **Support for Early Career Headteachers**, in conjunction with Buckinghamshire Academy of School Leaders (BASL)
- **Moderation and monitoring** of primary assessments
- **Support for SACRE** (Standing Advisory Council for Religious Education)
- **Prevent guidance and signposting**
- Advice and guidance on **equalities**
- Approval and training for **monitoring outdoor learning** for maintained schools
- Support for **headteacher queries** through sis@buckinghamshire.gov.uk

Governor Support

- Termly **Corporate Director Briefings** for headteachers, chairs of governors and clerks
- Termly **Governor Priorities** briefings for chairs and clerks
- Information and resources for governors available on **Governor Zone**
- Essential **Safeguarding and Ofsted Readiness training** for governors
- Regular **governance newsletters** and updates
- Support for **strategic governance queries** through schoolgovernance@buckinghamshire.gov.uk



School Improvement Services

The School Improvement team offer a range of traded support to all Buckinghamshire schools for financial year 2025/26. Once a service has been ordered, the team will contact you to determine your exact requirements. All reviews are subject to School Improvement Advisor availability.

Flexible Pay As You Go Support

BESST offer a range of flexible, pay as you go reviews, support and conferences so that you can tailor the exact support required by your school.

Service
Flexible Support
School Improvement & Development Support
<p>Bespoke support to meet your individual school needs. A School Improvement Advisor can support school leadership to evaluate performance, identify priorities for improvement and help you to plan for effective change.</p> <p>This support is bookable by the day so that it is flexible to meet the needs of your school. A written summary report will be included as part of the day if required.</p> <p>£560 per day (bespoke support with a written report, if required).</p> <p>£280 per half day/evening (no report).</p>
Reviews
Readiness for Inspection Review
<p>A Readiness for Inspection Review is designed to support schools in window for an inspection to prepare for an Ofsted visit. The support will be tailored to address the needs of your school and will enable you to focus your time, energy and resources in the right areas.</p> <p>This review will take place over a one-day on site visit from a School Improvement Advisor. This includes meetings with the headteacher and governors as appropriate and will be followed up by a written summary report.</p> <p>£685 (one day on site plus a written report).</p>
School Self Evaluation Review
<p>A bespoke review and external validation of your self-evaluation document and action planning, at whole school, department or subject level. This review will include an analysis of your documentation and provide individualised advice on how to improve your current SEF.</p> <p>This review will take place over a one-day on site visit from a School Improvement Advisor and will be followed by a written summary report.</p> <p>£685 (one day on site plus a written report).</p>

Bespoke Focused Reviews

Our School Improvement Advisors can provide bespoke reviews in the following focused areas:

- | | |
|---|---|
| <ul style="list-style-type: none">• Attendance• Behaviour & Attitudes• Curriculum• Disadvantaged Pupil Provision | <ul style="list-style-type: none">• Leadership & Management• Middle Leadership• Personal Development• Equalities |
|---|---|

These reviews will take place over a one-day on site visit and will be followed by a written summary report.

£685 (one day on site plus a written report).

Safeguarding Review

A Safeguarding Review will support you to meet statutory requirements and identify any risks that need to be addressed. Our safeguarding experts will make recommendations to help the school to develop and maintain an effective culture of safeguarding.

A safeguarding review will take place over two school days and will be followed by a written report.

£1,375 (two days on site plus a written report).

Website Compliance Check

A website check provides a report on the compliance of your school website.

Each statutory aspect will be evaluated in line with the most up-to-date legislation and our School Improvement Advisors will ensure this aligns with latest Ofsted practice.

As well as checking whether statutory documents and information are on your website, policies and other documents will be scrutinised to ensure they are up to date. A summary report will provide recommendations.

£560 (no onsite visit required, includes a summary report).

Single Central Record (SCR) Check

Our single central record checking service makes sure your school is compliant with the latest Keeping Children Safe in Education guidance, local authority guidance and latest Ofsted practice.

An Advisor will review your SCR to make sure appropriate checks have been recorded and evidenced, whilst sampling your personnel files. A summary report will provide recommendations. The session can include your SCR Champion, Headteacher and Governor(s) where appropriate.

