



L.E.A.D.  
Equate

Teaching School Alliance

Working together,  
sharing our skills and  
expertise to improve  
outcomes for children in  
Lincolnshire, South Yorkshire  
and across the East Midlands

2020/21



**L.E.A.D. Equate**

Teaching School Alliance



*'Working Together to  
L.E.A.D. the Highest  
Outcomes for All'*



# ACTIVITY & IMPACT

## SEPTEMBER 2019 - FEBRUARY 2020

We believe that sustainable, system wide improvements are achieved by building strong partnerships that operate in a culture of trust, openness and integrity. We acknowledge that everyone has something to offer and something to learn.

It is through working together that practice can be tailored to need, shared and contributed to, a culture of mutual support can be established and exciting, new learning opportunities can be formed. Thank you for your on-going support in order for these outcomes to be possible.

**Number  
of Teaching  
Alliance Schools**

**69**

### S2SS

Number of days  
S2SS requested  
directly by schools

**58**

Number of days  
S2SS through  
English Hub

**62**

Number of  
days S2SS  
through Early  
Years Project

**78**

**Total: 198 days**

**100%** rated  
good or better



### PROJECTS

**131**

schools have been reached through  
specific projects: L.E.A.P 2 / Early Years  
Project / PiP / English strand of Mobilise

### SYSTEM LEADERS

**8 LLEs**

**89%** actively engaged  
with schools

Feedback  
rated good or  
outstanding

**2 NLEs**

**100%** actively engaged  
with schools

**61 SLEs**

across Lincs and East Midlands – **80%** actively  
engaged working with schools  
in S2SS or CPD this year,  
rated **100%** Good or Better

### APPROPRIATE BODY NQTs

**67**

**NQTs**  
across  
Lincolnshire and  
Nottinghamshire

We have  
been the  
appropriate  
body for

*"You are  
ambitious for  
schools and  
doing things  
up so it gets  
done!"*

*"The model at  
L.E.A.D. Equate  
is strong and  
means that  
you come with  
paperwork  
superbly  
organised and  
a strong insight  
into all of your  
trainees."*

(ITT Delivery)

### ITT

**19**

We have trained  
**ITT trainees**  
this year across  
Lincolnshire and  
Nottinghamshire

That is an increase on  
last year's figures.

*"I have rated  
your English Hub  
green and as  
outstanding in all  
areas. Thank you  
so much for your  
hospitality on  
the day."*

(John Walker  
English Hub Council  
Feb 2020)



### ENGLISH HUB

We have  
supported &  
worked with

**104**

schools across two  
terms this year.

### CPD

**150**

evidence based  
CPD days  
have taken place with

**1515**  
participants

**99.9%** Good or Outstanding  
Feedback and **82%** purely  
Outstanding Feedback from  
the training received.

*"This project has been  
absolutely transformational  
for us and for our children and  
we are so pleased to be part  
of something so special."*

## Welcome to your L.E.A.D. Equate Teaching School Alliance offer for the academic year 2020/2021.

We are delighted with this year's offer as it includes a number of networks and CPD opportunities that are designed to meet the needs of your setting. Working in response to your feedback from 2019/20, our offer has been developed in collaboration with our highly experienced Specialists, Lead Practitioners and SLE's.



## CONTENTS

<b>Vision and Values</b>	4	Learning of Vocabulary in the Early Years & Year One	<b>Moderation</b>	88
<b>Welcome to the Team</b>	6	• Developing the Writing Journey in the Early Years	<b>Statutory Training</b>	92
<b>Progression Ladder of Roles within a Setting</b>	10	• Developing the Teaching of Reading Programme	• Safeguarding Conference 2021: Online Safety	
<b>Leadership Training</b>	11	• Teacher's Reading for Pleasure Group	• Paediatric First Aid Training	
• NPQ Qualifications		• KS2 Reading Audit	• Emergency Paediatric First Aid	
• CPD to Make an Impact		• EAL Peer-Reading Partnerships	• First Aid at Work	
• Leadership Conference		• Developing Writing	• Emergency First Aid at Work	
• How to Conduct a 'Deep Dive' in Your setting		• Enhancing & Valuing Pupil Talk	• Team Teach	
• Coaching		• Enhancing Reading Provision for Teaching Assistants	• Safer Recruitment Training	
• Sticky Knowledge 'Retention of Learning'		• How to Raise Standards in Writing through The High Quality Teaching of Grammar	• Website Compliance	
• Primary Subject Leadership		• How to Raise Standards in Writing through the Teaching of Spelling		
• Preparing for Your First (or any) Inspection as a Head Teacher		• Reasoning & Problem-Solving in KS2 Mathematics	<b>RSHE Hub</b>	102
• Supporting our Support Staff		• Understanding and Teaching Mathematics Mastery	<b>English Hub</b>	104
• Improving Leadership		• Thinking and Talking in Primary Science	• English Hub Showcase Events	
• Coaching Overview		• SEND Teaching Assistant Training	• English Hub Audit	
• Group Well-being Coaching Networks		• Outstanding Classroom Assistance	• Reading Conference	
• Head Space in the Work Place		• High Quality Development for Class Based Teaching Assistants	• Junior School Phonics Training	
• Pupil Premium Review		• Core Standards and Expectations	• Small School Phonics Training	
<b>Quality of Education Training</b>	27	• The Lincolnshire Science and Computing Hub	• Ofsted – Deep Dive in Reading	
<b>Subject Leadership</b>	28	<b>Personal Development / Wellbeing &amp; Welfare</b>	<b>Active Programmes</b>	113
• Progression in Drawing in the Primary Curriculum		• Evaluating Personal Development	• About the Active Approaches	
• Raising Attainment in Art		• Effective Strategies & Intervention in SEMH	• Active English Open Morning	
• Taking the Fear Factor out of Computing		• Developing 'The Personal Development Strand' of your Curriculum	• Active English – Twilight Top-Up Training	
• Leading Design Technology in the Primary Curriculum		• Mental Health First Aid to Support Young People	• Active Number Open Morning	
• Teaching & Leading History to the Highest Standard		• Mental Health First Aid to Support Adults	• Active Number – Twilight Top-Up Training	
• Raising Attainment in Primary Geography		• Emotional Coaching to Impact Upon Behaviour	• Active Spelling Open Morning	
• Raising Attainment in Music		• Where Neurodiversity meets Wellbeing & Behaviour	• Development Days Linked to the Active Approaches	
• Raising Attainment in PE under the New Framework		• Developing Enterprise within your Setting		
• Teaching and Leading Primary R.E.		• Developing Debating and Critical Thinking Skills with Pupils	<b>Early Careers</b>	121
• Leading Reading for Impact		<b>Subject/Professional Education Communities (Core / Foundation Subjects &amp; Leadership)</b>	• L.E.A.D. Equate NQT Programme	
• Subject Leader Boot Camp		• What are Subject / Professional Education Communities?	• LTSA SCITT	
<b>Teaching and Learning</b>	40	• English Subject Leaders' Professional Forum	• ITT with LTSA SCITT	
• The Recipe for 'Good Teaching and Learning'		• Mathematics Subject Leaders' Professional Forum	• ITT with Nottingham University	
• What is 'Outstanding Teaching and Learning'?		• Primary Science Professional Forum	• ITT Enrichment Programme L.E.A.D. Academy Trust	
• Implementation: Effective Teaching and Learning under the new framework		• Leading a Mentally Healthy School Professional Forum	<b>SLE's Bespoke training</b>	132
• Story Scribing in the Early Years		• School Business Managers Professional Forum	<b>Stay Connected</b>	138
• Early Years Reading Programme				
• Developing an Approach to the Effective Teaching &				

To support you in your decision making when selecting training, each page has this key added to it. This identifies the method of delivery and the suitable audience.

Please note: This will naturally be altered if face to face training is not an option within the current national climate.

Face to Face	Online	Staff Meet	Twilight	1:1 in your setting	All Roles	TA	Support Staff	Phase/Middle Leader	Subject Leader	Teacher	SLT/ DHT	Head Teacher
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# L.E.A.D. Equate Teaching School Alliance

## Vision and Values

### Overarching vision

L.E.A.D. Equate Teaching School Alliance serves a reach across the East Midlands, Lincolnshire and South Yorkshire.

The Teaching School Alliance is a partnership working to inspire, motivate and empower every child and professional to embrace lifelong learning. Our vision is for all members to contribute to and benefit from exceptional levels of continuous professional development, high impact peer support and evidence informed practice.

We believe that sustainable, system wide improvements are achieved by building strong partnerships that operate in a culture of trust, openness and integrity. We acknowledge that everyone has something to offer and something to learn. It is through working together that practice can be tailored to need, shared and contributed to, a culture of mutual support can be established and exciting, new learning opportunities can be formed.

L.E.A.D. Equate Teaching Schools Alliance has numerous strategic partners in a number of key collaborations, working together to build a network of

settings across all phases and specialisms. All aspects are delivered with the aim of creating a self-improving school system and one ultimate goal of impacting upon outcomes for all pupils within the alliance and beyond.

*This has been summarised diagrammatically below:*



Core Values	Meaning
<b>Succession &amp; Talent Management:</b>	Identifying and supporting professional development at every stage from Early Career entry to Executive Headship.
<b>Impact Based:</b>	Holding ourselves to account with clear aims and targets that clearly link to children's outcomes. Refining our support and offer as a result of impact and outcomes as we understand that accountability & review is key to the continued success of any learning community.
<b>Learning Collaboratively</b>	Constantly understanding our needs and identifying best practice and research to generate a professional learning community. Learning from one another with a culture of transparency and respect.
<b>Tailored to Need</b>	Constantly striving for all provision to be of the highest quality and tailored to the needs of those in receipt of it, including the unique aspects relating to the context of the organisation or setting.
<b>Strong Moral Purpose</b>	Collectively committed to the success of children and adults in all of our schools within the Trust, Alliance and beyond. The commitment to this should be boundaryless.
<b>Research and Evidence Centred</b>	All provision where possible should be grounded in research with proven evidence of impact and outcomes to underpin practise. Actively committed to new thinking and research within the education sector to future success.

# The Teaching School Approach/Philosophy

At L.E.A.D. Equate Teaching School Alliance, we recognise that support needs to be tailored to the individual needs of each school. We therefore do not simply have one approach rather a range of options, designed to suit the needs of your setting.

We therefore have the following options:

Training Options	
<b>Face to Face</b>	Face to face training will be held at one of our training centres, alongside other delegates where resources can be shared in an interactive and live way. This is sometimes held in a school where teaching and learning can be observed first hand.
<b>Virtual/ Online Training</b>	Virtual training will take place online where groups can come together in their own space, without the need for travel. Resources can also be shared and discussions had in this forum.
<b>Bespoke Staff Meeting</b>	Some of the training which is within the brochure can be accessed as a staff meeting. Please contact L.E.A.D. Equate to arrange this.
<b>Bespoke Twilight Staff Meeting</b>	Some of the training which is within the brochure can be accessed as an extended session or Twilight session. Please contact L.E.A.D. Equate to arrange this.
<b>1:1 / Bespoke to the needs of the Setting</b>	We have a range of specialists that can work to support needs on a 1:1, small group or bespoke basis. Please do not hesitate to contact L.E.A.D Equate if you have a specific need which is not outlined within this offer. This can be face to face or virtual.

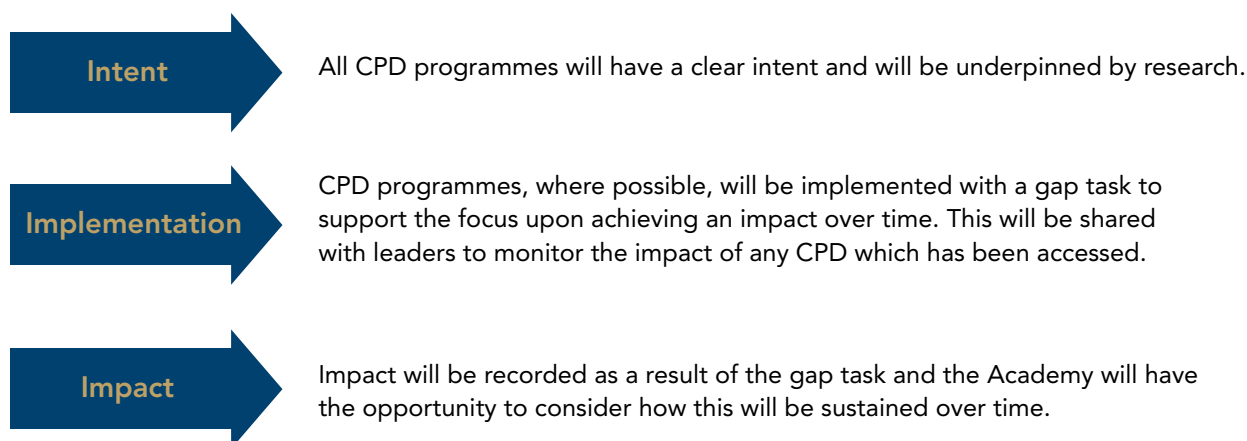
## Identifying the appropriate staff to access the training

To maximise the impact, at L.E.A.D. Equate, we have worked hard to indicate which group of staff the training would be most suitable for. This is only a guide and a starting point as each setting knows the needs of their own staff in greatest detail.

Suitability of Training							
All Roles	TA	Support Staff	Phase/Middle Leader	Subject Leader	Teacher	SLT / DHT	Headteacher

## The training format to ensure an impact

To ensure an impact, all of our training follows this model:



# Welcome to the Team...

The strongest outcomes are usually rooted in positive relationships and mutual trust. With the aim of supporting positive relationships from the outset, we have produced this summary and overview of each team member, their background and their area of responsibility.

## Amanda Griffiths

L.E.A.D. Equate Teaching School Director

Looking ahead to this academic year, after such a challenging year for all in 2020, we are excited by the vision and plans ahead for L.E.A.D. Equate Teaching School Alliance. With one aim of 'providing the highest quality of professional development for all sectors of the workforce in order to bring about the greatest outcomes for pupils' we feel that we have responded to feedback in relation to current needs in all areas. Keen to support schools in overcoming the barriers which 2020 has presented, we feel that we have offered a number of options for bespoke training within your own settings, as well as face to face opportunities too.

L.E.A.D. Equate Teaching School Alliance will continue to work with a range of partners across the East Midlands, to offer the highest quality professional development across Lincolnshire, L.E.A.D. Academy Trust and beyond.

We aim to deliver this offer and strive to maximise our impact by working collaboratively with strategic partners in each region. We aim to ensure that our talented and forward thinking professional development team, including our SLE's, produce high quality training packages which have a sustained and significant impact.

Excited by this vision and the opportunity that comes with the next phase of development, we again look forward to working closely with you to ensure that we can provide an offer which closely meets the needs of both the staff and pupils within your setting. Thank you for your on-going support and feedback in relation to the work that we do.



## Lisa Cassidy

Head of L.E.A.D.  
Equate Teaching  
School in  
Lincolnshire

I look forward to this next year with real excitement. We have grown even further as a team to meet the needs of the schools that we work with across the L.E.A.D. Academy Trust, within the Teaching School Alliance and across Lincolnshire as part of LTT. Working across LTT and the sector, as part of the "One Plan", continues to offer greater connectivity and collaboration as we work hard to ensure all schools achieve excellence in teaching, leadership, pedagogy, training, development and support.

It is our job to ensure excellence is shared effectively to maximise the positive impact on the lives of the greatest number of children and young people.

The work we are doing with the DfE, as part of the English Hub, moves into its third year of funding. We are seeing real impact in schools and with the professionals that we are working with. We look forward to continuing to support those schools we have had the privilege of working with so far and with those schools who wish to engage throughout this year.

*We work closely together as a strategic group. Our strategic partners are:*

**Jill Marston** Primary Executive of the Priory Federation of Academies Trust, NLE

**Charlotte Hickerton** Headteacher, LLE, St Peter at Gowts Primary Church of England Primary School

**Paul Martin** Headteacher, NLE, Waddington All Saints Primary School

**John Beaven** Headteacher, LLE, Heighington Millfield Primary Academy

**Emily Broadley** Acting Head Teacher at Witham St Hughs Academy - designated school for the T School

**Elspeth McMenemie** Head Teacher at Metheringham Primary School

### **Leann Lynch**

#### **Strategic Teaching and Learning Leader**

One of her favourite quotations about teaching comes from Lee Shulman who states 'Classroom teaching is perhaps the most complex, most challenging, and most demanding, subtle, nuanced and frightening activity that our species has ever invented.'

Highly experienced in the role of developing others, this is Leann's first year with L.E.A.D. Equate Teaching School. Leann has experience of working with pupils, teachers and leaders of education to identify the ingredients that make great teaching, reflecting upon the powerful words outlined by Shulman. By looking at the evidence based practice and striving to improve upon that, she will endeavour to ensure that every pupil has access to the best education we can offer and therefore the best chances for a brighter future.



### **Sophie Hirst**

#### **Teaching and Learning Leader**

With a love for teaching and learning, Sophie is keen to support other teachers to develop their careers and better their practise. Working for L.E.A.D.Equate, Sophie has offered support to schools and professionals in a range of subject areas, coaching and mentoring them to better teaching and learning in their classrooms as well as in the school as a whole.

As a KS2 STA approved moderator, Sophie has offered many schools support as well as an external opinion when needed. She has also led mentoring for initial teacher trainees on the Schools Direct route including CPD sessions, lectures and coaching and is keen to develop future teachers to equip them with all the necessary skills to be successful colleagues. Sophie is a keen reader of educational blogs and research and understands the necessity to employ research lead initiatives within school improvements.



### **Stacey Williams**

#### **Early Careers Leader for L.E.A.D. Equate Teaching School Alliance**

- Named contact for the Appropriate Body
- SCITT Programme Tutor/Deputy Hub Lead

Stacey has worked in primary education for the last eleven years. She has teaching experience across the Early Years Foundation Stage; Key Stage 1 and Key Stage 2, working in both state schools and the independent sector, across Rutland and Lincolnshire. Previously as an experienced Key Stage Leader of both phases and a Subject Leader of the core subjects, she has a passion for supporting other like minded teachers, with the belief that all children are entitled to the very best education and school experience that can be offered.

She is very much a people person and is passionate about developing early career teachers. She is in her fourth year working for the Teaching School and has a wealth of experience working with ITT trainees on the LTSA SCITT Primary Programme, NQTs and the delivery of the Active English programme to schools. As a firm believer in positive mental health, she also co-runs the Leading a Mentally Healthy School training for the Teaching School.



### **Rebecca Riley**

#### **L.E.A.D. Associate for L.E.A.D. Equate TSA**

With over 15 years teaching experience working in an urban setting, Rebecca is currently a Deputy Head teacher in inner city Nottingham. She has a keen interest in leadership in education and is passionate about supporting teachers and teaching assistants develop their careers.

With a wealth of training and experience in coaching teachers at all stages of their career, Rebecca holds a postgraduate certificate in coaching and mentoring teachers in the early stages of their career as well as being a certified coach in business and personal coaching. Rebecca leads the Primary Nottingham training for initial teacher trainees, newly qualified teachers and recently qualified teachers as well as supporting coaching within the alliance.

## Administrative roles and finance...



**Donna Plant**  
Teaching School Administration

Working for L.E.A.D. Equate Teaching School for a year, Donna is based at Manor Farm Academy in Lincoln. Her role involves overseeing all course bookings and managing day to day enquiries. She looks forward to meeting and greeting you to many of the courses held at Manor Farm Academy.



**Helen Thomas**  
Teaching School Administration

Joining L.E.A.D. Equate TSA in January 2020 after retiring from the post as Head Teacher of a 420 place Primary School in Nottingham, Helen is delighted to still be involved within the education sector and thoroughly enjoys supporting L.E.A.D. in an administrative role.

