## OUR SCHOOL TRUST PROFESSIONAL LEARNING OFFER

2025 - 2026





Autumn 2025

## **CONTENTS**

- IntroductionOur Mission, Vision, Core Values andBeliefs
- Core Values and Aims
- Our CPD Offer 2025-2026
  - Education
  - SEND
  - Safeguarding
  - Health & Safety
  - First Aid
  - GDPR
  - Business Support
  - Governance
  - People (HR)
  - Ilsham English Hub



As a School Trust our focus into 2025-26 continues to be:

- Our most vulnerable children (those underserved)
- Ensuring that our pupils with SEND flourish
- Challenge for all pupils to continue to close the attainment gap and stretch beyond.
- Embedding Pedagogy on a Page through all core offers in every classroom.

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 embedding our Trustwide approach to metacognition '**Pedagogy on a Page**' (our Optimal Learning Approach). This forms the base plate of all aspects of our delivery and underpins all our core offers.

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 are increasingly closing the gap for our underserved pupils evidenced in our outcomes for Early Reading in 2025.

We continue to recognise the ongoing 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 quantitively.
- 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 nonnegotiables (our core offers)
- 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**

- 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 the 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 quality learning and teaching experiences every day as standard.
- Our staff will be empowered through the highest quality CPD.
- All schools will be compliant with statutory guidance.
- Safeguarding will be highly effective.

## APPRENTICESHIPS AND PROFESSIONAL DEVELOPMENT

Apprenticeship opportunities are available across the Trust and will be explored in consultation with line managers and Heads.

Each Hub also has its own CPD budget, held by Heads, to support targeted professional development linked to school improvement priorities.

## **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.





## **EARLY CAREER TEACHERS & MENTORS**

Facilitator: Cat Eversfield

Mentor F2F Induction Conference (all day)

ECT F2F Induction Conference (all day), Termly check in for mentors, heads and ECTs, Annual QA drop in by ECT lead ,

Details: First Friday of each term/Virtual



## **SLT FORUMS**

Facilitator: Trust Leadership Team

Heads meetings with learning focussed on Standards, Learning and Vulnerable pupils **Details:** dates on Heads Channel, Fridays (x 2 per half term generally 9.30-12.30), Virtual or in schools



## **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



## **CHAMPION TEACHERS**

Facilitator: Carly Watson

A forum through which Pedagogy on a Page best practice is shared and best practice development is shaped. All UPS teachers (designated) should attend.

**Details:** Half termly, Thursday 18<sup>th</sup> September 3:30-4:30, Thursday 20<sup>th</sup> November 3:30-4:30, Thursday 15<sup>th</sup> January 3:30-4:30, Thursday 26<sup>th</sup> March 3:30-4:30, Thursday 30<sup>th</sup> April 3:30-4:30, Thursday 25<sup>th</sup> June 3:30-4:30. Online



## **ENGLISH LEAD 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 7<sup>th</sup> October 1:30-3:30, Tuesday 3<sup>rd</sup> February 1:30-3:30, Tuesday 30<sup>th</sup> June 1:30-3:30—Virtual



## **EXTERNAL REVIEWS**

Facilitator: Jon Chaloner

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 9<sup>th</sup> October 3:45 – 5:00, Thursday 4<sup>th</sup> December 3:45-5:00, Thursday 5<sup>th</sup> February 3:45-5:00

Thursday 19<sup>th</sup> March 3:45-5:00, Thursday 7<sup>th</sup> May 3:45-5:00, Thursday 2<sup>nd</sup> July 3;45-5:00

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



## **NEW STAFF INDUCTION**

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

Details: 24th September, Venue TBC



## **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:** 19<sup>th</sup> September, 21<sup>st</sup> November, 23<sup>rd</sup> January 2026, 13<sup>th</sup> March 2026, 8<sup>th</sup> May 2026, 26<sup>th</sup> June 2026, **12.00-1.00pm** 

https://forms.office.com/e/Bcs2pXf8Yr



## RWInc READING LEADER TRAINING

**Facilitator:** RWInc Trainer

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

1:1 tutoring training with trainer Katie Kerr Brown. All reading leaders, 1:1 interventions teachers need to attend