£560 (onsite visit may be required, includes a summary report).



School Improvement Brokerage Support

School Improvement support for maintained intervention and prevention schools is provided through Side by Side. All other schools can request Champion support (both SSLC and SSPC) to be brokered on their behalf, subject to availability.

Brokerage includes:

- Discussion with school leadership to fully understand the brokerage needs
- Identification of a suitable Champion
- Negotiation with the supporting school
- Production of a Service Level Agreement between the two schools
- Half termly quality assurance surveys
- Support, as required, should issues arise

For more information and an initial discussion, please email sis@buckinghamshire.gov.uk and we will organise for a School Improvement Advisor to schedule a call.

Brokerage Service costs - £550 per SLA.

SSLC costs - £500 per day.

SSPC costs - £350 per day.

Coaching for Headteachers

Bespoke, virtual coaching sessions for headteachers to discuss personal and professional challenges with an experienced and trained advisor, who will be able to support you to find workable solutions.

A 1:1 coaching session can be booked individually or in a block of three sessions, each session will last up to one hour.

One-hour virtual sessions - £105.

Three, one-hour virtual sessions - £255.

BESST School Improvement Conferences and Training

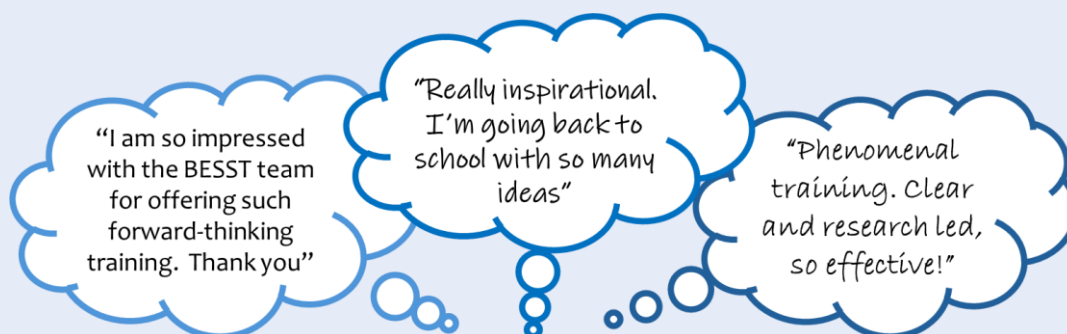
BESST will work closely with headteachers to determine the most pressing topics for schools across the county and will tailor the annual programme to best meet these needs.

Workshops – virtual, 2-hour training delegate rate - £40.

Seminars - virtual, half day delegate rate - £55.

Conferences - virtual, full day delegate rate - £99.

In person conferences and training – to be advertised per event.



Bespoke Training for Staff Teams & Governing Boards

BESST can offer INSET day or twilight training sessions for whole staff teams and governing boards, subject to availability. Sessions are two hours in duration, delivered face to face or virtually depending on your requirements, by a Buckinghamshire expert on topics of your choosing.

Prices are dependent on the size of the audience:

For up to 50 delegates - £280

For over 50 delegates - £360

Please find below a selection of topics, do call and discuss if you have a topic in mind as we can tailor our training to meet the needs of your school.

Area	Potential Topics for Bespoke Training
Leadership and Management	<ul style="list-style-type: none"> • Ofsted Readiness • Setting The Culture Ethos and Vision in your School • Effective Self-Evaluation for School Leaders • Managing HR Issues in Schools • Leadership Wellbeing and Resilience
Safeguarding	<ul style="list-style-type: none"> • Strategic Leadership of Safeguarding • Auditing your Records • Safeguarding Data Analysis • The Single Central Record and Staff File • Preparing for an Ofsted Inspection – Safeguarding Focus
Curriculum	<ul style="list-style-type: none"> • Effective Primary Curriculum Leadership • Effective Secondary Curriculum Leadership
Raising Attainment for Disadvantaged Pupils	<ul style="list-style-type: none"> • Practical Applications of the Buckinghamshire Challenge Handbook • Pupil Premium and Disadvantaged Pupils • Developing Learning Behaviours and Metacognition to Enhance Attainment
Equalities and Diversity	<ul style="list-style-type: none"> • A Window to the World - Embedding Diversity into the Curriculum • Conscious and Unconscious Bias • Meetings your Equalities Duties • Dealing with Discriminatory Incidents and Identifying Good Practice
Pupil Wellbeing	<ul style="list-style-type: none"> • Promoting Pupil Wellbeing
Governance	<ul style="list-style-type: none"> • The Strategic Role of the Governing Board • The Role of the Governing Board in Overseeing SEND • Preparing for and Supporting you School in an Ofsted Inspection • The Governors Role in School Improvement • Strategic Governance of Safeguarding • Effective Governance of Teaching and Learning • Effective Headteacher Performance Management • Delivering Effective Safeguarding Governor Visits • Understanding your School's Pupil Premium Strategy for Governors • Appointing an Executive Leader • Safeguarding in Schools – An Introduction for Governors • Equality and Diversity • Disadvantaged Pupil Provision • Setting The Culture Ethos and Vision in your School