With the aim of ensuring that any queries are responded to in a professional and timely manner including supporting the booking of any training events, Helen oversees the training at Hogarth Pavillion, Nottingham, ensuring that delegates feel welcome, comfortable and relaxed for the sessions. As a teacher/Head Teacher previously, Helen understands the importance of quality training and aims to support the TSA in securing high quality CPD for its members.



**Helen Wise**  
Teaching School Finance

Responsible for all financial systems and processes at L.E.A.D. Equate, The English and RSHE Hubs, Helen Wise ensures that there is value for money, accurate spending and tracking of any DfE income and financial sustainability. She equally works hard to processes all payments and ensure that there is strong communication with all schools and academies. She also takes the time to respond to any queries posed by Schools or Academies should they arise on a day to day basis.



## The English Hub Team...



**English Hubs**  
Witham St Hughs English Hub

Welcome to the English Hub Team who work closely with the Teaching School to bring about high quality outcomes in Schools and Academies. This is in relation to early language, phonics outcomes and promoting a love of reading.

### **Amy Wells** English Hub Leader



Passionate about improving outcomes for all children and working collaboratively with colleagues to improve all aspects of teaching and learning in schools, Amy joins the English Hub team with 14 years' experience. Having taught in Years 1 and 2, led a KS1 team and worked around Lincolnshire as a KS1 moderator, Amy has led reading and writing from Early Years through to Year 6 and phonics from EYFS to Year 2. In her time as a class teacher she became an SLE; supporting many NQTs, teachers and leadership teams to improve individual classroom practice and overall outcomes in their schools. She has designed, led and delivered on Initial Teacher Training programmes; coaching and mentoring training trainees, mentors and programme tutors, whilst promoting a collaborative model for ITT in Lincolnshire. In a leadership position, she has successfully led whole school teams to improvement. Having recently completed her NPQH she has continued the journey of professional development, reading insightful leadership books to exciting children's literature!

This will be Amy's first year working with the English Hub. As English Hub Lead she is committed to truly wanting to share her knowledge and skills with others and to continue to learn and be inspired by the fantastic schools, teachers and leaders in Lincolnshire.



### **CarrieAnne Nicolson** English Hub Coordinator / Administrator

CarrieAnne works closely with the English Hub Lead to coordinate the day to day administration of Witham St Hughs English Hub. As part of her role, CarrieAnne regularly liaises with schools and linked organisations building professional and friendly relationships to ensure clear communication.

## Meet the literacy specialists...

Witham St Hughs English Hub has 5 Literacy Specialists who are experienced teachers with a proven track record in early reading and with an excellent knowledge of SSP. They support each partner school to ensure rapid progress and impact with early reading and language development, in particular, with the lowest 20% pupils. They dedicate an average of one day a week to this role.

**Debbie McKay**

**Jackie Mawer**

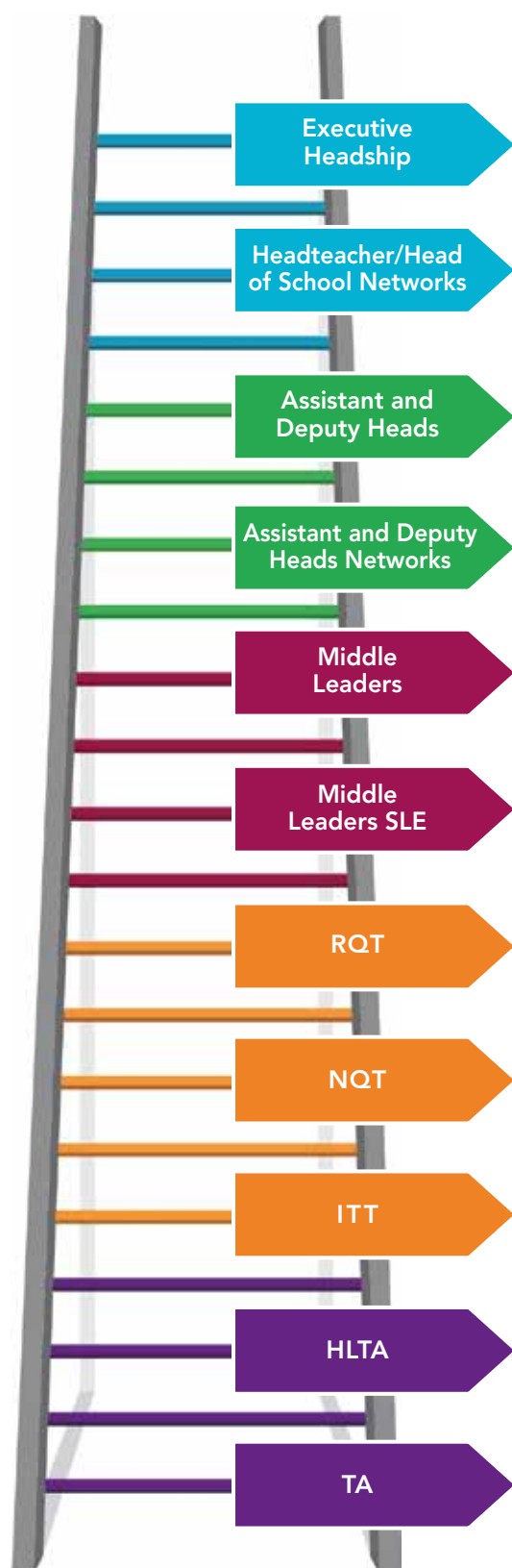
**Donna Cavill**

**Lynne Rocks**

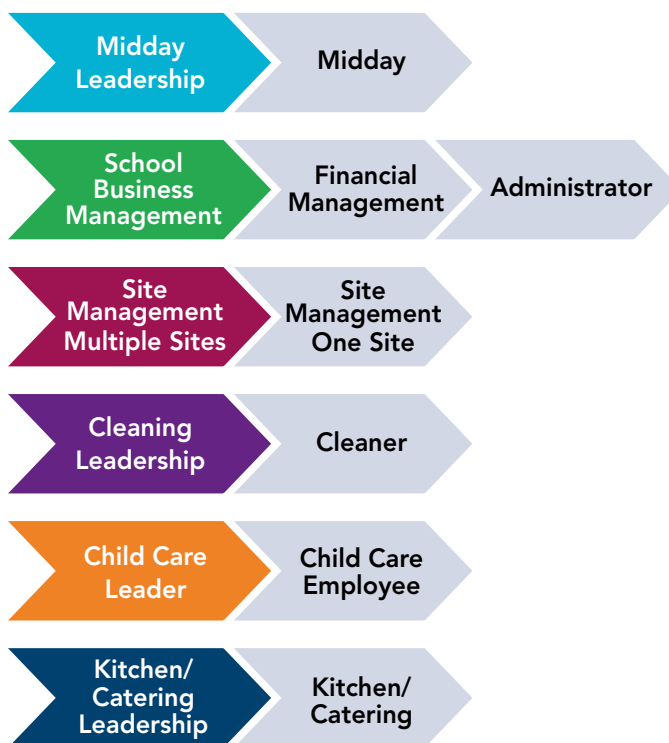
**Susie Craddock**

# Progression ladder of roles within a setting

## Teaching related roles



## Support staff



All roles within a School/Academy are of equal importance in order to make a successful environment in which pupils learn.

As identified within these diagrams, each role has the opportunity for progression and succession. Progression can either be to the next stage within the ladder or to develop further skills within the same band. Every role should have access to continuous professional development in order to ensure that the skills, knowledge and attitudes are maintained and challenged.



# LEADERSHIP TRAINING

*"The role of leader is not to come up with all of the great ideas. The role of the leader is to create an environment in which great ideas can happen."*

**Simon Sinek**



- NPQML / NPQSL / NPQH
- CPD to Make an Impact
- Leadership Conference
- How to Conduct Your Own 'Deep Dive' in Your Setting
- Coaching: Development of your leadership, vision, culture and talent
- Sticky Knowledge: Ensuring that pupils retain learning
- Primary Subject Leadership: Talk the talk, walk the walk
- Preparing for your First Inspection
- Supporting our Support Staff
- Improving Leadership: Resilience in testing times
- Coaching Overview
- Group Well-being Coaching Networks
- Head Space in the Work Place
- Pupil Premium Review



# NPQ Qualifications

L.E.A.D. Equate Teaching School Alliance works in partnership with Best Practise Network to deliver NPQ qualifications. Best Practice Network provides accredited qualifications for education professionals worldwide, with a mission to help every child access an excellent education. Their blended learning model combines practitioner-led and locally delivered face-to-face events with action research, peer-to-peer reflection, online learning and personal tuition.



## National Professional Qualification for Middle Leadership (NPQML)

Middle leaders with responsibility for leading a team (e.g. a key stage/subject/curriculum leader, head of department or pastoral leader). Contact us if you are not sure if you are eligible for this qualification.

## National Professional Qualification for Senior Leadership (NPQSL)

The National Professional Qualification for Senior Leadership (NPQSL) is assessed and accredited. The qualification provides recognition of leadership development and professional achievement. NPQSL will give you the opportunity to develop the skills, knowledge and confidence necessary to be a highly effective senior leader.

## National Professional Qualification for Headship (NPQH)

The National Professional Qualification for Headship (NPQH) is the first-choice qualification for anyone aspiring to be a headteacher. The qualification not only focuses on the key skills needed for headship, but also meets the highest standards for leadership development anywhere in the world. NPQH is a high bar that will challenge and develop talented leaders from all backgrounds to deliver educational excellence in a self-improving system, and high-quality outcomes for pupils and students.

The qualification covers 6 content areas which set out what a leader should know or should be able to do and 7 leadership behaviours which set out how the best leaders operate. The content areas have been embedded within 3 online courses, with the leadership behaviours explored during the face-to-face events. NPQH is recognised as a contribution towards entry onto a full Masters programme.

## HLTA Qualification (recently added by Best Practice Network)

Best Practice Network has prepared and assessed more than 10,000 HLTAs across the South West, West Midlands and the East. They are now able to offer HLTA status nationally. As part of a 2019 survey, 94% of HLTA graduates answered that they had found the course useful for their professional development and would recommend it to a colleague.

For information on the prices and detail regarding the training, please visit the provider at the following address : [www.bestpracticenetwork.co.uk/npq](http://www.bestpracticenetwork.co.uk/npq)

Please also sign up to this programme on this site. If you would like a further discussion about the content of the programme, please contact [Lisa@equatetsa.co.uk](mailto:Lisa@equatetsa.co.uk)

# CPD to Make an Impact

Does it make a difference in your setting?



CPD has historically been an aspect which is fundamental to the teaching profession. As an organisation, have you ever stopped to question how effective this is, what impact it has and how your policy on this has been formed?

Following profound research and strategies which make a difference, we would like the opportunity to share this with you to develop the practice within your own setting. The programme will cover:

- A review of your current approaches to CPD
- A suggested policy underpinned by the latest research. The opportunity to tailor this CPD Policy to your own setting
- How does CPD align with Performance Management and appraisal?
- Reflection upon the range of strategies which enhance the development of staff
- The approach to observing teaching and learning within your setting
- The CPD leaders role

Session	Date	Time	Location
Session 1	3rd November	9.30am-3pm	5a The Ropewalk, Nottingham NG1 5DU
	9th November	9.30am-3pm	Manor Farm Academy, Lincoln
Session 2	12th January 2021	9.30am-12pm	5a The Ropewalk, Nottingham NG1 5DU
	20th January 2021	9.30-12pm	Manor Farm Academy, Lincoln

**COST:** £60 for both sessions • £10 for both sessions to Trust based schools

# Leadership Conference: The Art of Effective CPD and World Class Leadership



## David Weston

David Weston is the founder and Chief Executive of the Teacher Development Trust, the national charity for effective professional development. He chaired the Department for Education's Teachers' Professional Development Expert Group and, alongside Bridget Clay, wrote *Unleashing Great Teaching: the secrets to the most effective teacher development*.



## Roy Blatchford

Roy Blatchford is Founder of [www.blinks.education](http://www.blinks.education), formerly director of the National Education Trust, Her Majesty's Inspector of Schools (HMI) and headteacher. He has inspected over 1000 schools around the world. His latest books are 'Success is a Journey', 'The Three Minute Leader' and 'The Forgotten Third'.

## What makes great teachers? What makes great education?

We are so excited and privileged to announce a day of high quality CPD with two experienced and well regarded experts - David Weston and Roy Blatchford.

The day will include:

### 10am-12pm: David Weston- The Art of Effective CPD

- Practical examples in relation to CPD
- Exploration of the research on the culture and processes of effective CPD
- How CPD works alongside performance and appraisal processes
- Frameworks and Tools for planning professional learning.

### 1pm-3pm: Roy Blatchford

Roy Blatchford will share his experiences of international school leadership, and what 'Excellence As Standard' looks like in great schools. All delegates will receive a copy of Roy's latest book 'The Three Minute Leader'

Date	Time	Location
3rd March 2021	10am-3pm	Trent Vinyard, Nottingham

**Cost for both sessions: £140**  
(book included in this cost)

Refreshments on arrival at 9.15am onwards

**FREE BOOK  
TO EVERY  
DELEGATE**

### Leaders who have attended the training previously:

*"The most inspirational CPD I have had as a senior leader"*

*"The most effective CPD I have received in years in relation to challenging my thinking as a leader"*

# How to Conduct Your Own 'Deep Dive' in Your Setting



As a result of overwhelmingly positive feedback, we have taken the decision to provide the opportunity for this training to take place again during this academic year.

All Leaders and Head teachers who attended the training left incredibly inspired and confident to conduct a deep dive within their own setting. This is led by a previously trained Senior HMI Inspector who has significant experience in supporting and inspecting schools. The aspects covered on the training will address the following questions:

- What does a deep dive look like?
- What types of questions would help me really 'dive' into a subject and how would I evaluate its effectiveness?
- How will I evidence the learning and progress across the wider curriculum?
- How can I ensure my subject leaders are confident in what they know about learning in their subjects?
- How do I link these deep dive outcomes with the Ofsted framework?

Date	Time	Location
6th November	9.30am-12.30pm	Manor Farm Academy, Lincoln

**COST:**  
£100 to all  
£50 to Trust based schools

**From 2019/20: 100% good or Outstanding Feedback with 97% outstanding feedback in all areas:**

**Quotes from pervious training led by the same facilitator include:**

*"Changed my whole thinking about the Ofsted Framework"*

*"Met expectations and more, made me think about our school from a different point of view"*

*"Great conversation and discussion on how to move forward and carry out school improvement work with SLT and subject leaders"*



# Coaching

Development of your leadership, vision, culture and talent



We would like to take this opportunity to introduce you to our offer of the very best in professional coaching.



As a leader in education you are clearly focused on the growth and development of your pupils. We are here to support you in the development of your leadership, your vision, your culture, and your talent.

Aligned to your organisation values, this programme has been designed specifically for high potential leaders in education, and brings together a combination of 1:1 leadership coaching, action learning, Governor and Headteacher engagement, coach skills training, and ownership of specific elements of your Academy or School Improvement Plan.

We support you in selecting the right talent, and then nurturing them over a year in partnership with key stakeholders. This is like no other CPD they will ever experience.

- Professional coaching package
- Six bespoke professional coaching sessions facilitated one per half term.
- Sessions based within the delegate's academy.

**COST: £1800 per delegate**

*"This invaluable coaching programme is an opportunity that shouldn't be missed. It has given direction and focus to my development as a leader and I always walk away from coaching sessions feeling refreshed, inspired and excited for the next part of the journey."*

Headteacher - Witham L.E.A.D Academy Trust

# 'Sticky Knowledge'

## Ensuring that pupils retain learning



Under the current Inspection Framework, learners are expected to retain key knowledge and content which they are systematically taught. Do staff fundamentally understand the most effective way of securing this knowledge and ensuring that it 'sticks'? Do staff know how humans learn and how they acquire information, committing it to short term or longer term memory? Within the vital phase of implementation, is there a deep rooted understanding of learning alongside various methods for teaching pupils accurately?

This programme, led by a specialist with significant HMI experience, will focus upon answering these questions. The input is aimed at increasing the impact upon pupil retention and supporting teachers and/or leaders to reflect upon their current practice.

*"Over the course of study, teaching is designed to help learners to remember in the long term the content they have been taught and to integrate new knowledge into larger concepts"*

Ofsted 2019

Date	Time	Location
15th October	9.30am-3pm	Manor Farm Academy, Lincoln
16th October	9.30am-3pm	Hogarth Pavillion, Nottingham
11th November	9.30am-3pm	Charnock Hall Hub, Sheffield
13th November	9.30am-3pm	Forest Lodge, Leicester

**COST:**  
£99 to all  
£50 to Trust based schools

### Quotes from pervious training led by the same facilitator include:

*"This is going to make such a significant impact within my Academy, the most effective CPD I have received"*

*"I am so pleased that I came to the training, it has given me such a fresh perspective on the new framework and will make such a difference when I am back within my school"*

# Primary Subject Leadership: Talk the Talk, Walk the Walk

Ensuring leaders can demonstrate and articulate the impact of their work



This half – day session will enable school leaders to respond to Ofsted’s increased focus on the subject curriculum and thereby on subject leadership.

In the course of the session Phil will provide guidance on how to go about observing a lesson, how to undertake a work scrutiny in such a way that it is feasible and on how to gauge the views of pupils. He will also show how a range of evidence can be brought together to enable the subject leader to engage confidently with their line manager or an Ofsted inspector in respect of the quality of provision in their subject. There will be video clips analysing lessons and the quality of discussions between a Subject Leader and an Inspector.

## Phil Drabble

Phil Drabble is an experienced School Improvement Adviser. He is a former senior local authority adviser and a former Ofsted lead inspector. In

recent months he has worked extensively with headteachers throughout the East Midlands to support them in meeting the challenge presented by the revised Ofsted education inspection framework.



Date	Time	Location
23rd November	9.30am-12.30pm	Manor Farm Academy, Lincoln
24th November	9.30am-12.30pm	Hogarth Pavilion, Nottingham

**COST:**  
£100 to all

# Preparing for your First (or any) Inspection as a Head Teacher



This one-day course will look at the practicalities of preparing and leading your school successfully through an OFSTED inspection. Whilst Ofsted do not expect schools to 'prepare' for an inspection, effective leaders ensure they are prepared.

Participants will explore effective tips, strategies and ideas to help them feel fully prepared for the impending call.

- Have a good understanding of the process of inspection from the initial call through to the publication of the final report.
- Understand the different types of inspection available and the difference this will make to the school inspection experience.
- Have clarity about what inspectors do and do not expect schools to do.
- Feel confident about how to handle the initial contact and organise the structure of the inspection.
- Engage with a range of templates and resources to help produce a coherent and succinct evidence base.
- Have the confidence to 'guide' the inspection alongside the lead inspector.
- Be able to articulate the key aspects of school effectiveness.
- Understand the role of governors during the inspection and how to manage their interactions with inspectors.

Date	Time	Location
23rd April 2021	9.30am-3pm	Manor Farm Academy, Lincoln

**COST:**  
£100 to all



# Supporting our Support Staff



For an audience of School Business Managers, Office Managers, Admin Managers.

Structuring and supporting the line management and CPD of support staff in a school can be challenging and needs careful consideration about the approach and strategy. This CPD will address and support this by focussing upon the following elements:

- Identifying the importance of 'support' staff within a school setting
- Identifying how appraisals can be completed meaningfully for support staff
- Useful templates for appraisal systems and processes
- How to overcome challenging members of staff in these key roles
- What does effective CPD look like within the support staff roles
- How to support and promote positive behaviours and attitudes in these key roles.
- Supporting any other unique challenges or barriers to professional development which may have been encountered within your setting

## WEB BASED TRAINING

Session	Date	Time
Session 1	20th November	9.30am-12pm
Session 2	15th January 2021	9.30am-12pm
Session 3	19th March 2021	9.30am-12pm

### COST FOR 3 SESSIONS:

£90 to all • £10 to Trust based schools

If you would like this session as a face-to-face session with an SLT, 1:1 or in a bespoke way, please do not hesitate to contact LEAD Equate to arrange this.