Details: 18th September 2025. All day. Venue: TBC

https://forms.office.com/e/jQd5fJmCPK



## **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



## SCHOOL LED INSET DAY

Facilitator: Evie Semmens

Trust Safeguarding online for all schools with an inset day (repeated on Wednesday 3<sup>rd</sup> for schools without an inset day 3.30-5.00)

Details: 2nd September, 1.30-3pm, In schools and online



## TRUST LED INSET DAYS

Facilitator: Tracey Cleverly and Education Team

Each Trust Inset Day will include a session on Vision, Values and Culture

- 3rd November: How do we empower all pupils to be better communicators?
- 5th January (READING): RWINC for (Early Years and KS1) and wider Reading
- 23rd February: Planning for Assessment for Learning

**Details:** All Day, Online in Hubs.

• 20th April (INCLUSION) Trust Conference at Home Park

Facilitator: Emma Bone and Evie Semmens





## **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:** Monday 17<sup>th</sup> November 3:45-5:00, Monday 9<sup>th</sup> March 3:45-5:00, Monday 8<sup>th</sup> June 3:45-5:00 **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

 $\label{lem:petalls:online} \textbf{Details: Online } \\ \underline{\text{https://lapsw.sharepoint.com/:}} \underline{\text{f:/s/AllAcademies/Et3MbogKQg1Hsdu4Rx2II5ABGYuTAJ3EkzaaP49-SsE4CQ?e=VoNNTO}} \\ \\ \underline{\text{SsE4CQ?e=VoNNTO}} \\ \\ \underline{\text{NNTO}} \\ \underline{$ 



## **EYFS NETWORK**

Facilitator: Julie Edwards/Liam O'Sullivan

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

**Details:** Termly, Online



## **YEAR 6 NETWORK**

Facilitator: TBC

This network meeting is to support all Year 6 teachers across the Trust.

**Details:** Online



## **NEW TO TRUST LAP TEACHERS PROGRAMME**

Facilitator: Carley Watson & Champion Teachers

This programme is designed to ensure that all new teachers to the Trust have a deep understanding of the expectations for teaching and learning, exemplified by Pedagogy on a Page, and the Core Offers which underpin the curriculum.

**Details:** TBC for the Autumn term and Spring 1 x 10 sessions, Online



## SEND CORE OFFER



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:** Every 3<sup>rd</sup> Thursday of the month: 25.9.25, 23.10.25, 20.11.25, 11.12.25, 22.1.26, 26.2.26,19.3.26, 7.5.26,18.6.26,16.7.26. 3.30pm-4.30pm



## **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 6 sessions

**Details:** 6<sup>th</sup> October, 1<sup>st</sup> December, 26<sup>th</sup> January, 23<sup>rd</sup> March, 18<sup>th</sup> May, 6<sup>th</sup> July **12.30-3.00pm**. **Online** 

https://forms.office.com/e/kXZfE1WBzm







## 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, 2<sup>nd</sup> Wednesday of a half term. 17.9.25, 12.11.25, 14.1.26, 4.3.26, 17.6.25

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. 1.10.25, 26.11.25, 28.1.26, 18.3.26, 20.5.26, 24.6.26. **12.30—2.00**pm.



## 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 & PREVENT**

Facilitator: Evie Semmens, delivered by Headteachers

2 x virtual sessions, centrally led. All school staff including MTAs, admin and site teams

Session 1: Tuesday 2nd September 2025. 1.30-3.00pm

Repeated: Wednesday 3rd September 2025. 2025 3.30-5.00pm

Session 2: Monday 20th October 2025. 3.30-5.00pm

Repeated: Wednesday 22nd October 2025. 9.30-11.00am

Repeated: Wednesday 22nd October 2025. 3.30-5.00pm



## **SAFEGUARDING LEVEL 3 initial**

Facilitator: Evie Semmens, Director for Vulnerable Pupils and Inclusion

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: Online/Face to Face dependent on booking



## **SAFEGUARDING LEVEL 3** refresher

Facilitator: Evie Semmens, Director for Vulnerable Pupils and Inclusion

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: Online/Face to Face dependent on booking



