

OUR SCHOOL TRUST PROFESSIONAL LEARNING OFFER

2024 - 2025



Autumn 2024

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As a School Trust our focus into **2024-25** continues to be:

- **Our most vulnerable children**
- **Closing the attainment gap**
- **Implementation of our Optimal Learning Approach core offer**

The golden thread that will underpin our professional learning offer this year will be **‘Educating for a good life.’** This is based on the CST White Paper [CST AmbitionInstitute Whitepaper AGoodLife.pdf \(cstuk.org.uk\)](#)

For all our children, the legacy of the pandemic continues to be felt. Post-pandemic and a changing education landscape including a breakdown in the social contract means that for all our children but particularly our most vulnerable children, they need us to provide them with an all-encompassing education that enables them to flourish and be socially mobile. Our children come to school in a region that is the third worst for upward social mobility and the lowest performing for disadvantaged children. It is also the lowest performing region for attendance.

Our primary focus, as always, will be on the quality of teaching and a particular focus continuing over the next 2 years the work that we have started on a Trust-wide approach to metacognition ‘understanding how to create optimal learning conditions’ for all children (our Optimal Learning Approach).

We know that the single biggest driver to changing the trajectory for pupils is constantly improving the quality of teaching and learning. We also know that we have closed the gap before very successfully and been significantly above nationals in all areas and we need to draw upon the successes from the pre-pandemic era but also adapt to help shape our strategy moving forward.

We continue to recognise the impact of the biggest ‘disconnection’ event of our generation (the pandemic) and that society will be in ‘recovery’ for a generation to come the impact on mental health, financial pressures and the ever-increasing reduction of children's and social services means that alongside academic research we also need to be engaged with continuous professional development to equip our team with the necessary skills to support our children and families.

We know from the best available evidence that the most powerful tool we have to combat educational inequality is to support great teaching in every classroom.
(Prof Becky Francis, CEO EEF)

Our Mission: Flourishing Futures

Our Vision: We will be an exceptional School Trust. We are committed to social mobility and a culture of belonging. We do this by investing in people enabling every child to be taught by the very best teachers so that we can achieve social change and all children flourish.

Our Core Values: Our core values guide the way in which we work together:

Excel: We champion opportunity and equality for all and in all that we do.

Empower: We invest in each other and our communities.

Together: We are one team and agree to work as one family.

Our Beliefs: We believe that:

We are Stronger Together: we deliver and achieve more than we could ever do individually.

In a Sense of Belonging: every member of our School Trust matters and knows that they belong.

In Removing Barriers: ensuring that where you begin does not limit your horizons.

In Realising the Possible: you cannot be what you cannot see.



CORE VALUES

Our Core Values drive what we do each and every day. At the Learning Academy Partnership we are driven by **Empower, Excel, Together** and this underpins our Trust School Improvement Model.

Robert Hill outlines key principles of effective school improvement in successful school trusts:

- They know their academies quantitatively.
- Ensure academies work together.
- Adapt strategies to an academy's context.
- They deploy expertise strategically.
- They coach improvement in teaching and learning.
- They use enquiry-based learning as the fly-wheel to accelerate improvement.
- They empower the middle leaders.
- They evolve and apply some non-negotiables.
- They work with and learn from other schools.
- They know their impact.

It is these key principles which underpin our Strategic Education Improvement Plan; our School Improvement Model, our Core Offers and our CPD Strategy.



AIMS

- In all academies children will flourish as a result of a rich curriculum which ensures children are well prepared for the next stage of their education.
- All academies within our School Trust are at least good.
- From their starting points, our children make excellent progress.
- The most vulnerable children will achieve in line with their peers.
- We will offer our children the highest quality learning and teaching experiences.
- Our staff will be empowered through the highest quality CPD.
- All schools will be compliant with statutory guidance.
- Safeguarding will be highly effective.

NPQs

We work with several local and national providers to ensure that our teachers have access to the whole range of the NPQ suite - opportunities will be signposted through the Trust Leadership Team and shared with staff. We also provide our own NPQ in Leading Teaching which is open to all teaching colleagues.

OUR CPD OFFER



INVITATION ONLY

Staff will be automatically invited to attend and do not need to book.



BOOKING REQUIRED

Staff need to complete our CPD form and will receive a calendar invite.



CONTACT THE FACILITATOR

Staff need to contact the event facilitator to request a place.