# Improving Leadership

'Resilience in testing times'



School leaders face an ever-increasing range of pressures, both internally and externally.

This half day workshop looks at ways that leaders can develop their emotional resilience and explore practical ways to help, nurture and guide other colleagues to persist in the face of significant stresses and challenges in school.

- Understanding the importance of emotional intelligence throughout the school, particularly following such unprecedented circumstances.
- Ensure that senior leaders feel that their vision and passion for making a difference remains intact.
- Realise the importance of self-awareness.
- Consider the importance of empathy and how this can be used to move colleagues on in their thinking.
- Develop a deeper understanding of 'school policies' and how to interpret and identify key players.
- Consider a range of strategies to lead and manage people through coaching.
- Ensure leaders feel empowered and more resilient to the challenges they face.

Date	Time	Location
14th January 2021	9am-12pm	Manor Farm Academy, Lincoln

**COST:**  
£100 to all

# Coaching overview

## Overview of CPD

This professional development is an opportunity for teachers who are developing the teaching and learning of other members of staff or a Early Career Teacher within their context. The sessions explore a coaching style which will enable teachers to reflect on their own practice and feel empowered to develop their craft further.

## Outcomes

- A bank of coaching tools and coaching models.
- A developed understanding of directive and non-directive coaching.
- An understanding of how to enable another colleague to reach their potential with teaching and learning.



## Requirements

The delegate should have the opportunity to practice their coaching between sessions.



### Becky Riley

Becky Riley has a post graduate certificate in coaching and mentoring beginning teachers and an accredited coach.

Title and Intent	Date	Time	Location
Session 1: <b>Introduction and What is Coaching?</b> A session that explores the difference between coaching and mentoring and what qualities are needed for these roles.	2nd December	2pm-4pm	Hogarth Pavillion, Nottingham
Session 2: <b>Listening and Questioning</b> A session that enables coaches to develop their ability to listen and question effectively when working with their coaches. How well are we really listening? What is a powerful question?	24th March 2021	2pm-4pm	Hogarth Pavillion, Nottingham
Session 3: <b>Coaching models and Effective feedback</b> In this final session coaches explore a range of coaching models and reflect on how a coaching style can be used when delivering feedback.	26th May 2021	2pm-4pm	Hogarth Pavillion, Nottingham

# Group Well-being Coaching Networks



Join a supportive group of colleagues in the same role and be part of a unique network to help each other better navigate the year. Run by an esteemed leader and accredited transformational coach, your network will meet regularly throughout the year.

Each half day session will begin with input and learning based on effective coaching models and techniques. Then using these, colleagues will be guided to coach each other in triads around current individual challenges. This important ‘time out’ facilitated by an independent external coach, to problem-solve and collaborate in a supportive environment, will help you overcome barriers, share ideas and good practice whilst building your network and developing a transferrable set of coaching skills.

**Maximum size of group = 21 colleagues • All delegates must agree to confidentiality**

Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Group 1: <b>NQTs &amp; RQTs</b>	24th Sept 9am-12pm	12th Nov 9am-12pm	14th Jan 2021 9am-12pm	18th Mar 2021 9am-12pm	20th May 2021 9am-12pm	8th July 2021 9am-12pm
Group 2: <b>Middle Leaders</b>	24th Sept 1pm-4pm	12th Nov 1pm-4pm	14th Jan 2021 1pm-4pm	18th Mar 2021 1pm-4pm	20th May 2021 1pm-4pm	8th July 2021 1pm-4pm
Group 3: <b>Middle Leaders</b>	25th Sept 9am-12pm	13th Nov 9am-12pm	15th Jan 2021 9am-12pm	19th Mar 2021 9am-12pm	21st May 2021 9am-12pm	9th July 2021 9am-12pm
Group 4: <b>Assistant &amp; Deputy Heads</b>	25th Sept 1pm-4pm	13th Nov 1pm-4pm	15th Jan 2021 1pm-4pm	19th Mar 2021 1pm-4pm	21st May 2021 1pm-4pm	9th July 2021 1pm-4pm

**VENUE:** Charnock Hall Hub, Sheffield

**COST:** £399 per delegate for 6 x half day sessions (only £66 per session)



# Head Space in the Work Place

## Leadership well-being & resilience coaching programme

FOR PRIMARY AND SECONDARY LEADERS AT ALL LEVELS



**Joanna Gledhill**

Joanna Gledhill is an accredited transformational coach and educational consultant - and the director of Head First Coaching and Consulting Ltd. She is passionate about the benefits of unbiased, independent, external coaching for leaders. With 25 years working in Education, 13 years within senior leadership roles, as well as 6 years as a primary headteacher, she has a long list of accreditations including the transformation of an inner city London school from 'Requires Improvement' to 'Outstanding' in 2 years and being placed 84th in The Times Top 500 schools 2017. Being described as an 'exceptional leader' (OFSTED 2015), Joanna has extensive experience of developing individuals and teams, empowering leaders to fulfil their highest potential.



Well-being and resilience coaching develops more objective, calm and productive leaders. Through unbiased and confidential support, gaining tools from an esteemed educational leader and accredited transformational coach, you will not only survive the curve-balls, you will thrive in the face of them.

Independent external coaching is most effective as it provides leaders with a truly safe space for non-judgemental support. Therefore leaders are able to openly share their greatest, often hidden challenges, overcome very personal limiting self-beliefs and become more confident, resilient and capable.

### 1-TO-1 REMOTE COACHING PROGRAMME FOR:

- Handling stress and avoiding burnout
- Dealing effectively with difficult situations
- Holding others to account calmly, confidently and kindly
- Improving self-awareness and overcoming limiting self-beliefs
- Identifying individual leadership gaps and developing these
- Greater focus resulting in better time management and productivity
- Improved communication and greater harmony within your team
- Alleviating a sense of isolation
- An updated toolkit to use and disseminate to others

- 1-to-1 remote coaching programme over a full term (usually 12-14 weeks)
- 6 x 50 minute remote coaching sessions conducted via on-line meetings for maximum flexibility and confidentiality
- Programme toolkit
- Email support for duration of programme

**COST: £440 per leader**

*"Jo has worked with our leaders for the last two years. With the ever increasing financial constraints both within education and individual schools, it is vitally important that any investment in staff and their development gives not only value for money but can positively impact on students in the classroom. It is also vital that this is done in a supportive way and not used as a 'big stick' to address performance issues. The coaching methodology utilised by Jo fits this ethos perfectly. Her coaching is based on current and validated educational studies/outcomes and gives participants a truly bespoke programme which enables them to not only develop themselves, but others under their management."*

Andrew Taylor

Headteacher - Parkside Secondary School, Cullingworth, Bradford, 2014 - July 2020.

(Headteacher - The Brooksbank Secondary School, Elland, Halifax, from Sept 2020).

# Pupil Premium Review

## Our team of Pupil Premium Reviewers



**Jill Marston**

Primary Executive at Priory  
Witham Federation / NLE



**Charlotte Hickerton**

Head Teacher at  
St Peter at Gowts / LLE



**Catherine Stratton**

Head Teacher at  
Saxilby Primary / LLE

A Pupil Premium Review looks at how a school is spending its Pupil Premium funding.

As a reviewer, system leaders will work with you to improve your school's Pupil Premium strategy so that funding is spent on approaches shown to be effective in improving the achievement of disadvantaged pupils.

They will carry out a focused review of your school's current provision and work with you to put in place an improved strategy, including planned spend, on specific evidence-based approaches.

Reviewers have a track record in making a difference with disadvantaged pupils. These system leaders are responsible for the delivery of an effective review. They will usually hold an initial discussion with the Headteacher of the commissioning school.

## How to commission support:

For further information about a Pupil Premium Review and the associated costs, contact Lisa Cassidy: [Lisa@equatetsa.co.uk](mailto:Lisa@equatetsa.co.uk)



# QUALITY OF EDUCATION TRAINING

*"Who dares to teach must  
never cease to learn."*

**John Cotton Dana**



## SUBJECT LEADERSHIP

- Progression in Drawing in the Primary Curriculum
- Raising Attainment in Art
- Taking the Fear Factor out of Computing
- Leading Design Technology in the Primary Curriculum
- Teaching and Leading History to the Highest Standard
- Raising Attainment in Primary Geography
- Raising Attainment in Music
- PE under New Framework
- Teaching and Leading Primary R.E.
- Leading Reading for Impact
- Subject Leader Boot Camp



# Progression of Drawing in the Primary Curriculum

**Lead by Maxine Clewlow (Director of Schools)**

A hands on approach and practical course on how to support subject leaders of art.

The practical and activities will be underpinned by theoretical development of drawing to enable subject leaders to:

- Give ideas to teachers about how to develop drawing in the classroom.
- Provide useful technical guides and resource must haves
- Ensure drawing skills progress and go beyond for those who are artistically gifted

This Primary Art CPD course will help you to:

- Understand the fundamental elements of drawing at your own level.
- Practise your own skills and try out different drawing activities that you can then adapt for your own teacher CPD back in school.
- Think about how you can gather evidence and celebrate artwork in your own setting.
- Ensure each teacher is fully supported to develop drawing skills in children.



Date	Time	Location	COST:
13th October	9.30am-3pm	New Art Exchange, 39-41 Gregory Boulevard, Nottingham NG7 6BE	£100 to all

# Raising Attainment in Art

## Creative Leadership



A training opportunity that celebrates the place of Art in the Primary Curriculum.

Aimed at developing a clear picture of what good art provision looks like across a primary setting and the benefits quality art teaching brings to the whole school. A chance to share and absorb ideas for engaging children and staff in a positive art teaching experience.

This professional programme will help you to:

- Inspire, support and guide: supporting less confident staff with art
- Find a place for art in your school's curriculum
- Ensure the use of the expected vocabulary and progression of vocabulary within each phase
- Understand practical approaches to teaching Art
- Implement progression in Art skills/Knowledge/ Concepts
- Enable assessment
- Comprehensively cover all of the National Curriculum Expectations in Art



Session	Date	Time	Location
Session 1	13th January 2021	9.30am-3pm	Manor Farm Academy, Lincoln
	27th January 2021	9.30am-3pm	The Pavilion, Hogarth Academy, Nottingham
Session 2	10th March 2021	9.30am-12pm	Manor Farm Academy, Lincoln
	19th May 2021	9.30am-12pm	The Pavilion, Hogarth Academy, Nottingham

**COST:** £100 for 2 sessions

# Taking the Fear Factor out of Computing



We will address the fear factors surrounding computing. Why it is important to teach computing and give ideas on how to be creative when teaching computing to maximise engagement. We will make you aware of free resources that will help you learn and teach the subject.

Any teacher who is fearful of teaching computing due to their own subject knowledge or any computing leads who are finding it hard to get their staff to teach computing.

This can be accessed as a **Staff Meeting** session for a school or on a 1:1 basis with a Computing Leader. Please contact L.E.A.D. Equate to organise this on your behalf.

**COST:** £175, to be negotiated based upon staff size and need.



# Leading Design Technology in the Primary Curriculum



Course  
led by  
'The D&T  
Association'

**This full day course is for current or aspiring primary subject leaders.**

During the day delegates will trial a range of practical strategies, based on the file, that can be used back at school to improve children's attainment and progress, including:

- Understanding the leadership of DT under the New Framework. What are the key concepts? What is the subject knowledge? What are the skills?
- Curriculum planning in KS1 and KS2 Monitoring and evaluation
- Managing tools, equipment and materials Leading staff CPD
- Writing a D&T policy
- Developing a Subject Improvement Plan

## Learning Outcomes

By the end of the course, delegates will have:

- Developed a range of strategies to confidently carry out their subject leadership role
- Identified steps towards improving the subject within their own setting.

Date	Time	Location
7th January 2021	9.30am-4.30pm	Manor Farm Academy, Lincoln

**COST:** £150 to all  
Delegates should book in advance to secure a place.



# Teaching and Leading History to the Highest Standard



## Training 1: Teaching The 'Anglo-Saxons' as a Topic

Designed to enable teachers to improve their understanding of Anglo-Saxon history; learning about relevant historical sources; culture; religion and more. It will examine why this period of time was thought of as the 'Dark Ages' and will challenge popular misconceptions and misunderstandings about this period of history.

Date	Time	Location
11th November	1pm-4pm	Forest Lodge, Leicester
27th January 2021	1pm-4pm	Manor Farm Academy, Lincoln

**COST:**  
£99 to all  
£70 to Trust based schools

## Training 2: Using historical sources and artefacts to teach historical concepts

This training is ideal for new History leaders and KS1 and KS2 teachers who would like to up level their lessons by using sources and artefacts to teach historical concepts. This course is for coordinators and teachers who feel unsure about how to use different historical sources and artefacts in their teaching of historical concepts. We will examine how we could use sources and artefacts to teach historical skills, concepts and look at differentiation.

Date	Time	Location
13th January 2021	9.30am-3.30pm	Forest Lodge, Leicester
17th March 2021	9.30am-3.30pm	Manor Farm Academy, Lincoln

**COST:**  
£99 to all  
£70 to Trust based schools

# Raising Attainment in Primary Geography

## Leading Geography under the New Framework



Discover simple but effective strategies to support children’s development as Geographers in this engaging, practical CPD course.

Raising Attainment in Geography provides an overview of the knowledge and skills that children need to become successful Geographers.

This powerful one-day CPD course examines this key Foundation subject, demonstrating how to support all children to develop skills, knowledge, curiosity and a depth of understanding.

You will discover a range of proven strategies that can engage children in Geography, empowering them to ask and answer complex Geographical questions.

Explore how you can develop pupils’ love of the subject, drawing on other subjects but also informing them - without compromising on standards. Explore ways to build a unique but successful Geography curriculum that conforms to Ofsted’s new framework.

- Embed vocabulary
- Bring your curriculum in line with Ofsted principals
- Explore progression and ‘Greater Depth’ in Geography
- Practical approaches

By attending this exciting new course, you will:

- Understand how Geography might fit into Ofsted’s new framework for a ‘broad and balanced’ curriculum.
- Find out how to use Geography to inform other curriculum areas without lowering your standards in this key Foundation subject.
- Discover a range of proven strategies that can engage children in Geography, empowering them to ask and answer complex Geographical questions.
- Unpick the concept of ‘Greater Depth’ in Geography.

Date	Time	Location
19th April 2021	9.30am-3.30pm	Manor Farm Academy, Lincoln

**COST:**  
£100 to all

# Raising Attainment in Music

Two session training



Research has linked music education to improvements in working memory, language acquisition, spelling, concentration, effort, behaviour and wellbeing. But it is also an important subject in its own right, and it develops children's "cultural capital".



We will explore how to: Improve teaching and learning in music, irrespective of your teachers' own confidence, develop "cultural capital", use music to inform and improve learning in other subjects, progression in the music curriculum, preparing for the music 'Deep Dive', developing subject knowledge.



Session	Date	Time	Location
Session 1	24th September	9.30am-3pm	Manor Farm Academy, Lincoln
	7th October	9.30am-3pm	The Pavilion, Hogarth Academy, Nottingham
Session 2	23rd November	9.30am-3pm	Manor Farm Academy, Lincoln
	7th December	9.30am-3pm	The Pavilion, Hogarth Academy, Nottingham

**COST:** £120 for both sessions



# Physical Education

Under the new Framework



A PE specialist Karen Breen, will be joining L.E.A.D. Equate to deliver high quality training with regards to PE under the new inspection framework.

The content of the afternoon will cover:

- Sports Premium spending plan and all of the associated impact measures
- Identifying what a good to outstanding lesson and curriculum looks like
- Identifying the holistic value PE can lend to whole school improvement
- Understanding the new Ofsted framework and what a deep dive entails



Date	Time	Location
12th October	1pm-3.30pm	Manor Farm Academy, Lincoln

**COST:**  
£50 to all



# Teaching and Leading Primary R.E.

This training aims to support teachers and subject leaders to understand the legal context of Religious Education (RE), its contribution to the broad and balanced curriculum, and the key responsibilities of subject leaders in relation to RE. It will also provide subject knowledge enhancement for four major world religions: Christianity, Hinduism, Islam and Judaism.

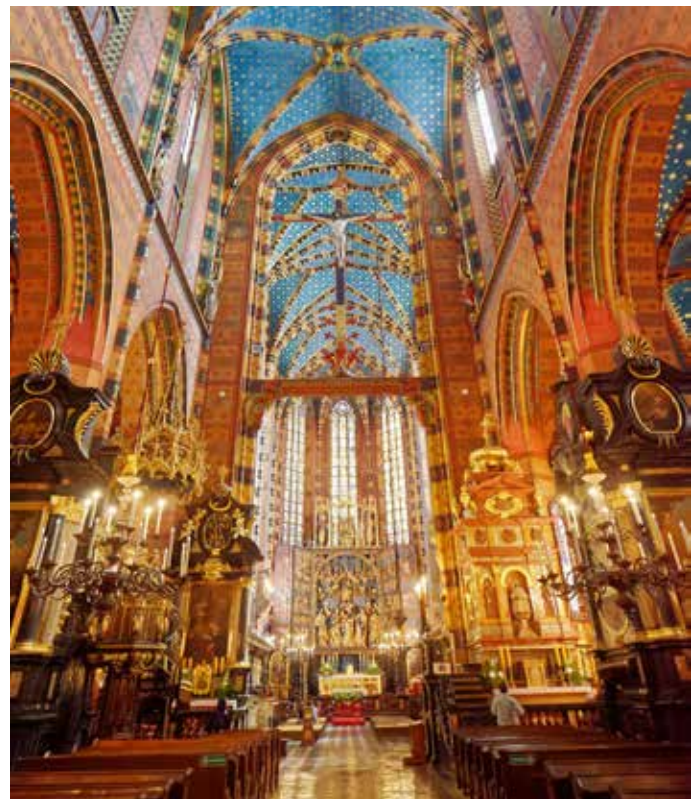


## Session 1

The legal context, the purpose of RE on the broad and balanced curriculum, core subject knowledge enhancement (Christianity and Islam)

## Session 2

Core subject knowledge enhancement (Judaism and Hinduism); subject leadership: curriculum design, supporting colleagues, monitoring pupil progress



**Gillian Georgiou**

Session	Date	Time	Location
Session 1	23rd September	1pm-4pm	Forest Lodge Academy, Leicester
	29th September	1pm-4pm	The Pavilion, Hogarth Academy, Nottingham
	30th September	9am-12pm	Manor Farm Academy, Lincoln
Session 2	11th November	1pm-4pm	Millfield Academy, Leicester
	19th November	1pm-4pm	The Pavilion, Hogarth Academy, Nottingham
	2nd December	1pm-4pm	Manor Farm Academy, Lincoln

**COST:** £120 for both sessions

# Leading Reading for Impact

How can YOU maximise impact? What does high quality provision in reading look like? Systematic and innovative approaches that make a difference and ensure all children become successful readers.

To provide the Leaders of Reading with:

- A clear vision for outstanding Reading provision
- A good understanding of Reading pedagogy
- Clear approach to raising standards in Reading Attainment for all children
- Strategies to ensure the lowest 20% are making progress
- Networking opportunities across all areas

## Session 1: Understanding and developing subject leadership of reading

- Developing secure and robust systems as routines as a subject lead.
- Ensuring strong subject knowledge in leaders.

