**Cultural Education Partnerships: Self reflection tool to review partnership effectiveness**

**A. Behaviours**

* As consortium members, do we agree and communicate a shared vision?
* Are we clear about what each partner brings to the table?
* Are we open to challenge and able to change our outlook and approach?
* Are our meetings focused and productive; less on process and more on substance?
* Do we spend more time bemoaning barriers than finding solutions?

**B. Processes**

* Is our business plan fit-for-purpose, and is it a document that we all believe in and are committed to?
* Is our governance and strategic planning structure fit-for-purpose?
* Are the roles and responsibilities of each partner agreed and understood?
* Do we have the right skills around the table to achieve the agreed tasks?
* Do we have clear decision-making processes – and do we stick to them?
* Are our decisions transparent to stakeholders and local communities?
* Are children and young people, schools and families able to have meaningful influence over our plans and decisions?

**C. Resources**

* Are we effectively monitoring the costs of partnership working?
* Are we achieving clear shared efficiencies by working together?
* Do we share expertise and information on resources and trends?
* Is consortium working rewarding for us as individual members and for our wider teams and organisations?

**D. Outcomes**

* As a consortium, do we agree about what success looks like?
* Do we have an effective system for managing performance and evaluating outcomes?
* Do we bring in expertise to strengthen evaluation and impact – and build capacities for good quantitative and qualitative evaluation?
* Do we fully understand and prioritise the needs of children and young people and schools – and is our work responding to those needs?
* Do partners effectively balance individual, organisational and consortium objectives?
* Are we achieving outcomes together that we couldn’t achieve alone?

Adapted from [*Governance and Consortium Working: A report of extracts and wider learning*,](https://www.anewdirection.org.uk/asset/3565/download) A research project by Catherine Bunting and Tom Fleming, Creative People and Places. With material adapted from IDeA (2009) and Audit Scotland (2011). <https://www.anewdirection.org.uk/powerful-partnerships-resource-library>, accessed 29 May 2019.