EDUCATION CORE OFFER



EARLY CAREER TEACHERS & MENTORS

Facilitator: Kate Brimacombe

Mentor F2F Induction Conference (all day)

ECT F2F Induction Conference (all day)

Details: Dates tbc and venue Zealley House



NETWORKS: EYFS & Year 6

Facilitator: Julie Edwards/Liam O'Sullivan (EYFS), Katie Coombe/Jo Symonds (Year 6)

Network for Leads and Teachers across the Trust to cascade back to their teams and across their Hubs.

Details: dates tbc, online sessions via Teams.



CHURCH SCHOOL NETWORK

Facilitator: Deidre Petersen/Melody Sterry

C of E community of practice. Focused network for C of E school leaders. SIAMS

Details: Half-termly. **Location:** Hybrid



LEADING THROUGH THE CURRICULUM

Facilitator: Carly Watson

This programme is by application only. It is open to subject leaders. It is a programme which will support participants in understanding effective leadership of others through the subjects that they lead.

Details: Application details will be sent to all staff in Autumn 2 and all applications will need sign off by your Head or Line Manager



ENGLISH SUBJECT LEADER NETWORK

Facilitator: Carly Watson

Our Trust English Lead will be running half termly Network meetings for English Leads. English Leads from each academy will be invited to attend.

Details: , Tuesday 19th November 2024 1:30-3:30 pm, Tuesday 4th March 2025 1:30-3:30pm, Tuesday 1st July 2025 1:30-3:30pm. Zealley House.



HARMFUL SEXUAL BEHAVIOUR

Facilitator: Evie Semmens

To complement our biannual Brookes Traffic Light training, this Trust led training, supports Safeguarding Leads to keep refreshed in their practice linked to HSB.

Details: 23 March 2025 1.00-3.30pm . Location TBC. Booking required: Headteachers, safeguarding, family support, pastoral colleagues and Governance/ EAC portfolio holders.

EDUCATION CORE OFFER



EXTERNAL REVIEWS

Facilitator: Jon Chaloner and Deb Wring

Annual external reviews in every school with opportunity for Heads and Senior Leaders to learn alongside an experienced external school improvement partner.

Details: to be held in schools. Annual Timetable will be published in Heads Channel



INCREMENTAL COACHING

Facilitator: Carly Watson/ Charlotte Huish

Incremental coaching training (facilitated by individual schools or hubs)

Annual session for all staff, facilitated by Headteachers or SLT, focused on the principles of the Incremental Coaching Core Offer.

Coaching Toolkit sessions: Half termly incremental coaching drop in sessions ensuring leaders have all the resources and freshen up their understanding of the approach. Q&A time to support anyone with specific questions regarding IC in their schools. These sessions would support anyone new to IC who would like to discuss the development of their practice.

Coaching Quality assurance sessions: These will be drop-in sessions (half a day) annually to support schools in furthering their improvement journey through coaching.

Details:

Face to face. Dates determined by individual schools

Thursday 26th September 2024, Thursday 28th November 2024, Thursday 30th January 2025, Thursday 13th March 2025, Thursday 1st May 2025, Thursday 3rd July 2025. 3.45-5.15pm

Dates and time slots will be sent to Heads by invitation annually.



LAP TRUST CONFERENCE

Facilitator: Deputy CEO, DVPI

Educating for 'A Good Life'

Details: All education Staff, 22nd April 25, Plymouth Argyle



EAC TRAINING

Facilitator: EducationTeam

Training for EAC members

Details: Half Termly 1st October, 26th November, 29th January, 12th March, 11th June, online



NEW STAFF INDUCTION

Facilitator: Trust Lead, Deputy Trust Lead, Education Team, People Team

Details: 26th September, Boringdon Golf Club



BUILDING THE EXCELLENCE OF THE WHOLE TEAM

Facilitator: English Hub

A series of webinars to support the school team in whatever SSP programme you are running at your school. Run by the Ilsham Hub Team with a different foci each half term.

Details: 27th September, 15th November, 7th March 2025, 2nd May 2025, 4th July. 12.00-1.00pm

<https://forms.office.com/e/9mDNpN1rU9>

EDUCATION CORE OFFER



INCREMENT MATHS SUBJECT LEADER NETWORK

Facilitator: Jake Grinsill to oversee and Subject Leads

Half termly Network meetings for Maths Leads. Maths Leads from each academy will be invited to attend.

Details: tbc



NPQ IN LEADING TEACHING

Facilitator: Alison Helm /Steve Bone **Coaches:** Champion Teachers

Delivering for the Church of England the NPQ in Leading Teaching.

Details: Completion of programme—cohort already started



RWInc LEADER MEETINGS

Facilitator: RWInc external provider

Relevant staff within our academies will be invited to attend these sessions by their Head Teacher.