## Session 2: Enhancing practice and ensuring high quality teaching & learning across the school

- Progression in Reading
- How to develop Teachers' Subject Knowledge and provide ideas and resources to support them

## Session 3: Challenge and support for reading

- Ensuring struggling readers overcome their barriers
- Ensuring High Attaining readers are challenged

## Session 4: Building a reading school

- Establishing and continuing to raise the profile and engagement in reading across the school
- Celebration of Progress and Next Steps

Session	Date	Time	Location
Session 1	4th November	1.30pm-4pm	Millfield Academy, Leicester
Session 2	9th December	1.30pm-4pm	The Pavilion, Hogarth Academy, Nottingham
Session 3	8th February 2021	1.30pm-4pm	Charnock Hub, Sheffield
Session 4	27th April 2021	1.30pm-4pm	The Pavilion, Hogarth Academy, Nottingham

**COST:** £150 for all 4 sessions

# Subject Leader Boot Camp

All that a beginner subject leader, recently 'risen to greatness', or a more experienced subject leader needs to kick start, review or 're-boot' the leadership of science in your school.

Including:

- Essential updates from Ofsted, DfE, Wellcome, ASE etc
- Being a leader rather than a manager, influencing and inspiring others
- Preparation for inspection – Deep Dive 'Top tips'
- Assessment 'must-dos' and quick wins – practical, fit-for-purpose solutions to assessing science and ensuring progression across the KSs, from FS onwards
- Working Scientifically – simple ideas to initiate change and improve outcomes for learners
- Monitoring, evaluating and moderating science – a simple tool kit to get you started.



**Nicola Beverley**

"I'm an experienced primary consultant with a passion for science, working with numerous primary teachers, subject leaders and schools in diverse ways ; helping to firm up science 'wobbly bits', putting the 'wow' back into dreary science lessons, creating effective (and practical) ways to assess children's learning and empowering subject leaders, so that they truly lead rather than just manage.

Session	Date	Time	Location
Session 1	13th October	9.30am-3.30pm	The Pavilion, Hogarth Academy, Nottingham
	22nd October	9.30am-3.30pm	Manor Farm Academy, Lincoln
Session 2	26th January 2021	9.30am-3.30pm	The Pavilion, Hogarth Academy, Nottingham
	28th January 2021	9.30am-3.30pm	Manor Farm Academy, Lincoln

(Note: If you only attend session 2, a recap on Session One will be provided)

**COST:** For both sessions: £175 • 1 session only: £90

## TEACHING AND LEARNING

- The Recipe for 'Good Teaching and Learning'
- What is 'Outstanding Teaching and Learning'?
- Implementation: Effective Teaching and Learning under the new framework
- Story Scribing in the Early Years
- Early Years Reading Programme
- Developing an Approach to the Effective Teaching and Learning of Vocabulary in the Early Years and Year One
- Developing the Writing Journey in the Early Years
- Developing the Teaching of Reading Programme
- Teacher's Reading for Pleasure Group
- KS2 Reading Audit
- EAL Peer-Reading Partnerships
- Developing Writing
- Enhancing & Valuing Pupil Talk
- Enhancing Reading Provision for Teaching Assistants
- How to Raise Standards in Writing through The High Quality Teaching of Grammar
- How to Raise Standards in Writing through the Teaching of Spelling
- Reasoning and Problem-Solving in KS2 Mathematics
- Understanding and Teaching Mathematics Mastery
- Thinking and Talking in Primary Science
- SEND Teaching Assistant Training
- Outstanding Classroom Assistance
- High Quality Development for Class Based Teaching Assistants
- Core Standards and Expectations
- The Lincolnshire Science and Computing Hub



# The Recipe for 'Good Teaching and Learning'



## Delivered as a Staff Meeting, bespoke to your needs

This two part programme, with a gap task to further embed skills, is aimed at enhancing the quality of Teaching and Learning for staff, in all phases. It is fundamentally aimed at ensuring that staff are armed with a 'toolkit' of high impact strategies to further develop, improve and embed essential teaching skills.

The Programme will include:

- A detailed toolkit with video clips and examples of 'Good Teaching'.
- A thorough understanding of 'Good Teaching'. What is the difference between learning and a task?
- An audit of current teaching skills and aspects for development.

**COST:** £250      To book contact: [admin@leadequate.co.uk](mailto:admin@leadequate.co.uk)

# What is 'Outstanding Teaching and Learning'?



## Delivered as a Staff Meeting, bespoke to your needs

If you have always questioned what the term Outstanding Teaching and Learning truly means and have been in pursuit of achieving this in your lesson outcomes, these sessions will unpick the key components that contribute towards this judgement with sessions to observe and reflect upon.

The Programme will include:

- Observing outstanding teaching in a real context
- Quality First Teaching and learners' engagement
- High quality learning based on recent research
- Practical strategies to monitor and evaluate teaching and learning in your classroom
- Consider the impact of CPD and in developing the quality of teaching
- Giving and receiving feedback
- Meeting the needs of all learners inclusive of challenge and targeted support
- Planning meaningful lessons with the 'end goal' in mind

*"Excellence in teaching is a habit, not something left to chance"*

**COST:** £250    To book contact: [admin@leadequate.co.uk](mailto:admin@leadequate.co.uk)

# Implementation

## Effective Teaching and Learning under the New Framework

'Effective Implementation' under the current framework is a 5 session training programme which focuses upon the core components of Teaching and Learning.

As identified, the programme will address the Key Ofsted criteria to ensure high quality Teaching and Learning. This is an ideal programme for any teacher to deepen their understanding of these concepts and reflect upon / strengthen their own practice.



Title and Intent	Date	Time	Location
Session 1: <b>Teachers &amp; leaders use assessment well</b> (Assessment for and of Learning)	7th October	9.30am-12pm	Manor Farm Academy, Lincoln
	8th October	9.30am-12pm	Hogarth Pavilion, Nottingham
Session 2: <b>Teachers have good knowledge of the subject(s) and courses they teach and high ambitions for pupils</b> (Expectations and subject knowledge)	2nd December	9.30am-12pm	Manor Farm Academy, Lincoln
	3rd December	9.30am-12pm	Hogarth Pavilion, Nottingham
Session 3: <b>Clearly support the intent of a coherently planned curriculum, sequenced towards cumulatively sufficient knowledge and skills for future learning and employment</b> (Subject knowledge & sequencing lessons in a classroom)	8th February 2021	9.30am-12pm	Manor Farm Academy, Lincoln
	9th February 2021	9.30am-12pm	Hogarth Pavilion, Nottingham
Session 4: <b>Teaching is designed to help learners to remember in the long term the content they have been taught</b> (Retention)	21st April 2021	9.30am-12pm	Manor Farm Academy, Lincoln
	22nd April 2021	9.30am-12pm	Hogarth Pavilion, Nottingham
Session 5: <b>Teachers present subject matter clearly, promoting appropriate discussion about the subject matter they are teaching.</b> (Questioning/meeting needs/presenting learning effectively)	10th June 2021	9.30am-12pm	Manor Farm Academy, Lincoln
	11th June 2021	9.30am-12pm	Hogarth Pavilion, Nottingham

**COST:** For all 5 sessions: £200 (£40 per session) • 1 session only: £50

(Note: A brief recap of previous sessions will be provided where possible)



# Story Scribing in the Early Years

## 'Enhancing Provision'



**For an audience of Early years Teachers, TA or Leaders.**

At Forest Lodge Academy we have worked hard to adapt and create our own way of using story scribing to enhance children's writing in the early years. This has been developed over many years with both Nursery and Reception children and has even continued into Year 1 with those children that do not quite achieve an EXS in writing at the end of Reception year.

Story scribing is an effective way to engage Nursery and Reception children in the writing process. This CPD is aimed at giving children the opportunity to create their own story, based on whatever it is they are interested in and with the help of skilled practitioners this can be scribed and then acted out by the child at the end of the session.

This CPD will help you spot those perfect 'story scribing' opportunities within continuous provision and will give you the skills to use this within a Nursery and a Reception setting

Date	Time	Location
5th October	9am-12pm	Hogarth Pavilion, Nottingham
13th October	9am-12pm	Manor Farm Academy, Lincoln

**COST:**  
£99

This can also be offered as a twilight session within an Academy or school setting for EYFS and Y1 staff. Please contact L.E.A.D. Equate if you are interested in this option.



# Early Years Reading Programme

**Coming soon Spring 2021**

Register your interest with [admin@equatetsa.co.uk](mailto:admin@equatetsa.co.uk)

The Early Years Reading Programme aims at raising Attainment in reading for all children in EYFS and Key Stage 1.

Using the EEF Guidance Document – “Preparing for Literacy” the focus will be upon the principals of evidence based practice to impact on the provision and teaching and learning within foundation stage / reception and Key Stage 1. The project will also aim to support EYFS leaders, middle leaders and senior leadership in their knowledge of the early year’s curriculum and strategic leadership of Foundation Stage / Reception to facilitate positive progress.

The programme follows the core PLC model of networks based on the recommendations from the “Preparing for Literacy” EEF Guidance document. Running alongside each of the PLCs will be a workshop, for the second part of the afternoon, drilling down further into the knowledge base explored within the PLC session.

As part of the programme, schools will have the opportunity to work on a piece of small-scale research using Word Power in EY/ Y1 alongside Kelly Ashley. Kelly Ashley has worked both nationally and internationally in teaching, leadership and advisory roles. She currently works with schools and organisations across the UK, offering bespoke training and consultancy support in relation to all aspects of the primary English curriculum. Kelly’s keen interest in vocabulary and language development has led to the publication of her first book, Word Power: Amplifying vocabulary.

Access to Developing an Approach to the Effective T and L of Vocabulary in the Early Years and Year 1 can be added at a cost of £200 (making a saving of £150)



Session	Time	Location
Session 1: <b>The Development of Communication and Language</b>	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 2: <b>Developing children’s early reading using a balanced approach – focus on Phonics</b>	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 3: <b>Developing children’s early reading using a balanced approach – focus on reading comprehension</b>	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 4: <b>Reading to Children and Storytelling</b>	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 5: <b>Parental Engagement</b>	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 6: <b>Self Regulation</b>	1.30pm-4pm	Manor Farm Academy, Lincoln

**COST:** £395 for all 6 sessions

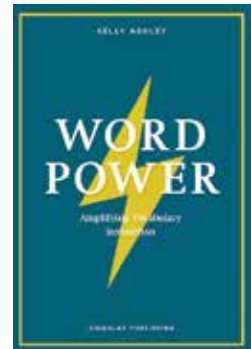
# Developing an Approach to the Effective Teaching and Learning of Vocabulary in Early Years and Year One



**Kelly Ashley**

This programme is delivered by Kelly Ashley and forms a piece of small-scale research using Kelly's highly regarded 'Word Power' book. Kelly has worked both nationally and internationally in teaching, leadership and advisory roles.

She currently works with schools and organisations across the UK, offering bespoke training and consultancy support in relation to all aspects of the primary English curriculum. Kelly's keen interest in vocabulary and language development has led to the publication of her first book, 'Word Power: Amplifying vocabulary'.



**Coming soon Spring 2021** Register your interest with [admin@equatetsa.co.uk](mailto:admin@equatetsa.co.uk)

- The focus of Word Power training is aimed at FS/Y1 and how to 'Power-Up' the language environment, interactions and explicit instruction.
- Practical classroom resource that could be used to support this process with the schools as part of the research.
- Each day will be spaced with about 5-6 weeks in between to give teachers time to go away and trial ideas in their classroom.

This programme can be extended to KS2 on request

Session	Time	Location
Session 1: <b>Introduce the key concepts of word gap, language-rich environment &amp; to begin to introduce the Power-Up strategies</b> Gap task: to go away and trial ideas in classrooms	9am-4pm	Manor Farm Academy, Lincoln
Session 2: <b>Refine understanding of Power-Up strategies and to look at 'Teaching Through Text'</b> Gap task: to go away and to consider how to choose and use new vocabulary in the context of high-quality texts	9am-4pm	Manor Farm Academy, Lincoln
Session 3: <b>Exploration of talk across all three tiers - building in Tier 3 language &amp; concepts when learning across domains</b>	9am-4pm	Manor Farm Academy, Lincoln

**COST:** £350 for all 3 sessions

# Developing the Writing Journey in the Early Years

The journey to becoming a writer is complex and fascinating. Getting the youngest children to a point where they can confidently express their ideas through writing is one of the most rewarding parts of teaching in early years – and one of the most challenging.

This series of sessions will enable you to examine the writing journey, looking at the importance of communication and language, experiences, cultural capital and vocabulary, using research to support understanding.

We will examine, 'What makes a writer,' and look carefully at the implications for your setting. We will look at strategies to enable children in the lowest 20% and those with English as an additional language to develop their knowledge and skills, thereby accelerating progress.

There will be an opportunity to work with the exemplification materials on session three and engage in agreement trialling.



Session	Date	Time	Location
Session 1	6th January 2021	9.30am-3pm	Manor Farm Academy, Lincoln
	7th January 2021	9.30am-3pm	The Pavilion, Hogarth Academy, Nottingham
Session 2	2nd March 2021	9.30am-12.30pm	Manor Farm Academy, Lincoln
	3rd March 2021	9.30am-12.30pm	The Pavilion, Hogarth Academy, Nottingham
Session 3	5th May 2021	9.30am-12.30pm	Manor Farm Academy, Lincoln
	6th May 2021	9.30am-12.30pm	The Pavilion, Hogarth Academy, Nottingham

**COST:** £295 for all 3 sessions

# Developing the Teaching of Reading Programme



**Coming soon Spring 2021** Register your interest with [admin@equatetsa.co.uk](mailto:admin@equatetsa.co.uk)

We aim to unpick the key messages of the EEF Developing Literacy in Keystage 1 and Keystage 2 Guidance to develop an understanding of the key principles of learning to read and teaching reading.

We will explore the question – How do you teach reading?

We will examine strategies to ensure that all children make progress, reflecting on and developing reading assessment processes.

Session	Time	Location
Session 1: <b>Teacher Knowledge: Learning to read – fluency and comprehension</b>	1.30pm-4.30pm	Manor Farm Academy, Lincoln
Session 2: <b>Pedagogy – approaches to teaching reading</b>	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 3: <b>Assessment of reading</b>	1.30pm-4pm	Manor Farm Academy, Lincoln

**COST:** For all 3 sessions: £275 • 1 session only: £95 (Note: A brief recap of previous sessions will be provided where possible)



# Teacher's Reading for Pleasure Group

Time to talk books, pleasure and practice



**Jayne Carter**

Jayne Carter (Ignite Education Ltd) & L.E.A.D. Equate invites schools committed to developing children's desire, delight and engagement as readers to join our new OU/UKLA Reading Group.



Informal, friendly and supportive, we hope teachers, librarians and support staff will join us and commit to attending all six PD sessions. We will be exploring the engaging resources on the new OU Research-Rich Pedagogies free website and supporting teachers in developing their RfP pedagogy, knowledge of children's literature and the children as readers, and enabling them to build reading communities within and beyond school.

[www.research-rich-pedagogies/readingforpleasure](http://www.research-rich-pedagogies/readingforpleasure)

**'No cost to attend'**  
for the Reading for Pleasure Group  
**ADVANCED Group**  
£50 for all 3 sessions

## NEW READING FOR PLEASURE GROUP 2020/2021

Session	Date	Time	Location
LAUNCH	28th September	4pm-5pm	Manor Farm Academy, Lincoln
	22nd October	4pm-5pm	Keystone Teaching School, Bourne
Session 1	7th October	1.30pm-3.30pm	Manor Farm Academy, Lincoln
	12 November	1.30pm-3.30pm	Keystone Teaching School, Bourne
Session 2	7th December	1.30pm-3.30pm	Manor Farm Academy, Lincoln
	12th December	1.30pm-3.30pm	Keystone Teaching School, Bourne
Session 3	1st February 2021	1.30pm-3.30pm	Manor Farm Academy, Lincoln
	3rd February 2021	1.30pm-3.30pm	Keystone Teaching School, Bourne
Session 4	22nd March 2021	1.30pm-3.30pm	Manor Farm Academy, Lincoln
	24th March 2021	1.30pm-3.30pm	Keystone Teaching School, Bourne
Session 5	17th May 2021	1.30pm-3.30pm	Manor Farm Academy, Lincoln
	19th May 2021	1.30pm-3.30pm	Keystone Teaching School, Bourne
Session 6	28th June 2021	1.30pm-3.30pm	Manor Farm Academy, Lincoln
	29th June 2021	1.30pm-3.30pm	Keystone Teaching School, Bourne

## READING FOR PLEASURE ADVANCED GROUP, CONTINUED ON FROM 2019/20

Established in 2019/20, this group will have the opportunity to continue their discussion and collaborative way of working.

Session	Date	Time	Location
Session 1	5th November	1.30pm-3.30pm	Manor Farm Academy, Lincoln
Session 2	12th February 2021	1.30pm-3.30pm	Manor Farm Academy, Lincoln
Session 3	11th June 2021	1.30pm-3.30pm	Manor Farm Academy, Lincoln

# KS2 Reading Audit



The reading audit is aimed at supporting KS2 reading provision. It is carried out by one of our experienced Literacy Specialists and will support you with further action planning.

The audit will look at the current provision of reading, phonics and supported decodable reading. Alongside the Head Teacher and reading leader we agree the current position of your school and what your next steps are in terms of resourcing, training and further support needed.

Audits will normally take place during the morning of a normal school day and require both the Reading Leader and Head Teacher to be present. As part of the audit your current data and feeder school provision is taken in to account.

The audit follows a structured approach set by The Department for Education and adapted for KS2 . This will also include an audit of:

- your current resources in reading
- the curriculum progression / structured approach in reading
- the nature and level of support for the lowest 20%
- the level of phonics still required in KS2 and how this is implemented

A learning walk / observations can also be conducted to obtain the staff's level of understanding of the teaching and learning of Reading. This is again to be designed alongside the Head Teacher and Reading Leader, to help to identify who may need to be targeted for additional teaching and learning support.

**COST:** £175 – half day audit • **Contact:** L.E.A.D. Equate Teaching Alliance to book an audit and arrange a date

# EAL Peer-Reading Partnerships

## Closing the Gap: Teaching Children to Teach



If we could only give them more time!

This half-day course will look at the practicalities of training child tutors to teach their new-to-English and EAL peers through talking, reading and questioning.

It will show how gaps can be reduced with minimal demands on teaching resources: improving reading fluency, comprehension and vocabulary as well as social integration and confidence in class. It will also provide an opportunity to challenge, develop and motivate more able children.

- EAL children as tutees: what makes them suitable
- Interviewing child tutors: the key to success
- What makes a suitable tutor: understanding language acquisition
- Training tutors: modelling and the drip, drip process
- Frequency and regularity: making it happen without making it
- Monitoring progress and motivating the motivator: their success is your success
- Resources
- How to sustain it over time.

[www.globalcommunityschools.co.uk](http://www.globalcommunityschools.co.uk)

Date	Time	Location
9th October	1pm-3.30pm	Hogarth Pavilion, Nottingham

**COST:**  
£90 to all

# Developing Writing



Effective tools to help embed systematic and innovative approaches that make a difference and ensure all children become successful writers.

## VOCABULARY

### Session 1

- What does the research say works well to close the 'word gap' in primary schools?
- What word knowledge do pupils already have that we can 'unlock' and build upon within our approach to vocabulary instruction?

### Session 2

- How can we create 'word-rich' environments by getting pupils to notice and then amplifying new words?
- What strategies can be used to explicitly teach new words?

Session	Date	Time	Location
Session 1	5th November	1pm-4pm	Hogarth Pavilion, Nottingham
Session 2	21st January 2021	1pm-4pm	Hogarth Pavilion, Nottingham

**COST:** £100 to attend both sessions



# Enhancing & Valuing Pupil Talk



Supporting classroom teachers to developing their practice centred on pupil voice and its value. Exploring effective tools to develop pupil vs teacher talk and strategies which enhance the curriculum through purposeful talk.