## **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: 25<sup>th</sup> or 26<sup>th</sup> November, Level 2: 27<sup>th</sup> November Full days. Booking required—link will come from Facilitator **Venue:** Ellacombe Academy



## 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: 12 March 2026 1.00-3.30pm . Location TBC. Booking required: Headteachers, safeguarding,







## **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: Nic Carter

Annual H&S awareness training for all staff

Details: as required, online (iAM)



## **ANNUAL SLIPS, TRIPS & FALLS**

Facilitator: Nic Carter

Annual Health and Safety training for all staff

Details: as required, online (iAM)



## **ANNUAL MANUAL HANDLING**

Facilitator: Nic Carter

Annual Health and Safety training for all staff

Details: as required, online (iAM)



## **ANNUAL FRE WARDEN SAFETY TRAINING**

Facilitator: Nic Carter

Annual Fire Warden Safety training for all staff

**Details:** as required, online (iAM)

# HEALTH & SAFETY CORE OFFEF



## som.

## **LEVEL 2 FOOD SAFETY & HYGIENE**

**Facilitator:** Nic Carter

Course covering the essential requirement of food safety and hygiene for those working with or serving

food

**Details:** as required, online (Every)



## **LEVEL 3 FOOD SAFETY & HYGIENE**

**Facilitator:** Nic Carter

Course covering the requirement of food safety and hygiene for those in supervisor or management posts and who prepare and cook food

Details: as required, online (Every)



## **FOOD ALLERGY AWARENESS**

Facilitator: Nic Carter

Course covering the essential requirement of allergens for those working with or serving food

Details: as required, online (Every)



## COSHH

**Facilitator:** Nic Carter

Course covering the essential requirement of the control of substances hazardous to health

Details: as required, online (Every)





## **PAEDIATRIC FIRST AID**

Facilitator: Devon First Aid (South Devon)/In Safe Hands (West Devon & Cornwall)

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;** 22nd - 23rd September 2025 - Dartington, Additional @ Dartington September  $29^{th} - 30^{th}$ ,  $16^{th}$  &  $17^{th}$  March 2026 - Dartington

West Devon & Cornwall; 1-day independent online training followed by 1 day in person at St Andrews 23<sup>rd</sup> September 2025



## **FIRST AID AT WORK**

Facilitator: Devon First Aid (South Devon)/In Safe Hands (West Devon & Cornwall)

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; 24<sup>th</sup> – 26<sup>th</sup> September 2025 - Dartington. West Devon & Cornwall; 1-day independent online training followed by 2 days at St Andrews 16<sup>th</sup> & 17<sup>th</sup> September 2025



## **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 18th March 2026 - Dartington. West Devon & Cornwall; 9th March. 9am to 4pm—St Andrews



## ANNUAL GDPR AWARENESS FOR ALL STAFF

Facilitators: Data Protection Officer

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.

- 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 watch the video there is a short questionnaire to complete.



## **GDPR DATA CONTROLLERS (HEAD)**

Facilitator: TBC

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

Details: TBC



## **GDPR FORUM**

Facilitator: TBC

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 TBC



## **GDPR LEARNING WALKS**

Facilitator: TBC

Data Compliance Audit and Learning Walk incl. workspace audit.

Details: TBC



## **GDPR AUDIT REVIEWS**

Facilitator: TBC

End of Year Audit Review Details: TBC





## **ADMISSIONS WORKSHOP**

Facilitator: Becky Webber

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

Details: 16 Oct 10.30am, online



## **NURSERY FORUM**

Facilitator: Theresa Bowden

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

Details: Termly 18th September 2025, 15th January 2026, 30th April 2026







## **FOUNDATION MEMBERS TRAINING**

Facilitator: Exeter Diocese

To be arranged for new Foundation Members as required.