Details: tbc, online



RWInc READING LEADER TRAINING

Facilitator: RWInc Trainer

For RWInc reading leaders in all schools and at times other staff if relevant.

Details: 8th November 2024 Writing focus – RL and Literacy leader to attend if possible. 14th March 2025. Fast track tutoring – RL and fast track tutors to attend if possible. All day. Venue: Ockment Centre, Okehampton



SENIOR LEADERSHIP TEAM

Facilitator: Trust Leadership Team

Heads meeting Learning focused forum for Heads and Senior Leaders (OLA). Curriculum focused forum for Heads and Senior Leaders. Standards focused forum for Heads and Senior Leaders. Inclusion focused forum for Heads and Senior Leaders, including SEND, Safeguarding, attendance, behaviour.

Details: Fridays (x3 max per term). Zealley House or virtual in schools.



TRAUMA INFORMED APPROACH

Facilitator: Evie Semmens

The neuroscience and psychology of child mental health and mental ill-health, protective factors in schools that change children's lives, theory of change, the role of emotionally available adults in schools. Key skills in responding to and understanding challenging and/or trauma triggered behaviour.

These sessions build upon Trust Trauma Informed Schools training and development, the sessions support schools with the enactment of the Relational Behaviour Policy.

Details: (There will be formal training on a bi-annual basis, supported by Trust training). Head teachers SLT throughout Autumn Term. TIS Refresher for all staff via PP in Spring Term

EDUCATION CORE OFFER



WRITING - MODERATION

Facilitator: Carly Watson

Trust-wide termly moderation of writing prior to assessment data drop points. Opportunity for teachers to share, standardise, moderate, and share best practice alongside identifying teaching steps for the following term.

Details: Mondays: 18th November, 10th November and 9th June 3.45-5.00pm. Online



WRITING

Facilitator: Carly Watson

We have a collection of online CPD videos for the writing approaches which can be accessed at any time to refresh staff knowledge.

1. Introduction to sentence stacking
2. Supporting children to plan effectively
3. Deepening the moment
4. Sentence Builders

Details: Online <https://lapsw.sharepoint.com/:f:/s/AllAcademies/Et3MbogKQg1Hsdu4Rx2II5ABGYuTAJ3EkzaaP49-SsE4CQ?e=V0NNTO>

ORACY CORE OFFER

Facilitator: Carly Watson

Online CPD video, which can be accessed at any time, to exemplify how oracy can be developed throughout English lessons and the wider curriculum.

Details: online



SENDCo FORUM

Facilitator: Evie Semmens—Director of Vulnerable Pupils and Inclusion

These sessions are aimed at supporting SENDCos in the enactment of the Trust SEND Core Offer.

Details: Termly, typically 5th full week per term: 17.10.24, 12.2.25, 11.6.25. 1-4pm



SEND CORE OFFER: AN INTRODUCTION TO SEND AT THE LAP AS PART OF WHOLE TRUST INDUCTION

Facilitator: SENDCo Team

This session is aimed at teachers new to our Trust, and for those who have missed previous sessions. Support Staff may also be interested to attend.

What are our responsibilities re: SEND, how do we ensure we meet needs through our Optimal Learning Approach and recorded through Provision Map. **Details:** Induction slides, available for SENDCo and Headteachers to signpost to.



SEND CORE OFFER: WALKTHROUGH KEY AREAS OF NEED

Facilitator: SENDCo Team

These sessions support teachers and support staff to develop own knowledge and confidence in supporting pupils with additional needs. This complements and builds upon professional development on the Optimal Learning Approach and adaptive teaching. These may include:

Session 1: Using Provision Map

Session 2: Writing Learning Plans

Session 3: Speech and Language

Session 4: Neurodiversity

Session 5: Dyslexia

Session 6: SEMH

SEND CORE OFFER



SENDCo HUB CASE CONFERENCE

Facilitator: SENDCo Team

These sessions are aimed at enabling SENCOs to discuss the progress of key SEND cases in their schools. SENDCo will complete a Case Conference document to outline areas of need and current quality assured, provision. Using the shared expertise and experience of the Hub, recommendations will be discussed and key cases triaged EP visits.

Details: Half Termly, arranged in Hubs, half day, Virtual or Face to Face



STEP INTO SENDCo

Facilitator: Evie Semmens DVIP and SENDCo Team

This Network is for aspiring SENDCos.

The aim of the network is to explore the key principles and knowledge in SEND to support those with a passion and aspiration to lead others in the development of SEND in schools.