## PUPIL TALK

### Session 1

- What is Oracy?
- What are the hallmarks of a dialogic rich lesson?
- Why is Oracy instrumental to high quality teaching and learning provision?

### Session 2

- Exploring Oracy in practice
- Establishing shared language and expectations in the classroom
- Developing an Oracy rich curriculum

Session	Date	Time	Location
Session 1	14th October	9am-3pm	Hogarth Pavilion, Nottingham
Session 2	10th February 2021	9am-3pm	Hogarth Pavilion, Nottingham

**COST:** £100 to attend both sessions

This can be arranged in further venues on request

# Enhancing Reading Provision for Teaching Assistants



Exploring high quality provision for Teaching Assistants. Developing skills, subject knowledge and intervention strategies which enable all children to become successful readers.

## Session 1: Subject Knowledge and Robust Interventions

- Enhancing Teaching Assistant subject of high quality reading provision
- Ensuring effective intervention strategies for challenge and support

## Session 2: Assessing and developing readers

- Establishing effective AfL in reading interventions
- Developing robust assessment strategies and feedback

Session	Date	Time	Location
Session 1	1st October	1pm-4pm	Hogarth Pavilion, Nottingham
Session 2	10th December	1pm-4pm	Hogarth Pavilion, Nottingham

**COST:** £100 to attend both sessions

# How to Raise Standards in Writing through The High Quality Teaching of Grammar



Training to enable class teacher's to develop their confidence and subject knowledge in the teaching of Grammar.

## Session 1: What Does Good Grammar Teaching Look Like?

- Teaching Grammar in context ensuring good models, practice and application

## Session 2: Improving children's writing

- Ensuring Age Related, raising standards and independence
- Teaching of editing skills

Session	Date	Time	Location
Session 1	8th March 2021	9.30m-12pm	Hogarth Pavilion, Nottingham
Session 2	22nd March 2021	9.30m-12pm	Hogarth Pavilion, Nottingham

**COST:** £90 for both sessions

# How to Raise Standards in Writing through the Teaching of Spelling



Training to enable class teachers to develop their confidence and subject knowledge in the teaching of Spelling.

## Session 1: What Does Good Spelling Teaching Look Like?

- Ensuring the systematic teaching of spelling
- Practical approaches that work

## Session 2: How to Improve Children's Spelling

- Practical strategies to develop independence and proof reading/editing skills.
- Support for children who struggle with spelling

Session	Date	Time	Location
Session 1	1st February 2021	9.30am-12pm	Hogarth Pavilion, Nottingham
Session 2	22nd February 2021	9.30am-12pm	Hogarth Pavilion, Nottingham

**COST:** £90 for both sessions



# Reasoning and Problem-Solving in KS2 Mathematics



**Gareth Metcalfe**  
I See Maths Ltd



Training is accredited by NCETM.

This course will show how mathematical reasoning can be weaved throughout the KS2 Maths Curriculum.

We look at how learning can be broken down into small steps, and how practical and focused experiences can be used to deepen all children's conceptual understanding. We will look at how equipment, images and bar models can be used to model different KS2 maths concepts. A range of techniques for engaging all children in rich mathematical discussions will be shared, including the question structures used in 'I See Reasoning'. We will also explore how opportunities can be provided for children to work at greater depth. Finally, a range of lesson examples and resources will be used to show an evidence-based approach for teaching problem-solving. Expect a highly practical, example-rich, thought-provoking day!

## Course objectives:

- To break learning down into small steps and develop sequences of lessons that build deep understanding
- To make effective use of equipment and images to represent different mathematical concepts and ideas
- To enable all children to reason mathematically in daily maths lessons
- To coherently teach problem-solving strategies using visual representations and related example questions

Date	Time	Location
21st January 2021	9.15am-3.15pm	Manor Farm Academy, Lincoln

**COST:**  
£100

# Understanding and Teaching Mathematics Mastery

These sessions are aimed at developing a Teaching for Mastery approach to mathematics.

As well as learning about the theory of Teaching for Mastery through the 5 Big Ideas, each session will include the opportunity to observe and analyse a maths lesson. The training would be suitable for maths leads wishing to develop TfM in their schools or non-specialist teachers working in schools who already follow the approach.



## Session 1

- Introduction to the 5 Big Ideas of TfM, spending some time unpicking each of the big ideas
- Lesson observation and analysis
- Use of language
- Gap task- to make one part of today's training regular practice in your own classroom.

## Session 2

- Feedback from gap task
- Lesson observation and analysis
- Representation and structure including use of manipulatives and pictorial representations such as number lines and bar models.
- Gap task - Carry out a session focussing on representation with own class and / or across the school.

## Session 3

- Feedback from gap task
- Lesson observation and analysis
- Coherence focussing on small steps of learning
- Variation

Session	Date	Time	Location
Session 1	2nd December	9.30am-3pm	Charnock Hall Hub, Sheffield
	3rd December	9.30am-3pm	Manor Farm Academy, Lincoln
	4th December	9.30am-3pm	Hogarth Pavilion Nottingham
Session 2	10th March 2021	9.30am-3pm	Hogarth Pavilion Nottingham
	11th March 2021	9.30am-3pm	Charnock Hall Hub, Sheffield
	12th March 2021	9.30am-3pm	Manor Farm Academy, Lincoln
Session 3	16th June 2021	9.30am-3pm	Hogarth Pavilion Nottingham
	17th June 2021	9.30am-3pm	Charnock Hall Hub, Sheffield
	18th June 2021	9.30am-3pm	Manor Farm Academy, Lincoln

**COST:** For all 3 sessions: £150 • 1 session only: £60

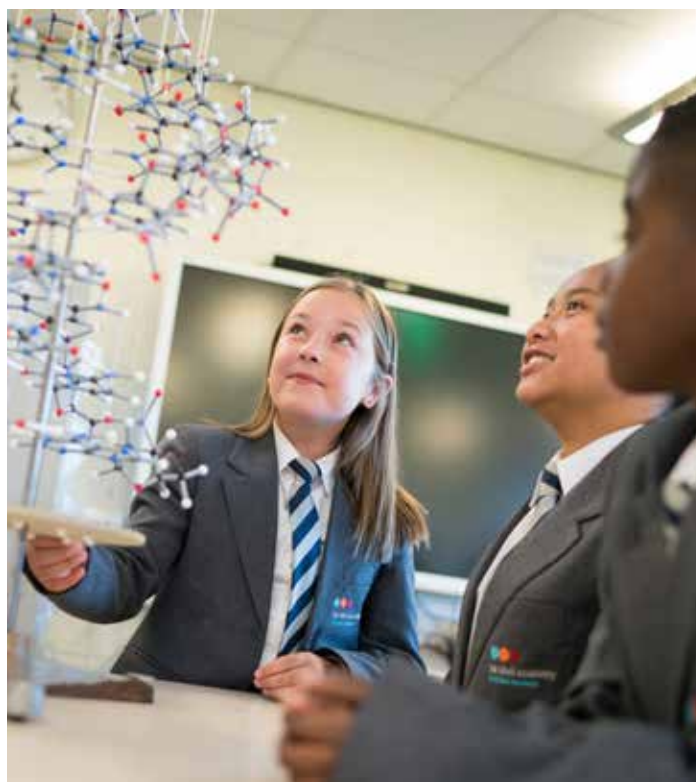
# Thinking and Talking in Primary Science

Providing children with reasons to talk and think scientifically can ensure children achieve deeper knowledge and understanding in science.

During this two-day course teachers and subject leaders will experience a variety of teaching and learning strategies that work brilliantly in science, allowing children to learn, practise and utilise quality vocabulary as they think then talk scientifically.

The importance of progression, building from EYFS, through KS1, KS2 and beyond, will be considered and strategies shared that promote quality teacher-questioning to explore and extend talking, thinking and learning at every stage.

Free and fabulous resources and web-based offers will be suggested, requiring classroom-based science to be applied and extended into real-world contexts, challenging children to use their knowledge and understanding more creatively, as they solve problems, explore ideas and answer questions.



**Nicola Beverley**

"I'm an experienced primary consultant with a passion for science, working with numerous primary teachers, subject leaders and schools in diverse ways; helping to firm up science 'wobbly bits', putting the 'wow' back into dreary science lessons, creating effective (and practical) ways to assess children's learning and empowering subject leaders, so that they truly lead rather than just manage.

Session	Date	Time	Location
Session 1	17th November	9.30am-3.30pm	The Pavilion, Hogarth Academy, Nottingham
	19th November	9.30am-3.30pm	Manor Farm Academy, Lincoln
Session 2	23rd February 2021	9.30am-3.30pm	The Pavilion, Hogarth Academy, Nottingham
	25th February 2021	9.30am-3.30pm	Manor Farm Academy, Lincoln

(Note: If you only attend session 2, a recap on Session One will be provided)

**COST:** For both sessions: £175 • 1 session only: £90

# SEND Teaching Assistant Training

**For TA's working 1:1 with SEND children, in Nurture settings and/or small groups.**

- Is your Teaching Assistant working with children with complex SEND needs?
- How does your Teaching Assistant gain professional development and receive challenge?
- Does your Teaching Assistant have an understanding of their role and the expectations?

The Training for 1:1 SEND TA's would involve:

This two part training would involve looking at setting and achieving individual targets with SEND children, working alongside teaching staff, strategies for achieving academic and social / emotional goals, working with children alongside their peers etc.

We will look at latest SEN legislation and share research and good practice amongst the group.



Session	Date	Time	Location
Session 1	19th November	3.30pm-5pm	Windmill L.E.A.D. Academy, Nottingham
	8th February 2021	3.30pm-5pm	Manor Farm Academy, Lincoln
Session 2	11th March 2021	3.30pm-5pm	Windmill L.E.A.D. Academy, Nottingham
	26th April 2021	3.30pm-5pm	Manor Farm Academy, Lincoln

**COST:** For both sessions: £120



# Outstanding Classroom Assistance



**Isabella Wallace**

Isabella Wallace is co-author of the best-selling teaching guides, "Pimp Your Lesson!", "Talk-Less Teaching", and the new "Best of the Best" Classroom Guides for Teachers. An experienced and award-winning educator, she is consultant and contributor for the Oxford Dictionary of Education and presents nationally and internationally on outstanding teaching and learning.

Described as one of the most charismatic trainers working in the UK today, Isabella's training sessions are both practical in nature and cutting edge in content. As a widely-experienced teacher and leader, she can relate to teachers in a variety of contexts, and she produces and shares materials that enhance practice in subjects across the curriculum.

An outstanding Teaching Assistant can make all the difference to pupils' progress. But sometimes it's hard to know how to best assist in an ever-changing classroom environment, as well as how to balance the hundred-and-one tasks that a T.A. is called on to perform.

The role of T.A. is fraught with difficulties: Teachers can be hard to catch up with and liaise with in school, meaning that sometimes a T.A. does not have a clear idea of what pupils are supposed to be doing. Often, pupils will expect a T.A. to do all the work for them.

This course will provide practical strategies for T.A.s to:

- Assist with in-lesson assessment and feedback
- Assist with differentiation in a lesson
- Support collaborative work
- Run effective intervention sessions with small groups and individuals
- Help struggling learners to access difficult reading or writing tasks
- Motivate reluctant learners
- Deal with challenging behaviour
- Design invaluable resources
- Enhance progress for EAL learners
- Take helpful "in-lesson notes" and keep useful records of intervention
- Communicate effectively with the teacher and support planning
- Help develop pupils' initiative and self-reliance
- Find the "key" to learning for hard-to-reach pupils
- Use effective questioning

Strategies will be realistic and useable by delegates the very next day in subjects across the curriculum and with the different Key Stages.

Date	Time	Location
5th November	9.30am-3pm	The Ropewalk, Nottingham
11th November	9.30am-3pm	Manor Farm Academy, Lincoln

**COST:**  
£99 for one session

# High Quality Development for Class Based Teaching Assistants

- How can a Classroom Assistant maximise impact?
- What does high quality TA development look like?
- Refreshing and Innovative approaches that make a difference.



**Isabella Wallace**

## Session 1: Aimed at TAs Led by Isabella Wallace

- Outstanding Classroom Assistance

## Session 1: Aimed at leaders Led by Rebecca Riley

- How to develop an appraisal system with work behaviours for TAs and a structure within a school which provides development opportunities. This explores refreshing and innovative approaches.

Following this session is an opportunity to deploy Rebecca Riley in her SLE capacity to work on a personalised programme for your school.



**Rebecca Riley**

## Lesson Study: Enhancing Practice and effectively conducting a Lesson Study approach as a Teaching Assistant

- High quality input with TAs, supporting them in conducting a lesson study approach, enhancing practice and outcomes.
- Lesson study will be organised in groups of 5. A full lesson study cycle will involve 7 half days release across the academic year. TAs will get the opportunity to work with colleagues across schools

Session	Date	Time	Location
Session 1 <i>Isabella Wallace</i>	5th November	3.30pm-5pm	The Ropewalk, Nottingham
	11th November	3.30pm-5pm	Manor Farm Academy, Lincoln
Session 2 <i>Rebecca Riley</i>	9th December	9.30am-12pm	Hogarth Pavilion, Nottingham
	16th December	9.30am-12pm	Manor Farm Academy, Lincoln

Location	Time	Dates	LESSON STUDY
Lincoln	9.30am-12pm	27th January 2021, 10th February, 3rd March, 17th March, 31st March, 28th April, 19th May	
Nottingham	9.30am-12pm	3rd February 2021, 24th February, 10th March, 24th March, 21st April, 5th May, 26th May	

**COST:** £199 for the whole package - Session 1: Isabella Wallace / Session 2 Rebecca Riley - Lesson Study: 7 sessions

Becky Riley to work in your school on a personalised programme in her SLE capacity.

# Core Standards and Expectations



Moderating Standards can be a challenge within a school or Academy setting.

Using a newly created 'Portal of Standards' which has been created by photographing over 4,000 pieces of work from Good and Outstanding Schools in every area of the Curriculum, we are offering a service whereby an SLE can come into your setting to support staff in benchmarking their outcomes with that of others.

The questions raised will challenge staff in relation to:

- Presentation
- Methodology used for that year group
- Pitch of the learning
- Content of the learning in relation to the National Curriculum
- Quality of the learning

**COST:** £350 for a full day • £175 half a day



# The Lincolnshire Science and Computing Hub

The Science and Computing Hub is committed to providing outstanding support in order to enhance the teaching & learning in all schools within Lincolnshire.

## Our extensive offer includes:

- Training for science and computing leads/teachers and support staff
- Extensive suite of CPLD reflecting national and local needs, initiatives and programmes
- Regular network meetings to share effective practice, discuss primary key teaching & learning ideas in schools across Lincolnshire and build up a professional directory of science and computing resources
- Termly Subject Leaders' Development Meetings for Secondary Science & Computing Leaders

Our facilitators hold the National STEM Learning CPLD Quality Mark



## Seize your STEM Club by the horns!



Wherever you are in your STEM Club journey, as the Lincolnshire STEM Club Champion, we can provide you with guidance, support and ideas to really put your STEM Club on the map.

We engage with over 80% of schools in Lincolnshire

LTSA has recently been designated the Computing Hub for Lincolnshire. Covering primary and secondary, we offer a whole range of teacher CPD for new, existing and aspiring Computer Science teachers and support with a range of student-facing activities such as code clubs and industry links.



IOP Institute of Physics



## LINCOLNSHIRE TEACHING SCHOOL ALLIANCE

For more information and bookings visit:  
[www.lincolnshiretsa.co.uk/slp](http://www.lincolnshiretsa.co.uk/slp)

T: 01522 889297 E: [science@lincstsa.co.uk](mailto:science@lincstsa.co.uk)







# PERSONAL DEVELOPMENT/ WELLBEING AND WELFARE

*" Education is the great engine of personal development. "*

**Nelson Mandela**



- Evaluating Personal Development
- Effective Strategies & Intervention in SEMH
- Developing 'The Personal Development Strand' of your Curriculum
- Mental Health First Aid to Support Young People
- Mental Health First Aid to Support Adults
- Emotional Coaching to Impact Upon Behaviour
- Where Neurodiversity meets Wellbeing and Behaviour
- Developing Enterprise within your Setting
- Developing Debating and Critical Thinking Skills with Pupils

# Evaluating Personal Development

In light of the current climate and New Inspection Framework, identify how to evidence and articulate this effectively in your SEF

This workshop will enable participants to reflect and evaluate the extent to which the curriculum supports pupils to develop in many diverse aspects of life.

It will explore the school's intent to provide for the personal development of pupils, and the quality with which the school implements this. Leaders will explore what effective action it takes to prepare pupils for many aspects of life and how it builds pupils confidence and resilience. Time is allocated during the day to constructing and editing your own SEF/ SIP with support from the consultant using a variety of templates and resources to ensure it is robust and evaluative.



**Paul Longdon**

- Understand how inspectors will evaluate the quality of personal development during inspection
- Reflect on the extent to which your school is developing responsible, respectful, active citizens who are able to play their part and become actively involved in public life as adults
- Explore how the curriculum deepens pupils' understanding of the fundamental British Values of Democracy, Individual Liberty, The Rule of Law , Mutual Respect and Tolerance
- Reflect on how you develop pupils' character, the set of positive personal traits, dispositions and virtues that informs their motivation to cooperate consistently well with others.
- Explore the extent to which you develop pupils' confidence, resilience and knowledge so that they can keep themselves mentally healthy
- Evaluate how you develop pupils' understanding of how to keep physically healthy and maintain an active lifestyle, including giving ample opportunities for pupils to be active during the school day and through extracurricular activities

Date	Time	Location
26th March 2021	9.30am-3pm	Manor Farm Academy, Lincoln

**COST:**  
£100

# Effective Strategies and Intervention in SEMH

Effective Strategies & Intervention in SEMH is a 5 session training programme, which focuses on four core components of SEMH within education, incorporating a gap task and final evaluation session. Aimed specifically at TA's and 1:1 Teaching Assistants, enhancing their ability to support challenging pupils to fully meet their needs.



**Richard Bell**

## Session 1: Understanding and Identifying SEMH

- What is SEMH and how does it impact upon the world of education.

## Session 2: Anxiety, attachment and disorders associated with SEMH

- Growing numbers of pupils have significant challenges surrounding attachment. Why is this? What can be done to support these challenges in a school setting?

## Session 3: Primary Domains of Impairment

- Is this fully understood by all staff within your setting? How does this impact upon pupils and the way in which they present on a day to day basis?

## Session 4: Perspectives, Approaches and Strategies

- Which strategies do you use within your setting? Do you want to add to this repertoire of strategies with challenging pupils?

## Session 5: SEMH Gap Task Review

- Has the previous 4 sessions had a significant impact upon the behaviour and outcomes for specific pupils? What are the next steps?

Specialist Education Support Network provide nurturing education and wellbeing provisions for young people with SEMH alongside Outreach Services and SEMH Training Courses



Session	Date	Time	Location
Session 1	4th December	9.30am-3pm	Manor Farm Academy, Lincoln
Session 2	2nd February 2021	9.30am-3pm	Manor Farm Academy, Lincoln
Session 3	9th March 2021	9.30am-3pm	Manor Farm Academy, Lincoln
Session 4	4th May 2021	9.30am-3pm	Manor Farm Academy, Lincoln
Session 5	15th June 2021	9.30am-3pm	Manor Farm Academy, Lincoln

**COST:** For all 5 sessions: £200 • 1 session only: £50



# Developing 'The Personal Development Strand' of your Curriculum



The curriculum provided by a school should extend beyond the academic, technical or vocational.

Schools should support pupils to develop in many diverse aspects of life. On a one to One basis, a specialist would look at your current curriculum and support you to develop this in line with the national framework.