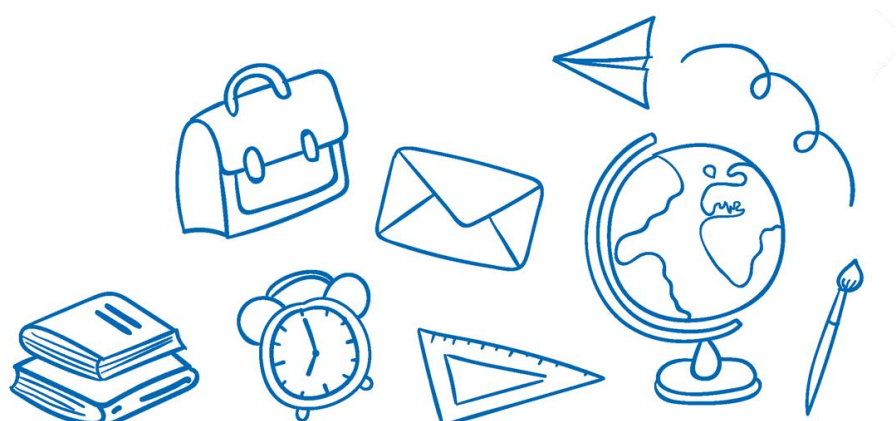
School Improvement Service Packages for 2025/26

The following packages are available to purchase for the financial year 2025/26.

Bronze Package	Silver Package	Gold Package
<ul style="list-style-type: none">• Headteacher Performance Management (see p12)• One bespoke focused review• One full day BESST School Improvement Conference place.	<ul style="list-style-type: none">• 3 x School Improvement & Development Days• Two full day BESST School Improvement Conference places.	<ul style="list-style-type: none">• One bespoke focused review• 2 x School Improvement & Development Days• Three full day BESST School Improvement Conference places.
£1,250 (saving of £230)	£1,600 (saving of £340)	£1,700 (saving of £495)

Purchasing a School Improvement Service

- The above packages of support can be viewed and purchased through the **School Improvement Services** section on the [BESST webpages](#) (see page 19). Support can be purchased via Shop for Support where a **Bursar login** will be required.
- All pay as you go services can be viewed on the [BESST webpages](#) (see page 19) and purchased via Shop for Support where a **Bursar login will be required**.
- Bookings for conference delegates are open to all school staff, please just follow the links in the BESST webpages (see page 19).
- Upon purchase of one of the above services, a member of the BESST team will call you to determine your needs, ideal timing and discuss School Improvement Advisor availability.
- The School Improvement and Development Support and the Reviews will involve an on-site visit.



Governor Support Services

BESST is pleased to be able to offer a full suite of support to Governing Boards. In 2025/26 BESST is partnering with expert, national organisations to ensure the highest quality and most up to date training and support. This will be supplemented with local county-specific, expert training, advice and guidance.

Service

Governor Training & Development

Governor training is a vital element in every governing board's effectiveness.

For 2025/26 we encourage all boards to subscribe to the **NGA Learning Link** e-learning platform to ensure that all governors access high-quality induction and information about all aspects of governance. BESST can purchase NGA Learning Link for all schools at a discounted rate, making savings for your school. As an alternative, Governor Hub Knowledge also offers e-learning (see p14 for details).