Details: Half Termly (except Summer 1), 17.10.24, 4.12.24, 13.2.25, 27.3.25, 19.6.25. 1.00-3.00pm



READING AMBITION FOR ALL

Facilitator: Danni Cooke (English Hub Lead) Laura Carr (English Hub Team)

This programme explores the appropriate teaching, support, and provision for the lowest-attaining children in reading, with a particular focus on those with Special Education Needs and Disabilities (SEND). It draws on the latest research about how children learn to read, and effective approaches to teaching those who need specific adaptations to make successful progress.

You will need to attend all 5 sessions

Details: 4th October, 29th November, 7th February, 28th March, 20th June. 12.30-3.00pm. Online

<https://forms.office.com/e/vMCKb8UCBA>

SEND CORE OFFER

SAFEGUARDING CORE OFFER



ANNUAL SAFEGUARDING & PREVENT

Facilitator: Trust People Team

Statutory basic Child Protection and Prevent training which is required as part of Keeping Children Safe in Education. **Details:** Autumn Term online (iAM). Invite using individual links



ATTENDANCE FORUM

Facilitator: Evie Semmens

Best practice sessions to support all schools in expecting and supporting good attendance for all pupils and families in their community. Sessions will be recorded.

Details: Typically, 2nd Wednesday of a half term. 18.9.24, 23.11.24, 22.1.25, 5.3.25, 7.5.25, 18.6.25. 10.30-12.00pm. For Attendance Teams; including Senior Attendance Champions and admins



DSL FORUM

Facilitator: Evie Semmens - Director for Vulnerable Pupils and Inclusion

Twice termly meetings for all DSLs and DDSLs to support implementation of Safeguarding Quality Assurance Cycle including: monitoring, best practice, serious case reviews and ongoing CPD. This will take account of trends and identified needs.

Details: 4th Wednesday of each full week, per half term. 2.10.24, 27.11.24, 5.2.25, 19.3.24, 21.5.25 (1 week delayed for SATs), 2.7.25. 12.30—2.00pm. Blended: Online but DSLs to be physically in Hubs/ or regions for these



SAFEGUARDING SUPERVISION

Facilitator: Evie Semmens

Supervision is aimed at DSLs & DDSLs to discuss concerns relating to current caseloads and improve safeguarding practice and CPD. Supervision is based on 1:1 and not a group session.

Details: Booking required (DSLs and DDSLs)



CPOMS

Facilitator: DSL in individual schools

User training for new staff, as required, to use the CPOMS Safeguarding reporting system.

Details: Organised by individual Heads and DSLs. Teacher Toolkit resources

SAFEGUARDING CORE OFFER



SAFEGUARDING

Facilitator: Evie Semmens, delivered by Headteachers

2 x face to face annual training in schools. All school staff including MTAs, admin and site teams

Session 1:

Safeguarding Culture and leadership; Roles and responsibilities; Expectation of online training Online; Safeguarding & Prevent; Behaviour expectations & recording. CPOMs reporting expectation/ categories inc behaviour

Session 2: Online Modules on Safeguarding and Prevent: 1.5 hrs: schools to facilitate where needed.

Session 3:

Follow up from online training, in addition: Local risks; School patterns & trends; HSB refresher; ; Managing allegations against staff/ whistleblowing; Supported by regular Safeguarding briefings/ updates across the year.

Dates: Session 1 in first 5 days of term September 2024, Session 3 to be held by Friday 25th October 2024. School PDM times.



SAFEGUARDING LEVEL 3 initial

Facilitator: Facilitator tbc

Biennial training outlining the core responsibilities, why safeguarding is important, serious case reviews, key terms, reducing the likelihood of abuse, signs and symptoms of abuse, what to do if you suspect abuse, and the importance of whistleblowing.

Details: date tbc



SAFEGUARDING LEVEL 3 refresher

Facilitator: Facilitator tbc

Biennial training outlining the core responsibilities, why safeguarding is important, serious case reviews, key terms, reducing the likelihood of abuse, signs and symptoms of abuse, what to do if you suspect abuse, and the importance of whistleblowing.

Details: date tbc



TEAM TEACH

Facilitator: Alison Helm

Annual Trust training for senior leaders and those supporting pupils in schools who may need additional 'Relate and Regulate' provision. Focus on de-escalation strategies and positive handling.