This 1:1 session aims to look at your curriculum in order to:

- Develop responsible, respectful and active pupils who can flourish in our society
- Develop and deepen pupils' understanding of the fundamental British Values of democracy, individual liberty, the rule of law and mutual respect and tolerance
- Promote equality so that all pupils can thrive together, understanding that differences are positive and not negative
- Promote an inclusive environment that promotes the need of all including understanding similarities in the world around them.
- Develop pupil's confidence, resilience and knowledge so that they can keep themselves mentally and physically healthy
- Develop pupils understanding of Mindfulness,
- Review current PSHE provision for pupils and how they can enhance these aspects as a core culture and part of the provision within the setting, rather than a 'bolt on' to what is already being taught.

**Date – To suit the needs within your School / Academy. Contact: [Admin@equatetsa.co.uk](mailto:Admin@equatetsa.co.uk) to arrange this.**

**COST:** £350 full day in your school • £175 half a day • £250 staff meeting input

# Mental Health First Aid to Support Young People

## What is Mental Health First Aid?

Mental Health First Aid (MHFA) is an internationally recognised training course, designed to teach people how to spot the signs and symptoms of mental ill health and provide help on a first aid basis.

At MHFA England we offer a range of courses tailored for people who teach, work, live with and care for young people aged 8 to 18. The courses can be attended by anyone from age 16 upwards. Each and every MHFA England course is delivered by a quality assured instructor. All teaching provided on a MHFA course is supplied by Inspire Teaching School.

## Youth MHFA two day course

Completing our two day course qualifies you as a **Youth Mental Health First Aider**.

Youth Mental Health First Aiders have:

- An in depth understanding of young people's mental health and factors that affect wellbeing.
- Practical skills to spot the triggers and signs of mental health issues.
- Confidence to reassure and support a young person in distress.
- Enhanced interpersonal skills such as non-judgmental listening.
- Knowledge to help a young person recover their health by guiding them to further support—whether that's through self help sites, their place of learning, the NHS, or a mix—engaging with parents, carers, and external agencies where appropriate.
- Ability to support a young person with a long term mental health issue or disability to thrive.
- Tools to look after your own mental wellbeing.

The Course is delivered in four manageable chunks:

- About mental health
- Depression and anxiety
- Suicide and psychosis
- Self harm and eating disorders.

### Other Youth MHFA courses

In addition to the Youth MHFA Two Day course, Inspire Teaching School also offer shorter awareness courses. To learn more about training options visit [mhfaengland.org](https://mhfaengland.org)

It focuses on the issues face by young people today, such a cyber bullying and substance misuse, and teaches how to promote protective factors and good parenting.

Everyone who completes the course gets a Youth MHFA manual to refer to whenever they need it, and a certificate to say are a Youth Mental Health First Aider.

FOR FURTHER TRAINING INFORMATION AND TO BOOK CONTACT:  
[Carla.nicholson@inspire-tsa.co.uk](mailto:Carla.nicholson@inspire-tsa.co.uk) / [Tania.james@lwf.lincs.sc.uk](mailto:Tania.james@lwf.lincs.sc.uk)



# Mental Health First Aid to Support Adults

## What is Mental Health First Aid?

Mental Health First Aid (MHFA) is an internationally recognised training course which teaches people how to spot the signs and symptoms of mental ill health and provide help on a first aid basis. MHFA won't teach you to be a therapist, but just like physical first aid, it will teach you to listen, reassure and respond, even in a crisis.

Adult MHFA courses are for everyone aged 16 upwards. Every MHFA course is delivered by a quality assured instructor who has attended our Instructor Training programme accredited by the Royal Society for Public Health, and is trained to keep people safe and supported while they learn. All training is provided by Inspire Teaching School.

## What will I learn?

Learning takes place through a mix of group activities, presentations and discussions. What you learn will depend on the length of course you attend:

### Two day - Mental Health First Aiders

- A practical skills and awareness course designed to give you:
- A deeper understanding of mental health and the factors that can affect people's wellbeing, including your own
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgmental listening
- Knowledge to help someone recover their health by guiding them to appropriate support

### One day - MHFA Champions

An awareness and skills course which will teach you to:

- Recognise the main signs and symptoms of common mental health issues
- Provide initial support
- Guide a person towards appropriate professional help
- Be mindful of your own wellbeing
- Develop an understanding of how you can create and maintain a healthier workforce or community

### Half day - Mental Health Aware

- An introductory course designed to increase mental health awareness and give an understanding of how to look after wellbeing and challenge stigma.
- When you complete your course you will get a certificate of attendance and a manual to keep and refer to whenever you need it.

### How will attending a MHFA course help?

Research and evaluation shows that taking part in an MHFA course:

- Raises awareness and mental health literacy
- Reduces stigma around mental ill health
- Boosts knowledge and confidence in dealing with mental health issues
- Promotes early intervention which enables recovery



FOR FURTHER TRAINING INFORMATION AND TO BOOK CONTACT:

Carla.nicholson@inspire-tsa.co.uk  
Tania.james@lwf.lincs.sc.uk

# Emotional Coaching to Impact Upon Behaviour



This bite-sized, pre-recorded training is on-line and on-demand and full of useful, practical information that will support you in developing a relational approach to behaviour.

'Emotion Coaching' is an evidence-informed strategy (based upon the work of the psychologist John Gottman) aimed at helping children and young people to understand the different emotions they experience, why they occur and how to handle them (*Gottman 1997*). In the simplest terms, you can coach children about emotions by comforting them, listening and understanding their thoughts and feelings, and helping them understand themselves. As you do this, children will feel loved, supported, respected, and valued. With this emotionally supportive foundation, you will be much more successful at setting limits and problem solving.

Research findings have demonstrated that emotion coaching helps:

- Children to regulate, improve and take ownership of their behaviour
- Children to calm down and better understand their emotions
- Practitioners to be more sensitive to children's needs
- Create more consistent responses to children's behaviour
- Practitioners to feel more 'in control' during incidents
- Promotes positive relationships between children and adults (*Rose and Gilbert 2017*)



## **COST:**

- Up to 350 pupils - £75
- 351-700 pupils - £125
- 700+ pupils - £150

*Note - it is single purchase price 'per school' that will allow all your staff to access this training.*

Optional – follow up 'supervision' session for staff: group (up to 8) or individual.

**COST:** £70 per session

This one-hour supervision session with an educational psychologist will provide a supportive, creative and reflective space where staff can benefit from sharing successes and concerns; be listened to; explore ways of effectively embedding emotion coaching into their practice; and have opportunities to develop their skills.



# Where Neurodiversity meets Wellbeing and Behaviour



**Andrew Whitehouse**

Andrew Whitehouse is a specialist in neurological diversity and behaviour and provides interventions for professionals, parents and young people with Autism, ADHD, Dyslexia and related conditions. Andrew has a number of roles including training, both in the UK and overseas, strategies and therapies for education professionals in schools and colleges, observing learners in the learning environment and providing practical solutions to help them achieve their potential, both social and emotional and academic. Andrew delivered a TEDx Talk "From Disability to Superpowers" and has an extensive conference profile. Andrew is also a Forensic SEND Consultant and acts as an expert witness in SEND related court cases.

This training focusses on the role of all those with a position of coordinating, supporting a class, group interventions and/or individual children.

The aim of this course is to develop knowledge, skills and confidence in teaching and supporting pupils with Social and Emotional Difficulties including anxiety and stress. It highlights:

- Distinctive teaching and support strategies
- Promotes the importance of analysing, planning, and feedback between staff
- Explores ways in which barriers to learning can be reduced
- Promotes consistent methods of support including effective placement of 1:1 staff

## COURSE CONTENT:

- Anxiety and wellbeing for our more needy pupils, how can we help?
- Links with other conditions: ASD, ADHD, Attachment Disorders and related conditions
- Creating realistic emotional and social tasks and targets
- A range of interventions to create effective approaches to situations and avoid anxiety
- Simplify tasks and emotional and social situations
- How to identify potential 'hotspots' and intervene to avoid them.
- Understand that all behaviour is communication
- Triggers for anxiety/stress and finding ways to avoid/relieve it
- How to exploit the benefits of visual interventions in order to nurture effective communication
- Strategies and interventions for adapting the sensory environment to meet the social and emotional needs of individuals and groups

## PLEASE CAN DELEGATES BRING:

- Any case studies you would like to discuss
- Any successes/less successful strategies you have tried
- Any effective resources you would feel willing to share with other delegates
- Any ideas you may like to discuss/share

Date	Time	Location
25th November	9am-3.15pm	Manor Farm Academy, Lincoln

**COST:**  
£120

# Developing Enterprise within your Setting

Children have the right to develop the fundamental skills for life, understand business skills and develop financial capabilities to meet the needs of the 21st Century and an enterprise curriculum is the key to promoting this.

Enterprise should enable children to produce their own innovative ideas, market them and see them through to fruition. It enables children to leave primary school equipped with the skills to cope with the challenges of a rapidly changing world in which we live and work. Enterprise is not a stand-alone subject; it is underpinned by a number of core life skills, which forms the backbone of a holistic Enterprise curriculum to develop the whole child, from being resilient and taking risks, to leadership and responsibility.



## AIMS:

- To support you in the creation and implementation of an enterprise curriculum, with guidance on how to deliver effectively to ensure the impact is meaningful and memorable.
- To ensure lessons are coherently planned and sequenced to allow the build-up of skills and planning of opportunities, such as meeting real-life entrepreneurs and experiencing business-related events.
- To share information on practical and resourceful approaches to ensure that learning is not capped for any pupil, regardless of disadvantage or SEND need.

Through personalised mentoring, your enterprise curriculum can be tailored to fit in with your local area and school values.

Session	Date	Time	Location
Session 1	15th January 2021	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 2	26th March 2021	1.30pm-4pm	Manor Farm Academy, Lincoln

**COST:** £195 for both sessions • £120 for one session

# Developing Debating and Critical Thinking Skills with Pupils

In partnership with The English speaking Union

## DISCOVER YOUR VOICE

A full day bespoke training with pupils in school, age 7-11

On Demand - Delivery Trainer led

Price: Subsidised by Lincolnshire Branch of English Speaking Union

Our fun and engaging workshops primary help your students communicate more effectively with others, developing their ability to think critically, build cohesive arguments, and improving their delivery, listening and response skills.

Funding available/  
subsidised  
by The English  
Speaking  
Union

These workshops work best when a cluster of teachers come together to watch the trainer work with a class of pupils. This culminates in a debating competition where pupils debate a range of topics. You will leave equipped with a step by step guide on how to introduce debating in your school. Follow up support and guidance will be given on how to set up mini debating competitions between your schools.

## Why do it?

Excellent taster in debate or public speaking skills

- Flexible – workshops can be tailored to suit your class
- Supportive, experienced trainers
- Lesson plan and resources provided
- Encourages full-class participation
- Promotes spiritual, moral, social and cultural (SMSC) education
- Chance to observe someone else teaching your class and how your students learn
- Boost children's confidence, critical thinking and listening skills
- Transferable lesson plans to encourage oracy and debate across the curriculum

More information can be found on: [www.esu.org/programmes/discover-your-voice](http://www.esu.org/programmes/discover-your-voice)

If you would like to know more about the programme and how the Lincolnshire Branch of the ESU can support please contact: [jenny@charterhouseaes.co.uk](mailto:jenny@charterhouseaes.co.uk)









# SUBJECT / PROFESSIONAL EDUCATION COMMUNITIES (LEADERSHIP, CORE SUBJECTS AND FOUNDATION SUBJECTS)

*" Only through the effective engagement of others  
can leaders at any level make change happen. "*

**Andy Buck**



- What are Subject /Professional Education Communities?
- English Subject Leaders' Professional Forum
- Mathematics Subject Leaders' Professional Forum
- Primary Science Professional Forum
- Leading a Mentally Healthy School Professional Forum
- School Business Managers Professional Forum

# Subject / Professional Education Communities

## What are Subject / Professional Education Communities? Do they Have an Impact?

Subject / Professional Education Communities are offered by L.E.A.D. Equate Teaching School Alliance on a termly basis for all colleagues (Teachers, Teaching Assistants, Administrative, Support and Technical Staff) within the Teaching School and Trust. The forums cover both Core and Foundation subjects as well as support for other leadership roles. The forum is an opportunity to shape collective professional knowledge and engage and interact with colleagues that work and specialise in a role or subject area similar to your own.

The Forums will include aspects such as the following although it will be tailored to the needs of the group:

- Subject knowledge enhancement (as directed by the group)
- Curriculum planning , sequencing and coverage
- Inspiration, support and guidance as a leader
- New aspects or resources which have a known impact
- Strategies for supporting staff and colleagues
- The use of the expected vocabulary and progression of vocabulary within each phase
- The practical approaches/ implementation with regards to the teaching of skills/knowledge and concepts
- Approaches to assessment
- Opportunities for sharing best practice

## The Format of Leadership and Core Subject Forums

The Leadership and Core Subject forums are held largely in a face to face manner with SEND, LAC and Teaching Assistant forums held online. Within all sessions , the expertise and resources can be shared in an interactive way, with like minded leaders. The highly experienced leaders of these forums have been carefully selected by L.E.A.D. Equate to ensure that they can support the group to obtain the maximum impact in their leadership role.

## The Format of Foundation Subject Forums

Foundation subject forums will take place online so as to ensure that colleagues are reducing the amount of time spent away from school and the cost of travel expenses. Opening the forums out across the East Midlands, allows people to connect with colleagues and share good practise across a wider network than face to face would allow. The agenda will be set beforehand, determined by the needs of the group, with opportunities for you to ask questions on any topics covered, both in advance and at the Forum. Where colleagues miss being able to attend a forum, a link will be forwarded after the event to enable access to a recording of the meeting for you to listen to when convenient. Face to face meetings can be arranged where appropriate, this will be determined by the respective group where appropriate.

Face to Face	Online	Staff Meet	Twilight	1:1 in your setting	All Roles	TA	Support Staff	Phase/Middle Leader	Subject Leader	Teacher	SLT/ DHT	Head Teacher
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## LEADERSHIP PROFESSIONAL FORUM - CONDUCTED FACE TO FACE

Leadership area	Dates	Time / Venue	Provider	Cost
<b>Head Teacher Professional Forums</b>	To follow Leadership Briefings (week after) 21st October 3rd February 2021 23rd June 2021	2pm-4pm Manor Farm Academy	Amanda Griffiths Lisa Cassidy	FREE OF CHARGE
<b>Deputy Head Teacher Professional Forum</b>	26th November Sessions 2 & 3 TBC	3pm-4.30pm Manor Farm Academy	Emma Jefferson Deputy Headteacher	£100 per 3 sessions
<b>School Business Manager Professional Forum</b>	6th October, 22nd January 2021, 11th May 2021	9.30am-11.30am Manor Farm Academy	Alistair Mann Debi Markham	£100 per 3 sessions
<b>EYFS Professional Forum</b>	<b>Lincs:</b> 6th November 8th February 2021 8th June 2021  <b>Notts:</b> 3rd November 11th February 2021 7th June 2021	Lincs: 1.30pm-3pm Manor Farm Academy  Notts: 9.30am-12pm Hogarth Academy	Jayne Carter	£225 for all 3 sessions
<b>Mental Health and Well Being Professional Forum</b>	14th December 30th March 2021 21st June 2021	1.30pm-3.30pm Manor Farm Academy	Lisa Giles	£100 per 3 sessions
<b>English</b>	5th November 11th February 2021 24th May 2021	1.30pm-4pm Manor Farm Academy	Jeannie Bulman	£225 +VAT for all 3 sessions
<b>Maths</b>	4th November 24th February 2021 9th June 2021	1.15pm-3.15pm Manor Farm Academy	Jenny Cook	£225 +VAT for all 3 sessions
<b>Science</b>	3rd November 10th February 2021 26th May 2021	9.30am-3.30pm Manor Farm Academy	Nicola Beverley	£375 for all 3 sessions

## LEADERSHIP PROFESSIONAL FORUM - CONDUCTED ONLINE

Leadership area	Dates	Time / Venue	Provider	Cost
<b>SEND</b>	14th October 26th January 2021 22nd April 2021	2.30pm-4.30pm Online	Katy Aggus	£100 for 3 sessions
<b>Supporting Looked after Children</b>	23rd November 15th March 2021 14th June 2021	3.45pm-4.30pm Online	Michelle Dexter	£100 for 3 sessions
<b>Teaching Assistant Professional Forum</b>	24th November Session 2 and 3 tbc with group	3.30pm-4.30pm Online	Allison Gosling HLTA Naomi Burr	£100 for 3 sessions



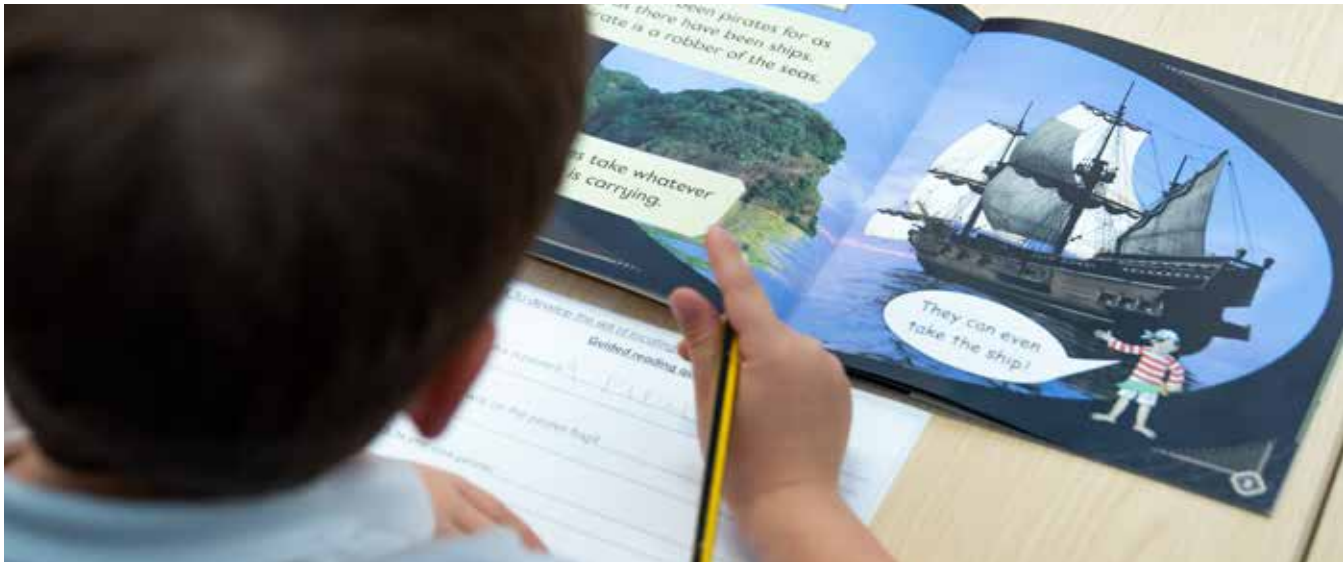
## FOUNDATION SUBJECT LEADERSHIP PROFESSIONAL FORUMS - CONDUCTED ONLINE

Leadership area	Dates	Time / Venue	Provider	Cost
<b>History</b>	19th November 4th February 2021 20th May 2021	3.30pm-4.30pm Online	Benjamin Buxton	£100 per 3 sessions
<b>Geography</b>	26th November 25th March 2021 24th June 2021	3.30pm-4.30pm Online	TT Education: James Lewis	£100 per 3 sessions
<b>P.E</b>	1st October 14th January 2021 6th May 2021	3.30pm-4.30pm Online	Karen Breen	£100 per 3 sessions
<b>Computing</b>	6th October 4th February 2021 8th June 2021	3.30pm-4.30pm Online	Tim Head	£100 per 3 sessions
<b>Music</b>	26th November 25th March 2021 24th June 2021	3.30pm-4.30pm Online	TT Education	£100 per 3 sessions
<b>Art</b>	15th October 4th March 2021 14th June 2021	3.30pm-4.40pm Online	Maxine Clewlow	£100 per 3 sessions
<b>Design Technology</b>	26th November 25th March 2021 24th June 2021	3.30pm-4.30pm Online	TT Education	£100 per 3 sessions
<b>MFL – French / Spanish</b>	13th October 10th February 2021 21st May 2021	3.30pm-4.30pm Online	Jo Darley	£100 per 3 sessions
<b>Enterprise</b>	The Enterprise Professional Forums will take place after the CPD sessions: 15th January 2021 26th March 2021	NA	Danielle Parker	£100 per 2 sessions
<b>EAL</b>	17th September 14th January 2021 20th May 2021	3.30pm to 4.30pm Online	Sally Roberts	£100 per 3 sessions

## R.E LEADERSHIP PROFESSIONAL FORUMS - CONDUCTED ONLINE

Leadership area	Dates	Time / Venue	Provider	Cost
<b>RE Surgeries</b> Targeted sessions that address particular issues for particular teachers. Book for a 45-min slot to talk to Gillian.	25th February 2021 8th June 2021	9.30am and 12.30pm Online	Gillian Georgiou Book directly through Patricia Dixon: patricia.dixon@lincoln.anglican.org	FREE OF CHARGE
<b>RE Cluster Meetings</b>	18th November 12th January 2021 9th February 2021 9th March 2021	1.30pm-2.30pm Online	Gillian Georgiou Book directly through Patricia Dixon: patricia.dixon@lincoln.anglican.org	FREE OF CHARGE

# English Subject Leaders' Professional Forum



English Curriculum Leaders will be guided through a developmental journey aimed at equipping them to effectively lead English, increasing their knowledge of this curriculum area.