Details: Booking required (Foundation Members)



## **GDPR AWARENESS**

Facilitator: TBC

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 ,training to be completed online



## SAFEGUARDING & PREVENT FOR TRUSTEES & COMMITTEE MEMBERS

Facilitator: Evie Semmens

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

Details: 9th September 2025, 6.30-8pm, 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:** Booking required (Trustees, Committee Members and Committee Administrators)



## **INDUCTION FOR GOVERNORS/DIRECTORS**

Facilitator: CST/Exeter Diocese

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

**Details:** Booking required (Trustees and Committee Members)



## TRUST INDUCTION FOR NEW HUBS

Facilitator: Trust Lead and Trust Governance Professional

Induction for new Hub Committee Members

Details: Invite only (new Hub Committee Members)



## **CST (CONFEDERATION OF SCHOOL TRUSTS)**

Facilitator: Exeter Diocese

Training session for Trustees **Details:** Booking required (Trustees)



## 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:** Booking required (Trustees)



## 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: Booking required (Committee Members)



## **VISIONS & VALUES AND IMPACT OF BEING PART OF THE TRUST**

Facilitator: Tracey Cleverley

As a key part of our Trust community, EAC members help shape the culture, values, and direction of our schools. Your role supports our shared mission and ensures our ethos is lived out in every classroom and community.

**Details:** Tuesday 7<sup>th</sup> October 2025, 6.30pm to 7.30pm, online



## **EAC COMPLAINTS PANEL TRAINING**

Facilitator: PHP Law

The role and responsibilities of being on an EAC Complaints Panel as a Chair or Committee member.

**Details:** Tuesday 16th September 2025, 6.30pm to 7.30pm, online



## **OFSTED**

Facilitator: Emma Bone

The role of the Ethos and Advisory Committee member during Ofsted inspection: Understanding the new Ofsted Framework

Details: Tuesday 25th November 2025, 6.30pm to 7.30pm, online



## **LEARNING WALKS & EFFECTIVE QUESTIONING**

Facilitator: Emma Bone

How to carry out a Learning Walk; What questions should you be asking; Ethos and Christian Distinctiveness; Safeguarding and Inclusion – VP Dashboard; Data

Details: Tuesday 11th November 2025, 6.30pm to 7.30pm, online

OVERNANCE



## **SIAMS**

Facilitator: Lee Moscato

SIAMS Inspection Training

Details: Tuesday 10<sup>th</sup> February 2026, 6.30pm to 7.30pm, online



## **SEN**

Facilitator: Evie Semmens

Understanding EAC committee members roles and responsibilities in relation to children with special educational needs and disabilities.

Details: Tuesday 17<sup>th</sup> March 2026, 6.30pm to 7.30pm, online



## STAKEHOLDER FEEDBACK

Facilitator: Emma Bone

How can EAC members collect meaningful stakeholder feedback in their roles to help triangulate

Details: Emma Bone, Tuesday 28<sup>th</sup> April 2026, 6.30pm to 7.30pm, online



## **UNDERSTANDING THE RISK REGISTER**

Facilitator: Emma Bone

Understanding the Risk Register to ensure effective monitoring and mitigation of identified risks

Details: Tuesday 23<sup>rd</sup> June 2026, 6.30pm to 7.30pm, online



# GOVERNANCE CORE OFFER





## **BUSINESS SUPPORT UPDATE**

Facilitator: Trust People Team

Providing Headteachers with a People, Finance, Compliance and Governance update. Highlighting changes to legislations and process and what is coming for the academic year ahead. Headteachers and Leaders invited to forward to relevant team members

Details: drop in Session; 10th October 9.30am-12pm Online



## **RECRUITMENT & SHORTLISTING**

Facilitator: Trust People Team

Providing participates knowledge, skills, and tools needed to carry out recruitment processes that are fair, transparent, and legally compliant. We will explore practical strategies and best practices to help ensure every stage of recruitment upholds equality, promotes diversity, and mitigates bias. Headteachers and Leaders invited to forward to relevant team members

**Details:** 11th November, 2pm-3pm Online/Drop in session



## **SUPPORTING SICKNESS ABSENCES**

Facilitator: Trust People Team

Supporting leaders to provide effective, empathetic support to colleagues experiencing sickness absence. With a focus on reasonable adjustments, early intervention, Occupational Health Referrals, risk assessments and appropriate signposting. Headteachers and Leaders invited to forward to relevant team members