Details: Level 1: 25th or 26th November, Level 2: 27th November Full days. Booking required—link will



H&S REP TRAINING

Facilitator: SSG External Provider

IOSH H7S qualification training for individual reps

Details: as required, online



ESTATES WORKSHOPS

Facilitator: Rob Court

Estates & Services team workshop focusing on different elements of Estates responsibilities, and team development

Details: as required, online



ANNUAL H&S AWARENESS TRAINING—ALL STAFF

Facilitator: Damien Stothard

Annual H&S awareness training for all staff

Details: as required, online

HEALTH & SAFETY CORE OFFER

FIRST AID CORE OFFER



PAEDIATRIC FIRST AID

Facilitator: Devon First Aid

Certified 2-day paediatric first aid training. This two-day paediatric first aid course focuses on emergency scenarios that face those looking after young children under 5 years and infants, including day nurseries, private nursery schools, pre-schools, before and after school clubs for children in the early years age group and childminders and meets the Ofsted Early Years and Childcare Register requirements. (10 candidates per session)

Details: Torbay & South Devon; 16th & 17th September 2024, 17th & 18th March 2025. West Devon & Cornwall dates tbc



FIRST AID AT WORK

Facilitator: Devon First Aid

Certified 3-day first aid at work training. This is an in-depth course, aimed at providing employees with the skills, knowledge and confidence to deal effectively with a wide range of possible First Aid situations at work. (10 candidates per session)

Details: Torbay & South Devon; 18th-20th September 2024. West Devon & Cornwall dates tbc



EMERGENCY FIRST AID AT WORK

Facilitator: Devon First Aid

Certified 1-day emergency first aid training. This course would enable staff to be trained up to the level of an Appointed Person, i.e., be able to take responsibility for the First Aid in an emergency at work, and to maintain the first aid kit and record book in accordance with Health and Safety guidelines. (12 candidates per session)

Details: Torbay & South Devon; Wed 19th March 2025. West Devon & Cornwall dates tbc



ANNUAL GDPR AWARENESS FOR ALL STAFF

Facilitators: Trust Data Protection Officer and PHP

Under the UK General Data Protection Regulations (UK GDPR), all staff should receive appropriate Data Protection training. This is **statutory annual training** for all staff to ensure UK GDPR compliance. The aim of the training is to raise awareness to ensure everyone understands their UK GDPR responsibilities: ensuring we are all putting policies, procedures and measures in place so that there is a culture of data protection embedded across the Trust.

Autumn Term:

1. Data Controllers (Head Teachers), Data Leads (School Administrators), Senior Leaders including SENDCos and DSLs, and Business Support Team (online training).
2. All teachers and school support staff (online training).
3. Cleaners, MTAs and Catering staff. Your Line Manager / School Administrator will provide you with printed copies of the Data Protection and Freedom of Information Policy and the GDPR 'Information Sheet'.

ACCESSING THE ONLINE TRAINING

Your Head Teacher or Data Lead will send you an email with links to training. Once you have watched the video there is a short questionnaire to complete.



GDPR DATA CONTROLLERS (HEAD)

Facilitator: John Walker (PHP) & Trust Data Protection Officer Theresa Bowden

Overview of the Trust's GDPR platform and the responsibilities of the Data Controllers

Details: 18th October, 10am - 11am,



GDPR FORUM

Facilitator: Theresa Bowden

Forum for Data Leads to discuss overview of GDPR requirements at the start of the academic year and opportunity to discuss and identify future training needs for the coming year. Future forum dates and subjects to be confirmed following this session.

Details: Date Autumn 1, 10am - 11am, Online



GDPR LEARNING WALKS

Facilitator: Theresa Bowden

Data Compliance Audit and Learning Walk incl. workspace audit.

Details: Autumn Term—invites sent Data Leads



GDPR AUDIT REVIEWS

Facilitator: Theresa Bowden

End of Year Audit Review**Details:** Summer Term—invites sent Data Leads

GDPR CORE OFFER

BUSINESS SUPPORT CORE OFFER



ADMISSIONS WORKSHOP

Facilitator: Becky Webber

Workshop for school administrators to discuss admissions procedures, timetables and policies.

Details: 16 Oct, online



NURSERY FORUM

Facilitator: tbc

Forum for Nursery Administrators and Leads to review the administration processes and marketing.

Details: tbc



WEBSITE

Facilitator: External

Workshop for school administrators to discuss admissions procedures, timetables and policies.

Details: Date TBC online



GOVERNANCE CORE OFFER



ADMISSIONS CODE UPDATES

Facilitator: Exeter Diocese

Virtual training for the Admissions Officer covering the development of high-quality admissions arrangements and the specific content required by statute.

Details: Booking required—Admissions Officer



CLERKS' BRIEFING/UPDATES

Facilitator: Babcock/Exeter Diocese

Latest government requirements and best practice for Clerks.