Through the sessions we consider curriculum development - understanding the intent, how the intent is implemented and the impact this is having in school settings. At each meeting, the Subject Leaders set the agenda for the following meeting. This ensures that the focuses are pertinent to all attending. Each focus is explored considering current research, as well as best practice across schools.

## Session 1: Main Focus: Developing a quality reading curriculum – matching books to abilities and quality texts to support writing

- There will also be a secondary focus on developing handwriting.

## Session 2: Focus to be determined at the previous meeting

## Session 3: Focus to be determined at the previous meeting



**Jeannie Bulman**

Session	Date	Time	Location
Session 1	5th November	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 2	11th February 2021	1.30pm-4pm	Manor Farm Academy, Lincoln
Session 3	24th May 2021	1.30pm-4pm	Manor Farm Academy, Lincoln

**COST:** £225 +VAT for all 3 sessions

(Note: A brief recap of previous sessions will be provided where possible)

# Mathematics Subject Leaders' Professional Forum



Mathematics subject leaders are invited to join our professional forum where we will come together termly.

Each session will support subject leaders in their role of middle leadership and understanding of mathematics across the primary curriculum. Recent news, updates and implications for practice in school will be discussed and opportunities for subject, pedagogical knowledge and leadership development will play a part in each session. Subject Leaders will form a network of contacts across the group and have time in each session to plan for action back in their own schools.

Each session will be bespoke to the needs of the participants, schools and current agendas within mathematics ensuring the training is always meeting exact point of needs.



**Jenny Cook**

Session	Date	Time	Location
Session 1	4th November	1.15pm-3.15pm	Manor Farm Academy, Lincoln
Session 2	24th February 2021	1.15pm-3.15pm	Manor Farm Academy, Lincoln
Session 3	9th June 2021	1.15pm-3.15pm	Manor Farm Academy, Lincoln

**COST:** £225 +VAT for all 3 sessions

*(Note: A brief recap of previous sessions will be provided where possible)*

# Primary Science Professional Forum

Inspiring Excellence in Science



Providing subject leaders with the latest news and updates from Ofsted, DfE and others, the skills knowledge and understanding required to lead their subject effectively in school, each Professional Forum will build on the last and there will be an element of collaborative practice development and an in-school gap task in each case.

Programme to include:

- Identifying priorities and planning for action
- Creating a vision, influencing others and initiating change
- Exploring subject knowledge, understanding and progression in key content areas, including EYFS
- Teaching skills to improve 'working scientifically' practice
- Assessing and tracking progress
- Moderating outcomes

**Session 1: Inspiring science: Identifying need and planning for action**

**Session 2: Inspiring science: Developing subject knowledge**

**Session 3: Inspiring science: Considering progress**



**Nicola Beverley**

Session	Date	Time	Location
Session 1	3rd November	9.30am-3.30pm	Manor Farm Academy, Lincoln
Session 2	10th February 2021	9.30am-3.30pm	Manor Farm Academy, Lincoln
Session 3	26th May 2021	9.30am-3.30pm	Manor Farm Academy, Lincoln

**COST:** £225 +VAT for all 3 sessions

*(Note: A brief recap of previous sessions will be provided where possible)*



# Leading a Mentally Healthy School Professional Forum



A professional forum to discuss leading a mentally healthy school.

We will discuss and review: policies and procedures for impact, identify barriers and obstacles and how best to resolve these.

We will also discuss current data, expectations and resources alongside external agency support and programmes.

This is a professional forum for those who have attended the two day Leading a Mentally Healthy School training

## Session 1: Overview

- To review progress since training.
- To share relevant updates, good practice and strategies to overcome any obstacles.
- To plan for next steps.

**Session 2: Will reflect on what is discussed and identified as a need from session 1**

**Session 3: Will reflect on what is discussed and needed from session 1/2**

Session	Date	Time	Location
Session 1	14th December	1.30pm-3.30pm/4pm	Manor Farm Academy, Lincoln
Session 2	24th February 2021	1.30pm-3.30pm/4pm	Manor Farm Academy, Lincoln
Session 3	9th June 2021	1.30pm-3.30pm/4pm	Manor Farm Academy, Lincoln

**COST:** £100 for all 3 sessions

(Note: A brief recap of previous sessions will be provided where possible)

# School Business Managers Professional Forum



In response to requests from across the Teaching School Alliance, we are pleased to offer an opportunity for SBMs to meet to work collectively to develop their role.

The cluster will meet once a term, setting their own agenda moving forwards to respond to the identified needs of the group across the year. There would be opportunities to invite speakers / experts in to address the group thereby contributing to CPD.

**Session 1: Main Focus: Initial Meeting – set agenda / agree focus for year.**

**Session 2: Focus to be determined at the previous meeting**

**Session 3: Focus to be determined at the previous meeting**



**Alistair Mann**

Session	Date	Time	Location
Session 1	6th October	9.30am-11.30am	Manor Farm Academy, Lincoln
Session 2	22nd January 2021	9.30am-11.30am	Manor Farm Academy, Lincoln
Session 3	11th May 2021	9.30am-11.30am	Manor Farm Academy, Lincoln

**COST:** £100 for all 3 sessions

*(Note: A brief recap of previous sessions will be provided where possible)*







- English / Writing Moderation
- Mathematics Moderation



# High Quality Moderation

'Moderation which makes a difference'

At L.E.A.D. Equate we consider moderation to be vital in ensuring that teacher assessment is accurate and in line with the National Standards and Expectations. It equally develops confidence for teachers who are new to their year group or need reassurance about the learning which is being produced by their pupils. At L.E.A.D. Equate, we are fortunate to be able to offer a range of specialists to fulfil this session with a range of expertise in relation to moderation and standards.

## Our English / Writing Moderators



**Dr Jeannie Bulman**

Dr Jeannie Bulman is the KS2 Moderation Manager and KS1 Lead Moderator for Lincolnshire. She specialises in all aspects of Primary English teaching and learning and is an experienced consultant and trainer. She will lead all moderation workshops which support teachers to validate assessment judgements, as well as identify next steps in learning – and suggest practical strategies which can be employed in order to achieve further attainment.



**Sharon Geater**

Sharon Geater is the Primary Lead Practitioner for English with LEAD Academy Trust. With over 25 years experience and previous Headship, she has worked successfully with a range of Primary schools across the country developing the Teaching and Learning of English. She has led Moderating sessions across the Trust enabling teachers to share good practice as well as providing practical advice to ensure sound evidence for confident teacher judgements.

## Our Mathematics Moderators



**Jenny Cook**

Jenny is a highly experienced Mathematics Moderator. She facilitates the dialogue during the sessions, giving an outside subjective viewpoint in line with national expectations. Jenny can give lots of advice in how to strengthen or gather any missing evidence. She has a wealth of knowledge and practical solutions, to ensure that approaches to assessment avoid any unnecessary burdens.



**Cat Stone**

Cat is the lead practitioner for maths for L.E.A.D. currently supporting maths development across the Trust schools. She has over twenty years teaching experience, over ten of which working as Maths Coordinator. Cat is a Primary Maths Specialist (MaST), a Primary Maths Mastery Specialist, Specialist Leader of Education (SLE) for maths and has NCETM accreditation as PD Lead.

## English / Writing Moderation

Class teachers are invited and encouraged to join our Moderation Workshops. Each session will include discussions around quality evidence and moderation practice. Colleagues will be able to work with others to moderate their own children's work and verify their own judgements. Participants welcome the opportunity to work with teachers from other schools to share ideas and resources.

Please select a date and location which meets your needs:

### Term 1 (September to December)

Year group	Date	Time	Location	Moderator
Year 2	18th November	9.30am-12pm	Hogarth Pavilion, Nottingham	Sharon Geator
Year 6	18th November	1pm-3.30pm	Hogarth Pavilion, Nottingham	Sharon Geator
Year 1	25th November	9.30am-12pm	Hogarth Pavilion, Nottingham	Sharon Geator
Years 3 / 4	25th November	1pm-3.30pm	Hogarth Pavilion, Nottingham	Sharon Geator
Year 2	1st December	9.30am-12pm	Manor Farm Academy, Lincoln	Jeannie Bulman
Year 6	1st December	1pm-3.30pm	Manor Farm Academy, Lincoln	Jeannie Bulman
Year 5	2nd December	9.30am-12pm	Millfield Academy, Leicester	Sharon Geator

### Term 2 (January to March 2021)

Year group	Date	Time	Location	Moderator
Year 2	13th January	9.30am-12pm	Hogarth Pavilion, Nottingham	Sharon Geator
Year 6	13th January	1pm-3.30pm	Hogarth Pavilion, Nottingham	Sharon Geator
Year 1	20th January	9.30am-12pm	Hogarth Pavilion, Nottingham	Sharon Geator
Years 3 / 4	20th January	1pm-3.30pm	Hogarth Pavilion, Nottingham	Sharon Geator
Year 5	26th January	9.30am-12pm	Charnock Hall Hub, Sheffield	Sharon Geator
Year 2	26th February	9.30am-12pm	Hogarth Pavilion, Nottingham	Jeannie Bulman
Year 6	26th February	1pm-3.30pm	Hogarth Pavilion, Nottingham	Jeannie Bulman
Years 1 / 5	1st March	9.30am-12pm	Manor Farm Academy, Lincoln	Jeannie Bulman
Years 3 / 4	1st March	1pm-3.30pm	Manor Farm Academy, Lincoln	Jeannie Bulman
Year 2	8th March	9.30am-12pm	Manor Farm Academy, Lincoln	Jeannie Bulman
Year 6	8th March	1pm-3.30pm	Manor Farm Academy, Lincoln	Jeannie Bulman

**COST:** £55 per session

## Mathematics Moderation

Again, class teachers are invited to join our Mathematics Moderation Workshops. Each session will include discussions around quality evidence and moderation practice with the support of specialists. Colleagues will be able to work with others to moderate and calibrate their own children's work and verify their own judgements. Participants welcome the opportunity to work with teachers from other schools to share ideas and resources.

### Term 1 (September to December)

Year group	Date	Time	Location	Moderator
Year 2	10th November	9.30am-12pm	Hogarth Pavilion, Nottingham	Cat Stone
Year 6	10th November	1pm-3.30pm	Hogarth Pavilion, Nottingham	Cat Stone
Year 1	11th November	9.30am-12pm	Hogarth Pavilion, Nottingham	Cat Stone
Years 3 / 4	11th November	1pm-3.30pm	Hogarth Pavilion, Nottingham	Cat Stone
Year 5	12th November	9.30am-12pm	Charnock Hall Hub, Sheffield	Cat Stone
Year 2	26th November	9.30am-12pm	Manor Farm Academy, Lincoln	Jenny Cook
Year 6	26th November	1pm-3.30pm	Manor Farm Academy, Lincoln	Jenny Cook

### Term 2 (January to March 2021)

Year group	Date	Time	Location	Moderator
Year 2	9th February	9.30am-12pm	Millfield Academy, Leicester	Cat Stone
Year 6	9th February	1pm-3.30pm	Millfield Academy, Leicester	Cat Stone
Year 5	11th February	9.30am-12pm	Charnock Hall Hub, Sheffield	Cat Stone
Year 1	22nd February	9.30am-12pm	Manor Farm Academy, Lincoln	Cat Stone
Years 3/4	22nd February	1pm-3.30pm	Manor Farm Academy, Lincoln	Cat Stone
Years 1 / 5	18th March	9.30am-12pm	Manor Farm Academy, Lincoln	Jenny Cook
Years 3 / 4	18th March	1pm-3.30pm	Manor Farm Academy, Lincoln	Jenny Cook
Year 2	23rd March	9.30am-12pm	Manor Farm Academy, Lincoln	Jenny Cook
Year 6	23rd March	1pm-3.30pm	Manor Farm Academy, Lincoln	Jenny Cook
Year 2	25th March	9.30am-12pm	Hogarth Pavilion, Nottingham	Jenny Cook
Year 6	25th March	1pm-3.30pm	Hogarth Pavilion, Nottingham	Jenny Cook

**COST:** £55 per session



- Safeguarding Conference 2021: Online Safety
- Paediatric First Aid Training
- Emergency Paediatric First Aid
- First Aid at Work
- Emergency First Aid at Work
- Team Teach
- Safer Recruitment Training
- Website Compliance



# Safeguarding Conference 2020

## ONLINE SAFETY



**Alan Mackenzie**

Online Safety Specialist

Online safety has been a passion of mine for a very long time; I love technology and the huge benefits that can be realised through global connectivity and collaboration. I'm a strong believer that online safety is an enabler, not a showstopper; it should not be a barrier to innovative use of technology. I'm a heavy user of social media, have been a gamer since my early 20's and I love YouTube. In other words, I use all the things children and young people use; I understand their online spaces, and when I'm in schools or speaking at a conference this is exactly what I'm talking about.

I strongly believe that if you educate children using the spaces they engage in, they understand more, they're more enthusiastic, they engage and therefore the likelihood of positive impact is greater.

With online safety becoming an ever increasing concern with regards to Safeguarding, we are delighted to offer current and relevant training in relation to this.

The Conference will involve:

- A full awareness of the risks to children (and staff), and the risks and liabilities to the school. How are all these risks and liabilities translated into school policy? A full understanding of what the whole school should know
- An understanding of the latest risks such as gaming, YouTube and social media which is tailored to the age of the students. This supports understanding of what risk is, what the latest research and statistics tells us and plenty of real-world examples from my talks with thousands of pupils over the years.
- How to implement a progressive curriculum which fully supports pupil awareness and development at each stage.



Date	Time	Location	COST:
19th November	9.30am-3.30pm	Nottingham Racecourse, Colwick Park, Nottingham, NG2 4BE	£75 to all £10 to Trust

# Paediatric First Aid Training



This course covers Children and Infants.

- Theory – Role and responsibility of a first aider, recording accidents, First Aid kits, consent, hygiene, assessing an incident.
- Resuscitation – Child and Infant CPR, rolling a casualty, recovery position, action for vomit, choking, defibrillation.
- Bleeding, burns, splinters, traumatic injuries, fractures, spinal injuries, head injury, eye injuries, foreign bodies
- Asthma attack, Diabetes, seizures, shock, febrile convulsions, concussion, electric shock, poisoning, anaphylaxis, Meningitis, heat and cold injuries.

2 day  
training  
course

Date	Time	Location
5th & 6th November	9am-3pm	Millfield Academy, Leicester
12th & 13th November	9am-3pm	Hogarth Pavillion, Nottingham
8th & 9th December	9am-3pm	Manor Farm Academy, Lincoln
14th & 15th January 2021	9am-3pm	Charnock Hall Hub, Sheffield

**COST:**  
£85 for 2 sessions

Attendees to bring own lunch

# Emergency Paediatric First Aid



This course covers Children and Infants.

- Theory – Role and responsibility of a first aider, recording accidents, First Aid kits, consent, hygiene, assessing an incident.
- Resuscitation – Child and Infant CPR, rolling a casualty, recovery position, action for vomit, choking, defibrillation.
- Bleeding, burns, splinters, traumatic injuries, seizures, shock.

Date	Time	Location
8th October	9am-3pm	Charnock Hall Hub, Sheffield
9th October	9am-3pm	Forest Lodge Academy, Leicester
15th October	9am-3pm	Hogarth Pavillion, Nottingham
16th October	9am-3pm	Manor Farm Academy, Lincoln
4th March 2021	9am-3pm	Hogarth Pavillion, Nottingham
11th March 2021	9am-3pm	Manor Farm Academy, Lincoln
18th March 2021	9am-3pm	Millfield Academy, Leicester
25th March 2021	9am-3pm	Charnock Hall Hub, Sheffield

1 day  
training  
course

**COST:**  
£65 for 1 session

Attendees to bring own lunch



# First Aid at Work



This course covers Adults, Children and Infants. Attendees to bring own lunch.

- Theory – Role and responsibility of a first aider, recording accidents, PTSD, First Aid kits, consent, hygiene, assessing an incident.
- Resuscitation – Adult, Child and Infant CPR, rolling a casualty, recovery position, action for vomit, secondary survey, choking, defibrillation.
- Bleeding, burns, splinters, traumatic injuries, sprains/strains, fractures, dislocations, cramp, spinal injuries, head injury, penetrating chest injuries, flail chest, eye injuries
- Heart attack, stroke, asthma attack, Diabetes, Epilepsy, seizures, shock, fainting, concussion, electric shock, poisoning, anaphylaxis

3 day  
training  
course

Date	Time	Location
16th-18th November	9am-3pm	Manor Farm Academy, Lincoln
23rd-25th November	9am-3pm	Millfield Academy, Leicester
30th Nov-2nd December	9am-3pm	Hogarth Pavillion, Nottingham
21st-23rd April 2021	9am-3pm	Charnock Hall Hub, Sheffield
28th-30th April 2021	9am-3pm	Hogarth Pavillion, Nottingham
12th-14th May 2021	9am-3pm	Manor Farm Academy, Lincoln
26th-28th May 2021	9am-3pm	Millfield Academy, Leicester

**COST:**  
£195 for 3 sessions



# Emergency First Aid at Work



This course covers Adults. Attendees to bring own lunch

- Theory – Role and responsibility of a first aider, recording accidents, PTSD, First Aid kits, consent, hygiene, assessing an incident.
- Resuscitation – Adult, rolling a casualty, recovery position, action for vomit, choking, defibrillation.
- Bleeding, burns, traumatic injuries, splinters, seizures, shock, fainting.