Details: drop in Session; 4th December 3.45-4.45pm Online/Drop in session



## SICKNESS ABSENCES MANAGEMENT

Facilitator: Trust People Team

Managing absence effectively to maintain a productive and healthy work environment. Covering the tools available to support. Headteachers and Leaders invited to forward to relevant team members

Details: drop in Session; 24th March 2026 11.am-12pm Online/Drop in session





## CODE OF CONDUCT—BUSINESS SUPPORT TEAM

## Facilitator: Trust People Team

Covering why the Code of Conduct is essential, walking through its key sections; including EEDI, safeguarding, health & safety, honesty, integrity, and professional boundaries, to help colleagues confidently navigate challenging situations in the workplace.

Details: 14th October 2025, 2pm-3pm In person, Venue TBC



## **CODE OF CONDUCT—COLLEAGUES**

## **Facilitator:** Headteacher/Leaders

Covering why the Code of Conduct is essential, walking through its key sections; including EEDI, safeguarding, health & safety, honesty, integrity, and professional boundaries, to help colleagues confidently navigate challenging situations in the workplace.

Training packs will be available for leaders to provide the training to their teams.

Details: Date to be arranged by Headteacher. 1 Hour.

Headteacher/ Leader to complete training by end of October half term



## HARRASMENT SESSION—BUSINESS SUPPORT TEAM

Facilitator: Trust People Team

This session will cover what constitutes harassment, how to recognise it in different forms, the impact it can have in the workplace, and the responsibilities we all share in creating a safe, respectful environment. We'll also discuss reporting procedures and work through scenarios to build confidence in addressing and responding to inappropriate behaviour.



## HARRASMENT SESSION—COLLEAGUES

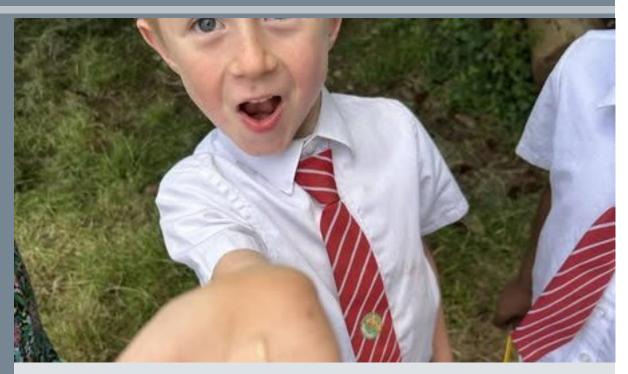
Facilitator: Headteacher/Leaders

This session will cover what constitutes harassment, how to recognise it in different forms, the impact it can have in the workplace, and the responsibilities we all share in creating a safe, respectful environment. We'll also discuss reporting procedures and work through scenarios to build confidence in addressing and responding to inappropriate behaviour.

Training packs will be available for leaders to provide the training to their teams.

Details: Date to be arranged by Headteacher. 1 hour

Headteacher/ Leader to complete training by end of Spring 2.





## 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:** 24th September 2025, venues tbc, invitations will be sent out from the Trust People Team.



## **INVESTIGATION 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.

Headteachers and Leaders invited to forward to relevant team members

neadleachers and Leaders invited to forward to relevant tea

Details: 6th March 2026 8am –9am Online/Drop in session



## **CAPABILITY & IMPORTANCE OF INFORMAL PROCESSES**

Facilitator: Trust People Team & PHP Law

Providing Heads/Leaders with the knowledge and tools in managing the capability process effectively to ensure colleagues have an opportunity to enhance their effectiveness in order to flourish in their roles.

The session will also cover recognising the value of informal processes in resolving issues early, building trust, and supporting positive outcomes through timely, constructive conversations before formal action is required





## **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 <a href="Learning Academy">Learning Academy</a> Partnership - 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, 6<sup>th</sup> October, 1<sup>st</sup> December, 26<sup>th</sup> January, 23<sup>rd</sup> March, 18<sup>th</sup> May, 6<sup>th</sup> July <a href="https://forms.office.com/e/zz2FR3y6hM">https://forms.office.com/e/zz2FR3y6hM</a>



## 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 in between the sessions and you will receive a certificate once the course is completed.