Details: Booking required



COMMITTEE ADMINSTRATORS FORUM

Facilitator: Juliet Brodie

Termly Forum for Trust Committee Administrators reviewing the latest requirements, planning for Board meetings and sharing best practice.

Details: invite only (Committee Administrators)



FOUNDATION MEMBERS & TRUSTEES' TRAINING

Facilitator: Exeter Diocese

To be arranged for new Foundation Members and Trustees as required.

Details: tbc



GDPR AWARENESS

Facilitator: DPO & Compliance Lead Theresa Bowden

Under the UK General Data Protection Regulations (UK GDPR), all Trustees and local Ethos & Advisory Committee members should receive appropriate Data Protection training. This is statutory annual training to ensure UK GDPR compliance.

Details: Invitations sent via email in the Autumn term, training to be completed online



GOVERNANCE FORUM

Facilitator: Exeter Diocese

A network for Committee Members and Trustees where Exeter Diocese will highlight relevant local and national initiatives, Diocesan updates and developments.

Details: dates tbc, online



INDUCTION FOR GOVERNORS/DIRECTORS

Facilitator: Exeter Diocese

It is a requirement that all newly appointed Foundation EAC members and Directors attend an induction session within twelve months of their appointment.

Details: dates tbc, online or in-person



TRUST INDUCTION FOR NEW HUBS

Facilitator: Trust Lead and Trust Governance Professional

Induction for new Hub Governors.

Details: TBC, as required.



MEMBERS TRAINING

Facilitator: Exeter Diocese

Training session for new Members.

Details: tbc, as required



NATIONAL GOVERNANCE ASSOCIATION LEARNING LINK

Facilitator: Trust Governance Professional—Juliet Brodie

An introduction to the NGA resources and learning link available to all Ethos & Advisory Committee members and Trustees.

Details: online, as required



REFRESHER TRAINING FOR DIRECTOR/TRUSTEES

Facilitator: Exeter Diocese

Training for all Directors / Trustees who have been reappointed for another term or would like some fresh input.

Details: dates tbc, online



REFRESHER TRAINING FOR GOVERNORS

Facilitator: Exeter Diocese

Suitable for Committee Members who have been reappointed for another term, topics covered include RE, Collective Worship, admissions and buildings.

Details: dates tbc, online



RISK REGISTER TRAINING FOR COMMITTEE MEMBERS

Facilitator: Trust Governance Professional—Juliet Brodie

Risk Register training for new and existing Committee Members if they require a refresher.

Details: TBC, as required

GOVERNANCE CORE OFFER



SAFEGUARDING & PREVENT FOR TRUSTEES & COMMITTEE MEMBERS

Facilitator: Trust People Team, iAM

Statutory basic Child Protection and Prevent training which is required as part of Keeping Children Safe in Education.

Details: tbc, as requested, online



TRUSTEE BUDGET SOFTWARE TRAINING

Facilitator: Emma Clark

Overview of Trust budget software for Trustees.

Details: tbc, as requested



TRUSTEE STRATEGY WORKSHOP

Facilitator: CEO/External consultant

Strategy workshop for Trustees.

Details: Invite only Location: Zealley House

GOVERNANCE CORE OFFER

PEOPLE (HR) CORE OFFER



LINE MANAGER WORKSHOPS

Facilitator: Trust People Team

Workshops that provide training to our Line Managers on topics including Logging absences and completing return to work form, Probation process, Recruitment process and using our People Manager system, iTrent.

Details: Termly, 30—45 mins. Online . Headteachers and Leaders to forward to invite relevant team members



GRIEVANCE AND CAPABILITY SESSION

Facilitator: Trust People Team & PHP Law

Providing Heads/Leaders with an understanding of their role in investigating a grievance fairly to maintain a harmonious and productive workplace. Managing the capability process effectively to ensure colleagues have an opportunity to enhance their effectiveness in order to flourish in their roles.

Details: 31 January all day. Zealley House



SICKNESS ABSENCE MANAGEMENT SESSION

Facilitator: Trust People Team

Managing absence effectively to maintain a productive and healthy work environment. Covering the tools available to support.

Details: 15 November 9.30 -12.30pm Zealley House



TRUST INDUCTION

Facilitator: Trust Lead and Trust People Team

A session for all new colleagues to meet our Trust Lead and gain insight into our School Trust.

Details: dates and venues tbc, invitations will be sent out from the Trust People Team.