We recommend school supplement the NGA's cost-effective e-learning with **BESST Pay As You Go Governor Training** sessions to provide a Buckinghamshire expert perspective on key topics.

NGA Learning Link

Over 50 interactive e-learning modules to help new and experienced governors, trustees, chairs and governance professionals develop their governance skills and knowledge, through the NGA's Learning Link.

- Comprehensive content, over 65 expert-led and on-demand e-learning modules,
- Stay compliant – keep up to date with latest government legalisation and guidance,
- Tailored and relevant – for all roles and organisations,
- Record your progress – a certificate of achievement with each module,
- A dedicated support service,
- 24/7 access – learn at any time at your own pace.

12 months subscription for £100 per governing board (September 2025 – August 2026).

BESST Governor Training Pay As You Go

BESST will offer a select programme of live virtual sessions for all governors throughout the academic year on a pay as you go basis. Designed to supplement the national training offered by the NGA, BESST's pay as you go training will provide a Buckinghamshire expert view on specific key topics where a local context is essential.

- One-hour live virtual training sessions, presented by expert Buckinghamshire Council teams and selected partners,
- The training programme will be linked to government guidance and the needs of Buckinghamshire schools,
- Topics will be focused on subjects with specific local importance,
- Governors are encouraged to utilise the NGA Learning Link platform and/or Governor Knowledge from Governor Hub to access a broader range of topics.

£30pp for a one-hour virtual live training session pay as you go.

Bespoke Whole Governing Board Training

Our School Improvement Advisors and selected partners can offer boards one Whole Governing Board Training session in the year 2025/26. Sessions are two hours in duration, delivered face to face or virtually depending on your requirements, by a Buckinghamshire expert on topics of your choosing. All bespoke training is subject to availability.

For an idea of the themes and topics that can be offered, please see page 8.

One Whole Governing Board Training session is included within the BESST Platinum and Gold packages of governor support.

See page 16 for Governor Service Package prices.

See page 8 for Pay As You Go bespoke training prices.

BESST Governor Conference

Building on the success of the 2024/25 event, BESST will run another governor conference during 2025/26. Local and national experts and governance practitioners will present a half day event focussed on local priorities and challenges in Buckinghamshire schools.

Tickets may be purchased as part of a Governor Service Package or on a pay as you go basis.

Pay As You Go pricing will be advertised closer to the event.









Headteacher Recruitment Support

Recruiting a new headteacher is one of the most important roles that a Governing Board must undertake. It is critical that a professional, fair, open and time-sensitive recruitment practice is undertaken, taking on board the latest safeguarding guidance and legislation to ensure a successful recruitment outcome.

The Buckinghamshire Council BESST School Improvement Team, together with the Buckinghamshire Council Human Resources Team, can offer three different packages of support to meet the needs of schools in Buckinghamshire.

For more information on each of these three packages and the specific support included within each one, please visit the [BESST webpages](#). One day of interview support is included as statutory for all maintained schools and is reflected in the below pricing.

Package	Pre-Interview HR Support	External Advisor Support	Post-Interview HR Support	Cost
	Creation of advert and candidate pack Pre interview checks	Recruitment panel meeting Review of applications Shortlisting meeting Interview day(s)	Expert HR advice and guidance at the post-interview stage	
A				£810
B				Maintained schools One day of interviews - £840 Two days of interviews - £1,400 Academy and free schools One day of interviews - £1,400 Two days of interviews - £1,965
C				Maintained schools One day of interviews - £1,480 Two days of interviews - £1,989 Academy and free schools One day of interviews - £1,989 Two days of interviews - £2,490

Governor Advice, Guidance and Resources

All Buckinghamshire governing boards and governance professionals can request guidance by emailing schoolgovernance@buckinghamshire.gov.uk.

We are experts on local authority matters and can refer you on to other Buckinghamshire Council departments where required. We supplement our internal capacity by offering discounted membership to the **National Governance Association** and/or **Governor Hub One Subscription** giving you a wealth of top-quality guidance and resources at your fingertips.