The Core sessions are run by Ilsham English Hub 12.45 - 3.15pm in person sessions at Bovey Tracey Community hub (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: 3<sup>rd</sup> December

Core Session 3: Creating a reading school: structural changes: 28th January

Core Session 4: Creating a reading school: behavioural changes: 18th March

Core Session 5: Celebrating impact and sustaining change: 1st July

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 12.45pm-3.15pm in person Bovey Tracey Community Hub, 1st October, 3rd December, 28<sup>th</sup> January, 18<sup>th</sup> March, 1<sup>st</sup> July https://forms.office.com/e/xdde6mzAiw

## **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 25<sup>h</sup> September 12.45-3.15pm)
- 2. Supporting Talk in Schools (Thursday 13<sup>th</sup> November 12.45-3.15pm)
- 3. Teaching words and making them stick (Thursday 29th January 12.45-3.15pm)
- 4. Identifying and Supporting SLCN (Thursday 26th March 12.45-3.15pm)

# SHAM ENGLISH HU

- 5. Making Change: Sustaining Change (Thursday 30th April 12.45-3.15pm)
- 6. Sharing the School Improvement Journey (Thursday 9th 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 <a href="https://forms.office.com/e/1XLdP8J6rm">https://forms.office.com/e/1XLdP8J6rm</a>



## 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, 25<sup>th</sup> September, 13<sup>th</sup> November, 15<sup>th</sup> January, 5<sup>th</sup> March,

7<sup>th</sup> May, 25<sup>th</sup> June <a href="https://forms.office.com/e/p5qZ2fP31h">https://forms.office.com/e/p5qZ2fP31h</a>



## **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, 24<sup>th</sup> September, 26<sup>th</sup> November, 14<sup>th</sup> January, 4<sup>th</sup> March,

29<sup>th</sup> April, 24<sup>th</sup> June, https://forms.office.com/e/Nfg04z21ir



## 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, 24<sup>th</sup> September, 12<sup>th</sup> November, 14<sup>th</sup> January, 4<sup>th</sup> March,

29<sup>th</sup> April, 24<sup>th</sup> June, <a href="https://forms.office.com/e/qtkgUdHYvb">https://forms.office.com/e/qtkgUdHYvb</a>



## **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, 6th October, 1<sup>st</sup> December, 26<sup>th</sup> January, 23<sup>rd</sup> March, 18<sup>th</sup> May, 6<sup>th</sup> July https://forms.office.com/e/kXZfE1WBzm



## **SWIFT SUBJECT LEADER**

Facilitator: Danni Cooke & Carley Watson

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, 2<sup>nd</sup> October, 12<sup>th</sup> February, 18<sup>th</sup> June

 $\underline{\text{https://www.eventbrite.com/e/primary-english-subject-leader-briefing-online-tickets-1410384470919?} \\ \text{aff=oddtdtcreator}$ 

https://www.eventbrite.com/e/primary-english-subject-leader-briefing-online-tickets-1410406637219? aff=oddtdtcreator

 $\frac{https://www.eventbrite.com/e/primary-english-subject-leader-briefing-online-tickets-1410408101599?}{aff=oddtdtcreator}$ 



## **READING FLUENCY**

Facilitator: Danni Cooke & Carley Watson

Whole class fluency in Key Stage Two reading – This programme is free to attend and will support schools and teachers to understand how to build on phonics and use evidence-based fluency strategies to teach reading in key stage two. For Reading Leaders, English Leaders and Senior Leaders.

**Details:** All sessions 12.30-3pm via Zoom, 8<sup>th</sup> October, 26<sup>th</sup> November, 11<sup>th</sup> February, 20<sup>th</sup> May, 24<sup>th</sup> June

https://forms.office.com/e/RhMF7RM5va

## SHAM ENGLISH HU



Funded by



## **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 Learning Academy Partnership - Ilsham English Hub to find out more.





Suite 4 Zealley House Greenhill Way, Kingsteignton TQ12 3SB

www.lapsw.co.uk cpd@lapsw.org