INVESTIGATION & DISCIPLINARY OVERVIEW

Facilitator: Trust People Team

The importance of conducting a fair investigation in a timely manner, to maintain a well-functioning and compliant workforce. An understanding of the misconduct levels and appropriate sanctions.

Details: 2 May 9.30 -11.30am Online

PEOPLE (HR) CORE OFFER



TRUST INDUCTION

Facilitator: Trust Lead/Trust People Team

A session for all new colleagues to meet our Trust Lead and gain insight into our School Trust.

Details: 26 September All day . In person TBC



SCR TRAINING WORKSHOPS

Facilitator: Trust People Team

A Session for Headteachers and Trust Leads to learn how to use the SCR Tracker system and what is required on each profile (colleagues, volunteers, governors, contractors etc)

Details: Termly, 30 mins, Online. Headteachers and leaders to forward to relevant team members



PEOPLE TEAM UPDATES FOR HEADTEACHERS/LEADS

Facilitator: Trust People Team

A session for Headteachers and Leads to keep informed of any HR, Data Protection & Governance changes and key information to support in their roles.

Details: 18 October, 10.00-14.30pm, online



PEOPLE TEAM UPDATES FOR ADMINISTRATORS

Facilitator: Trust People Team

A session for Administrators to keep informed of any HR changes and key information to support in their roles.

Details: 10 October, 6 February 10.00-10.30am, online



ILSHAM ENGLISH HUB



ENGLISH HUB CPD OPPORTUNITIES

Facilitator: Danni Cooke

English Hub CPD details will be circulated to all staff with a link to training opportunities as they become available across the year. Staff will need to speak to their HOA if they are interested in training which falls within school time. Details will also be available via the English Hub website <https://www.lapsw.co.uk/ilsham-english-hub/>

Details: tbc via email and website



TEACHERS AS READERS GROUP (TrG) OPEN UNIVERSITY READING FOR PLEASURE/UKLA

Facilitator: Danni Cooke

This group provide free evidence-based CPD for teachers, teaching assistants, early years professionals, librarians, reading volunteers and others to enrich their understanding of reading for pleasure (RfP) and how to support it.

This group is lead by Danni Cooke, Ilsham English hub lead, and the Ilsham hub team and this is the fourth year this group has been running.

The aims of the groups are:

1. To foster children's reading for pleasure through supporting teachers' /members' own RfP and research-informed practice;
2. To support the profession by building a professional community around RfP locally and online;
3. To share teachers' resultant development work on the OU RfP website.

Participants receive a certificate at the end of the course when they have shared their example of practice on the Open University Reading for Pleasure website.

We ask that you aim to attend all the sessions, within this work your are aiming to make a difference initially to a small group of children.

Details: All sessions 4.00pm-5.30pm via Zoom, 1st October, 3rd December, 21st January, 26th March, 20th May, 17th June <https://forms.office.com/e/i7MCxmqPng>



TRANSFORMING YOUR SCHOOL'S READING CULTURE (TSRC)

Facilitator: Danni Cooke, Carly Watson

Transforming your school reading culture (TSRC)

5 session series over the academic year.

The TSRC programme is underpinned by research; throughout the programme there are articles/books for participants to read as well as references to research built into the session plans. This research is split into two strands: reading for pleasure and leadership development/change management theory, there will be gaps tasks inbetween the sessions and you will receive a certificate once the course is completed.

The Core sessions are run by Ilsham English Hub 12.30 - 3pm run on zoom (you need to attend all the sessions):

Core Session 1: Reading for Pleasure: a whole school culture: 1st October

Core Session 2: Creating whole school change: 3rd December

Core Session 3: Creating a reading school: structural changes: 21st January

Core Session 4: Creating a reading school: behavioural changes: 26th March

Core Session 5: Celebrating impact and sustaining change: 17th June

There will be optional zoom workshops run (4-4.30pm): further details to follow on dates and times

- Setting up a staff book club
- Making the most of libraries
- Making World Book Day purposeful
- Creating social and inviting book corners
- Don't 'pay' children to read: developing children's intrinsic motivation to read
- Developing informal 'book talk'
- Intervention for Reading for Pleasure
- Reading identities
- Successful author visits
- Engaging parents in your school's reading culture

This group is for English leaders and is looking at developing a whole school reading community and culture and is free to access.

You will need to sign up to attend all 5 core sessions to be part of this support group and then you are also welcome to attend the optional after school workshops (run by the new vision hub).

Details: All sessions 12.30pm-3.00pm via Zoom, 11th October, 22nd November, 17th January, 13th March, 19th June <https://forms.office.com/e/qzVQ8w2FB1>



DEVELOPING EARLY LANGUAGE

Facilitator: Danni Cooke, Vicky Grant

"Supporting Early Language Development.' is a free course with six sessions.