NGA Membership



The NGA is an independent, not-for-profit charity that aims to improve the educational standards and wellbeing of young people by increasing the effectiveness of governing boards and promoting high standards. The NGA are expert leaders in school and trust governance, providing information, advice and guidance, professional development and e-learning. The NGA represent the views of governors, trustees, clerks, and other governance professionals at a national level and work closely with, and lobby, UK government and educational bodies.

Gold NGA Membership

- Access to Gold Advice for expert, confidential and independent governance advice,
- Access to exclusive member-only Knowledge Centre resources,
- Complimentary copies of publications,
- Governing Matters magazine,
- Weekly e-newsletter with latest education news and policy updates,
- Access to Welcome to Governance LIVE for governors or trustees new to the role,
- Free places at conferences and events,
- Priority notice of webinars and podcasts.

12 months subscription £285 (September 2025 - August 2026).

Standard NGA Membership

- Access to members-only Knowledge Centre resources,
- Discounted NGA publications,
- Governing Matters magazine,
- A weekly e-newsletter featuring the latest education news and policy updates,
- Free places at NGA conferences, events and networks,
- Free places at governance leadership forums,
- Priority notice of webinars and podcasts,
- Representation at the national level.

12 months subscription £140 (September 2025 – August 2026).



Governor Hub

NEW

GovernorHub One Subscription Membership

GovernorHub have expanded their core subscription to everyone, which means boards can now do everything in one place.

Your GovernorHub subscription will now include GovernorHub together with GovernorHub Knowledge.

GovernorHub Knowledge

Unlimited access to practical articles, templates and resources to help everyone know what is expected of them, when to do something and more importantly, how to do it well:

- On-demand training courses and learning pathways which focus on the core topics that you need to make a difference. Do these any time to suit you and your schedule.
- Get governors and trustees up to speed and keep them up to date
- Induction (trustee, local governor and maintained governors courses)
- Safeguarding for Governance
- PREVENT duty
- Cyber security

Ensure panels are covered with people that are well equipped:

- Safer Recruitment
- Headteacher Recruitment
- Suspensions and exclusions
- Complaints

Help your team excel in the most common roles:

- Finance
- Pupil premium (for all governors)
- Safeguarding link governor
- SEND link governor
- Health & safety link governor

Support your team in roles that are often misunderstood, such as:

- Staff governor
- Parent governor

GovernorHub

Subscription includes:

- A central place to safely store documents and control access
- A shared calendar of meetings and a noticeboard for easy communication
- Tracking of governance-specific information such as constitution, roles, committees, governor types and terms of office
- A wide range of reports on vacancies, membership, meetings, attendance, declarations of interest and more
- Receive communications from the LA direct to all your governors via the BESST service page
- Subscriptions will run September 25 –August 26. Pro-rated membership is available if you require a different start date

12 months subscription - £450 (September 2025– August 2026).

Governor Services Summary Price List for 2025/26

Governor Training	NGA Learning Link Subscription £100		BESST Pay as You Go Training £30 pp per hour	
Headteacher Performance Management	External Advisor Support £665			
	Optional Extra: Mid-Year Review Half Day: £360		Optional Extra: Mid-Year Review Full Day: £560	
Headteacher Recruitment Support	Package A (HR Support only) £810	Package B (School Improvement support only) £840 - £1,965*	Package C (HR & School Improvement Support) £1,480 - £2,490*	
NGA Membership	Standard NGA Membership £140		Gold NGA Membership £280	
Governor Hub	GovernorHub One Subscription Membership £450			
Governor Support Packages	Bronze £400	Silver £700	Gold £1,100	

*Please see [BESST webpages](#) for pricing by type of school/number of days of interviews



Governor Services Packages for 2025/26

The following governor support packages are available to purchase for the financial year 2025/26. These packages have been introduced with the aim of enabling governing bodies to cost-effectively plan for support and training needs.

Bronze Package	Silver Package	Gold Package
<ul style="list-style-type: none">• NGA Gold Membership• NGA Learning Link• One ticket for the BESST Governor Conference	<ul style="list-style-type: none">• NGA Gold Membership• NGA Learning Link• 1 Whole Governing Board training session• Two tickets for the BESST Governor Conference	<ul style="list-style-type: none">• Governor Hub One Subscription Membership• NGA Gold Membership• NGA Learning Link• One Whole Governing Board training session• Two tickets for the BESST Governor Conference
£400 (saving £40)	£700 (saving £75)	£1,100 (saving £150)

Purchasing a Governor Support Service

- The above packages of support can be viewed and purchased through the **Governor Support & Training** section on [the BESST webpages](#) (see page 19). Support can be purchased via Shop for Support where a **Bursar login** will be required.
- All the Pay As You Go Services can be viewed on the BESST webpages (see page 19) and purchased via Shop for Support where a **Bursar login will be required**.
- BESST Pay As You Go Governor Training can be booked by any governor/trustee. Please ensure that you have the permission of the Chair of Governors/Trust to book onto the training and visit [BESST Governor Training | Buckinghamshire](#) to book.
- Upon purchase of either Headteacher Performance Management or Headteacher Recruitment Support, a member of the BESST team will call you to determine your needs.
- The Headteacher Performance Management and Headteacher Recruitment Support may involve an on-site visit.



The Details

The BESST offer to schools for 2025/26 covers a broad range of training, reviews, conferences and support which will enable school leaders to keep up to date and support the implementation of best practice across Buckinghamshire.

Packages

We are pleased to offer **Bronze, Silver and Gold packages** in both school improvement services and governor services to enable schools to cost effectively plan for support and training needs. These packages will run across financial year 2025/26 in line with [Buckinghamshire Traded Services](#). These packages have been planned and costed to suit the needs of schools across three terms.

Billing of Packages

Schools and academies will be billed for packages in April.

VAT

All costs illustrated in this brochure are the net price. VAT will be added to purchases where appropriate.

How to Purchase

BESST services are purchased using two of the established Buckinghamshire Council booking processes:

- **Smaller cost items**, such as training courses and BESST conference tickets are available for instant booking by any member of school staff or governing board without the need for login or passwords.
- **Larger cost items**, such as one of the packages, reviews or Headteacher Performance Management are bookable via Traded Services **Shop for Support**. This requires Bursar login to the Shop for Support system, and thus Bursar approval for purchase.

Each service detailed in this brochure is listed on the [BESST webpages](#) (see page 19) where booking links are provided under each service offer.





Small Schools Discount

Small schools, with under 150 pupils on roll, will benefit from a 10% discount on all the following services:

- School Improvement and Development Days
- School Improvement Reviews
- Headteacher Performance Management
- 1:1 Coaching for Headteachers
- Places at BESST School Improvement conferences

Pupil numbers are based on the census. The discount will be applied automatically upon purchase.

Rolling Contract of Annual Third-Party Packages

Once you have accepted the Service Level Agreement, your organisation will be charged for subscription services for NGA and Governor Hub memberships on an annual basis until you request cancellation. This means that your service will automatically renew and continue without disruption. We will update the charges for this package, based on the figures which you provide within your last census and based on any figures which you provide to us.

It is your responsibility to inform us of any changes and to update any information which we hold about your organisation, ensuring that the information which we hold is correct, so that you are provided with the right level of service and that you are charged accordingly. If you would like to cancel or change this service, please email tradedservices@buckinghamshire.gov.uk requesting cancellation or telling us about any changes, at least one month prior to the renewal date. Upon cancellation, standard termination notice of the annual package applies. More information is available in the Service Level Agreement.

Get in Touch

If you have **enquiries** that we can support you with, or any **questions** regarding the services listed in this brochure, please get in touch directly by:

- emailing BESST@buckinghamshire.gov.uk or
- calling BESST on 01296 383030.

For any **booking related issues** (such as lost Shop for Support log in details), please contact tradedservices@buckinghamshire.gov.uk

For booking or further information about BESST please visit the **BESST website** via <https://tradedservices.buckinghamshire.gov.uk/our-services/besst/> or scan the QR code:



If there are any specific services you need or are looking for and you can't find them listed, please contact us for help and advice. We are always here to help.





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School Improvement Services & Governor Support Services Offer for Schools **2025/26**



Supporting schools to get the best outcomes for every child