As you we are sure that you are aware, the development of early language is a crucial pillar of a child's personal growth. However, according to research by Speech and Language UK, at least 1.7 million children in this country are behind with talking and understanding of words. Wider research and data confirm this picture. The percentage of pupils formally identified as having a primary special need in speech, language and communication is steadily rising - up to 22.5% in 2021, compared with 18.8% in 2015.

The English Hub programme is therefore offering a six session course run on zoom, designed to equip teachers and leaders with a practical pedagogical understanding of both typical language development and also how to support pupils who are struggling with language acquisition:

1. What is language and how it is developed? (Thursday 19th September 12.45-3.15pm)

2. Supporting Talk in Schools (Thursday 14th November 12.45-3.15pm)

3. Teaching words and making them stick (Thursday 23rd January 12.45-3.15pm)

4. Identifying and Supporting SLCN (Thursday 20th March 12.45-3.15pm)

5. Making Change: Sustaining Change (Thursday 8th May 12.45-3.15pm)

6. Sharing the School Improvement Journey (Thursday 3rd July 12.45-3.15pm)

The course is primarily aimed at those in early years leadership

You will need to attend all sessions.

Details: All sessions 12.45pm-3.15pm via Zoom <https://forms.office.com/e/dK6XgH3m7n>



RWInc LEADER CLUSTER

Facilitator: English Hub Literacy Specialists

Useful for reading leaders in all LAP schools and anyone shadowing the role/building expertise.

Details: All sessions 4.00pm-5.00pm via Zoom, 26th September, 14th November, 16th January, 6th March 1st May, 26th June <https://forms.office.com/e/7XLCuuan2D>



BUG CLUB LEADER CLUSTER

Facilitator: English Hub Literacy Specialists

Useful for reading leaders in all LAP schools and anyone shadowing the role/building expertise.

Details: All sessions 4.00pm-5.00pm via Zoom, 26th September, 14th November, 16th January, 6th March 1st May, 26th June <https://forms.office.com/e/vuCnYfxJqk>



LITTLE WANDLE LEADER CLUSTER

Facilitator: English Hub Literacy Specialists

Useful for reading leaders in all LAP schools and anyone shadowing the role/building expertise.

Details: All sessions 4.00pm-5.00pm via Zoom, 26th September, 14th November, 16th January, 6th March 1st May, 26th June <https://forms.office.com/e/4Dj1eFrRGM>



READING AMBITION FOR ALL

Facilitator: Danni Cooke/ Laura Carr

This programme explores the appropriate teaching, support, and provision for the lowest-attaining children in reading, with a particular focus on those with Special Education Needs and Disabilities (SEND). It draws on the latest research about how children learn to read, and effective approaches to teaching those who need specific adaptations to make successful progress.

Details: All sessions 4.00pm-5.00pm via Zoom, 4th October, 29th November, 7th February, 28th March, 20th June <https://forms.office.com/e/vMCKb8UCBA>



SWIFT SUBJECT LEADER

Facilitator: Danni Cooke

English Subject Briefings are designed to ensure that English Subject Leads have the most up-to-date national and local information on new policy, frameworks, and initiatives. They will also be opportunities to receive training on key elements of curriculum and teaching and learning developments, alongside the opportunity to network and share best practice with other schools.

Details: All sessions 1.00 –3.00pm via Zoom, 26th September, 16th January, 26th June

ILSHAM ENGLISH HUB



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English Hubs

Ilsham English Hub

Ilsham English Hub is one of 34 English Hubs that were appointed by the Department for Education. The Hubs were selected for their expertise in teaching and reading and to support schools in their surrounding area.

Our drive as an English Hub is to ensure that partnership and collaboration is at the heart of all that we do and from day one we have been seeking a way to do things differently, and to find a way to share and use the excellent practice which exists within schools.

We promote a love of reading and help schools provide excellent teaching in phonics and early language. We focus on supporting the lowest progress children in Reception and Year 1 and ensure that every child is successful regardless of background, needs or abilities.

Our English Hub Lead and Literacy Specialists may offer:

- ◆ Showcase and Workshop events in teaching phonics, language and a love of reading
- ◆ Support to develop an action plan
- ◆ A reading audit in eligible schools
- ◆ Funding for training and resources
- ◆ Six days of support from one of our Literacy Specialists

Visit <https://www.lapsw.co.uk/ilsham-english-hub/> to find out more.



LEARNING ACADEMY PARTNERSHIP

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