Date	Time	Location
25th September	9am-3pm	Millfield Academy, Leicester
30th September	9am-3pm	Charnock Hall Hub, Sheffield
1st October	9am-3pm	Manor Farm Academy, Lincoln
2nd October	9am-3pm	Hogarth Pavillion, Nottingham
29th January 2021	9am-3pm	Manor Farm Academy, Lincoln
5th February 2021	9am-3pm	Forest Lodge Academy, Leicester
12th February 2021	9am-3pm	Hogarth Pavillion, Nottingham
26th February 2021	9am-3pm	Charnock Hall Hub, Sheffield

1 day  
training  
course

**COST:**  
£65 for 1 session

# Team Teach (1 day)

Reducing risk to children, young people and adults



## Foundation 6-hour

Aimed at LOW RISK service settings (mainstream primary and secondary schools, nurseries)



This course covers:

- Personal safety
- Risk reduction strategies
- Positive handling
- Relevant documentation and legal guidance

1 day  
training  
course

Participants will receive a course workbook and certificate.  
Certification for this course is valid for 36 months.

Term	Date	Time	Location
Autumn	20th November	9am-4.30pm	Manor Farm Academy, Lincoln
	27th November	9am-4.30pm	The Pavilion, Hogarth Academy, Nottingham
Spring	5th March 2021	9am-4.30pm	Leicester (venue TBC)
	19th March 2021	9am-4.30pm	Manor Farm Academy, Lincoln
	26th March 2021	9am-4.30pm	The Pavilion, Hogarth Academy, Nottingham
Summer	25th June 2021	9am-4.30pm	Manor Farm Academy, Lincoln

**COST:** £90 Lunch included

Equate is working in partnership with Team Teach to deliver three sessions across the academic year. Places are limited so early bookings are advised.

# Team Teach (2 day)

Reducing risk to children, young people and adults



## Basic 12 hours

Aimed at medium risk service settings this course covers personal safety, risk reductions strategies, a range of positive handling and interventions, together with a focus on policy, documentation and legal guidance. Participants will receive a course workbook and certificate. Certification for this course is valid for 24 months.



### COURSE INCLUDES:

- A health and safety questionnaire, post-course evaluation and ongoing support via BeSafe and Team-Teach.
- Understanding aggression.
- The legal framework.
- Positive handling (this section includes guiding, escorting and holding in standing, sitting and kneeling positions, safety techniques will be delivered appropriate to the service group) .

2 day  
training  
course

*Participants will receive a course workbook and certificate. Certification for this course is valid for 36 months.*

*Equate is working in partnership with Team Teach to deliver a two-day basic course. Places are limited so early bookings are advised.*

Date	Time	Location
25th & 26th January 2021	9am-4.30pm	Manor Farm Academy, Lincoln

**COST:**  
£180 Lunch included



# Safer Recruitment Training



Adhering to strict safer recruitment processes is an essential component of safeguarding children. Safer recruitment helps to ensure that the people you hire to work in your educational setting are suitable for the role and match up with your expectations, attitudes and values.

This Safer Recruitment training aims to help you understand what's involved in the process from start to finish, looking at how to create an applicant information pack, how to interview candidates, how to carry out pre-appointment checks and how to ensure you're doing all that you can to find the right person for the job role.

- Developed by a qualified child protection professional
- Accredited by CPD
- On completion, a certificate will be received for compliance.

Date	Time	Location
9th February 2021	9.30am-3.30pm	Manor Farm Academy, Lincoln
24th February 2021	9.30am-3.30pm	Hogarth Pavilion, Nottingham

**COST:**  
£100 to all  
£50 to Trust



# Website Compliance



With the release of the new inspection framework, there are a number of aspects that you will have begun to implement. As part of the statutory expectations, you will be required to ensure that your website is compliant.

It is hugely important with the latest Ofsted requirements to guarantee that your website is checked and updated frequently to meet the required standards. Every year we usually see at least 2 rounds of changes to the current Ofsted requirements for school websites. Changes to requirements are usually released at the beginning of September but can also occur at any time. It is possible that a single requirement change can sometimes be missed.

As fully checking your website takes time away from day to day school life, we can support you, saving you valuable time ! We can provide a school website audit. We will thoroughly check your website against the very latest requirements and provide a detailed report with clear action points. We will check your school's website is compliant but also advise you how easy it is to access the important information needed by inspectors prior to their visit.

**COST: £90**

**Date: To suit each school's needs.**

**Please contact: [Admin@leadequatetsa.co.uk](mailto:Admin@leadequatetsa.co.uk) to arrange this on your behalf.**

# R.S.H.E. Hub

## Relationships, Sex & Health Education Training and Support



**Catherine Kirk**  
RSHE Leader

Catherine is a national R.S.H.E. Consultant with over 20 years' experience in supporting schools to develop effective R.S.H.E. policy, curriculum and practice. She has led R.S.H.E. development for two local authorities and is the founder of national RSE Day, celebrated in June each year. Catherine has experience of all aspects of R.S.H.E. provision in schools from policy development and staff training to delivery of sessions for pupils.

Catherine's work around RSE Development has received national acclaim featuring in key publications and mentioned in parliament. She has recently co-authored a primary R.S.H.E. scheme and acted as series editor of a secondary P.S.H.E. scheme for a major education publisher. Catherine regularly delivers interactive R.S.H.E. to pupils in both primary and secondary schools.

### Meet the Specialists:

Our provision is delivered by a team of specialists, who are skilled and experienced in leading R.S.H.E. in line with the new guidance.

- Antonia Webb – Primary
- Helen Boole - Primary
- Sarah Allen - Primary
- Sarah Hanquinioux - Secondary
- Aaron Bloodworth-Flatt - Special

**RSHE**  
Relationships, Sex & Health Education



### Overview/ Background/Remit

Following a rigorous application process, L.E.A.D. Equate Teaching School Alliance is delighted to be working with the DfE to deliver a package of training and support for the statutory implementation of R.S.H.E. Working in close partnership with the Flying High Trust, we aim to support Schools across the East Midlands region in developing high quality R.S.H.E. provision.

This DfE approved package of support ensures schools are compliant with the requirements of the statutory framework. The five key areas it will support are:

- Development of compliant R.S.H.E. policy and curriculum
- Successful engagement with parents
- Quality teaching of R.S.H.E.
- Confident and skilled R.S.H.E. delivery
- Effective monitoring and assessment of R.S.H.E.



## Why attend?

- Your school will receive funding from the Teaching School to attend training either online or Face to Face.
- Access to online training modules supplied by the DfE to use in your own school.
- Support in engaging with parents around RSHE
- A comprehensive audit tool to identify areas for development, action plan and track progress
- Ongoing support from an RSHE specialist teacher

If you would like to access the L.E.A.D. Equate RSHE training and support package register your interest through: [admin@equatetsa.co.uk](mailto:admin@equatetsa.co.uk)

### RSHE Training and Support

In addition to the above DfE-funded training and support package we offer the following RSHE training and support:

#### 1-hour staff meeting - £175

Ensure staff are up-to-speed with the new DfE RSHE framework and are ready and prepared to deliver effective RSHE

#### Inset - £450

Full day inset focused on effective RSHE planning and delivery.





Witham St Hughs English Hub works closely with L.E.A.D. Equate Teaching School Alliance, also designated to Witham St Hughs Academy.

No charge is made by the English Hub for their school to school support, inline with DfE policy.

Where further support is requested, that sits outside the realms of the English Hub, the Teaching School will continue to support the school and charge where appropriate.

- English Hub Showcase Events
- English Hub Audit
- Reading Conference
- Junior School Phonics Training
- Small School Phonics Training
- Ofsted – Deep Dive in Reading



# English Hubs

## Witham St Hughs English Hub

Witham St Hughs is one of 34 English Hubs that were selected for our expertise in teaching reading and to support schools in our surrounding area. Our role is to support schools to develop the Department for Education's or DfE's 3 main aims with a particular focus on the lowest 20%.

### Department for Education's or DfE's three priority areas:

1. Early language development: providing evidence-based approaches to early language development and closing the word gap in school-based early years settings.
2. Age-appropriate phonics provision: encouraging best practice in systematic synthetic phonics teaching from school-based early years provision to the end of Key Stage 1.
3. Promoting a love of reading: encouraging reading for enjoyment.

As defined by the DfE, each English Hub will:

*'...promote a love of reading and support schools across the country to provide excellent phonics and early language teaching. Literacy specialists within each hub will provide tailored support to schools. This will include running events to showcase excellent practice in teaching reading and working with local schools to develop their practice'.*

Department for Education (DfE), October 2018

Any school can engage with the Hub but priority for further support will be given to schools who meet two of the criteria for a target school (please contact us to find out if you are eligible against the criteria). Your school could be eligible for funding, up to £6000, towards vital training and resources and / or further support through one of our Literacy Specialists. We can provide a funded DfE audit to help your school with action planning.

### Contact us:

Contact us on **01522 214459**. If you would like to discuss in more detail whether engaging with the English Hub would benefit your school and to find out if you are an eligible school for funding and support.

### Website:

Find out further information and sign up to a Showcase or other events we are running.  
[Carrieanne.Nicolson@equatetsa.co.uk](mailto:Carrieanne.Nicolson@equatetsa.co.uk)

### Twitter:

Find out about current events and keep up to date with information: [@WSHEnglishHub](https://twitter.com/WSHEnglishHub)



# English Hub Showcase Events



Our English Hub DfE funded Showcase Events are half-day workshops designed to promote and share best practice in relation to the teaching of early language, reading and phonics.

As part of the morning you will have the opportunity to see high quality teaching of phonics during a learning walk, facilitated, professional discussions and hear from a range of speakers. The showcase events will consider school implications, implementation and impact as well as providing the opportunity for school leaders to find out more about the work of the English Hub and how their schools can access support, up to £6000 worth of funding and further engage.

The event is suitable for Head Teachers/Principals/Academy/School Senior Leaders and MAT Leaders. We suggest they attend with either their Reading Leader, Reception or Key Stage 1 Teacher.

There are a limited number of places at each event and some schools will be eligible to receive supply cover, please check when booking. Please contact Carrieanne Nicolson: [Carrieanne.Nicolson@equatetsa.co.uk](mailto:Carrieanne.Nicolson@equatetsa.co.uk) or call 01522 214459.

**Our feedback has been overwhelmingly positive.**

*"Fabulous Showcase. The best morning I have spent on English / phonics / vocabulary for ages!"*

*"Thank you. I feel there is support now to help us achieve our goals and vision"*

*"It's given me a lots of ideas, refreshed some things and has made me think more strategically going forwards. Thank you for an inspiring morning."*

Date	Time	Location
19th January 2021	8.45am-12.30pm	Witham St Hughs Academy, Lincoln
10th February 2021	8.45am-12.30pm	Witham St Hughs Academy, Lincoln
9th March 2021	8.45am-12.30pm	Witham St Hughs Academy, Lincoln

**COST:** Free of charge

# English Hub Audit



A full audit will focus on a school's early language and phonics provision. It is carried out by one of our experienced Literacy Specialists and will support with further action planning. Alongside the Head Teacher and Reading Leader we agree the current position of your school and what your next steps are. This could result in funding and/or further support from the English Hub.

The English Hub can provide a free audit to eligible schools. Schools need to meet 2 of the following criteria:

- Lower than average percentage of pupils meeting the expected standard in the PSC
- A higher than average proportion of children eligible for pupil premium
- Ofsted judgement of Requires Improvement or Inadequate
- Schools referred by local partners (e.g. NLEs, Opportunity Area teams)

Schools who have attended a Showcase will also be eligible for an audit.

Most audits will take a full school day and require both the Reading Leader and Head Teacher to be present. On some occasions, there may be funding for supply cover. Please enquire at the time of booking.

## COST:

£175 for half a day

Free to eligible schools

Contact Witham St Hughs English Hub: [Carrieanne.Nicolson@equatetsa.co.uk](mailto:Carrieanne.Nicolson@equatetsa.co.uk) to book a suitable date

Funded by



Department  
for Education

# English Hubs

Witham St Hughs English Hub

## Reading Conference



Hemswell Court Gainsborough DN21 5TQ

Thursday 18th March 2021 - 8.30am-4pm Coffee from 8.30am

### Guest Speakers:



**Teresa Cremin**

Professor of Education at  
The Open University  
**Reading for Pleasure**



**James Clements**

Sponsored by Oxford  
University Press - writer  
and independent adviser

**Building a Rich Reading  
Curriculum**



**Neil Griffiths**

Award winning author  
and story teller

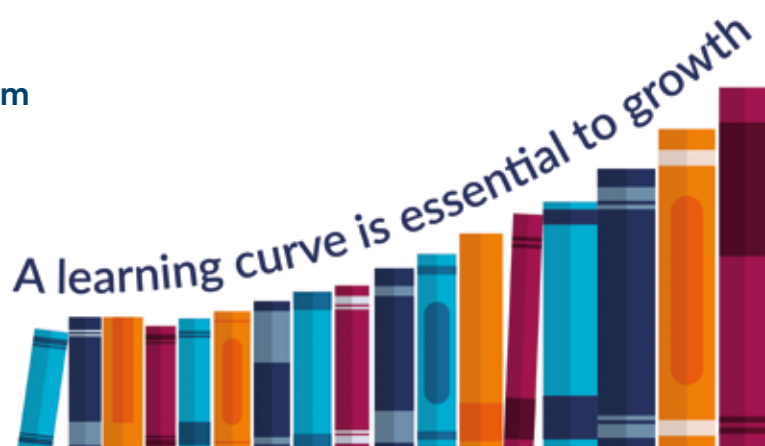
**Storytelling in the Classroom**



**Kelly Ashley**

Author of Word Power

**Improving Vocabulary  
in School**



**Tickets are £50 per person.** To book please phone or email;

Telephone: 01522 214459

Email: [Carrienne.Nicolson@equatetsa.co.uk](mailto:Carrienne.Nicolson@equatetsa.co.uk)

Twitter: @WSHEnglishHub



**L.E.A.D. Equate**

Teaching School Alliance





# Junior School Phonics Training



This course is aimed at developing KS2 teachers with an understanding of phonics and the effective skills and knowledge needed to close the gap in KS2.

Some children will require support in phonics if they are below expectations for reading and/or have not passed the KS1 phonics screening test. The embedding of phonics in KS2 can be for both reading purposes (readers below expected levels) and for spelling purposes for all the pupils.

Targeted areas include:

- Purpose and value of KS2 phonics
- Discussing the best SSP for your school
- Resources
- Assessment, targeting and tracking
- Phonics terminology and the latest guidance
- Staffing and timetabling.

Date	Time	Location
11th December	9.30am-3pm	Manor Farm Academy, Lincoln

**COST:**  
£90

# Small School Phonics Training



We recognise there are a large amount of small schools in the region and these come with their own challenges when teaching phonics. This course looks at the challenges and discusses solutions to them.

Areas covered:

- Which SSP suits your school and why?
- How to group effectively?
- Organising interventions
- Financial implications
- Staffing implications

This course will be a collaborative based discussion to enable a variety of schools to share ideas on the way they currently work. This shared information will produce a valuable collection of ideas, strategies and action plans to support schools moving forwards.

Date	Time	Location
7th December	9.30am-12pm	Manor Farm Academy, Lincoln

**COST:**  
£50

# Ofsted – Deep Dive in Reading



Following on from the success of this event in 2020 and due to the requests from schools in the South of the County, we are excited to announce that the English Hub have arranged for Her Majesty's Inspector, Kirsty Godfrey, to deliver – "Ofsted Deep Dive in Reading."

Please register your interest with [Carrieanne.Nicolson@equatetsa.co.uk](mailto:Carrieanne.Nicolson@equatetsa.co.uk)

Date	Time	Location
22nd March 2021	4pm-6.30pm	Keystone Teaching School, Bourne Westfield Academy, Bourne

**COST:**  
Free of charge





## IMPACT 2019/20

### Total for all 3 Showcases:

46 SCHOOLS  
90 DELEGATES

*"Intervention from The English Hub has played a pivotal role in the improvements made in our school. The coaching skills and encouragement have really helped both staff and children to move forwards and grow in confidence."*

How good was the quality of the Showcase Event overall?  
Rated Excellent or Good:

Event 1  
97%

Event 2  
99%

Event 3  
100%

How well was it presented/facilitated?  
Rated Excellent or Good:

Event 1  
100%

Event 2  
100%

Event 3  
100%

109 SCHOOLS  
ENGAGED

### Teach with fidelity to a SSP Programme

Before English Hub Engagement:

**78%** schools felt they needed support

Since English Hub Engagement:

**83%** have improved in this area

*"The support from our Literacy Specialist has been invaluable. Her knowledge, skills and enthusiasm have been amazing. We feel like we've been in this together and are really appreciative of The English Hub support."*

### Ensure reading is high profile

Before English Hub Engagement:

**44%** schools felt they needed support

Since English Hub Engagement:

**78%** now feel improvement in this area

*"Reading is very much a high priority within EYFS and KS1 and children love reading."*

### Ensure cumulative progression of sounds and books

Before English Hub Engagement:

**72%** schools felt they needed support

Since English Hub Engagement:

**100%** now feel improvement in this area

*"The children are becoming much more fluent with their reading, they re-read their books at home and at school to build up fluency."*

### OVERALL Impact

Since English Hub Support:

**100%** feel they have improved their phonics and reading provision

**62%** feel they have **significantly improved** their phonics and reading provision

*"The English Hub have helped us to ensure the pace and progression in Reception is good and well maintained – this reflects strong delivery."*







# ACTIVE PROGRAMMES

- About the Active Approaches
- Active English Open Morning
- Active English – Twilight Top-Up Training
- Active Number Open Morning
- Active Number – Twilight Top-Up Training
- Active Spelling Open Morning
- Development Days Linked to the Active Approaches

# About the Active Approaches



The Active Approaches are a whole-school method of the teaching and learning of different elements of the primary curriculum, namely grammar (Active English), arithmetic and number (Active Number) and spelling (Active Spelling.)

It is proven that learning gained through interacting with others, supports retention. Using images, actions and verbal reasoning the child's learning develops using a spiral approach. Mnemonics, intended to assist the memory, help to develop "mastery", providing a deepened understanding of the curriculum area.

The Active Approaches are school led initiatives which have all be developed by teachers within schools and have had proven impact within both the L.E.A.D. schools and beyond. Moreover, research has been used at every development stage of the programmes and each approach remains aligned with the latest research including the current EEF guidance reports and educational recommendations.

The approach is embedded in over 60 schools across the region and beyond with many of our schools sharing fantastic results and data with us thus demonstrating the impact it can have across a range of settings.

# Active English Open Morning

Active English is an approach for teaching grammatical understanding to primary-aged pupils.

It uses the principles of mnemonics to embed learning in an active and engaging manner, providing pupils with a deeper grasp of language that serves as a foundation for their future.

We warmly welcome you to our open morning where you will learn more about this approach and how it could benefit your school.

**This is only for schools who are currently not using the Active English approach.**

## AGENDA

- 9.15 Refreshments on arrival
- 9.30-9.50 Introduction to Active English
- 9.50-10.10 Opportunity to observe Active English (KS2)
- 10.10-10.25 Break
- 10.25-10.45 Opportunity to observe Active English (KS1)
- 10.45-11.00 Opportunity to observe Active English on the IRIS platform
- 11.00 onwards Discussion, questions and next steps



Session	Date	Time	Location
Session 1	17th September	9.15am-11am	Witham St Hughs Academy, Lincoln
Session 2	12th November	9.15am-11am	Witham St Hughs Academy, Lincoln
Session 3	28th January 2021	9.15am-11am	Witham St Hughs Academy, Lincoln
Session 4	11th March 2021	9.15am-11am	Witham St Hughs Academy, Lincoln
Session 5	6th May 2021	9.15am-11am	Witham St Hughs Academy, Lincoln
Session 6	1st July 2021	9.15am-11am	Witham St Hughs Academy, Lincoln

**COST:** Free of charge



# Active English

## Twilight Top-Up Training



- Do you have members of staff who are new to Active English?
- Do your staff members need a refresher on Active English?
- Has a member of your staff moved year group and need Active English training?

**If so, Active English Twilight Top-Up Training might be what you need!**

Active English Twilight Top-Up Training is for Active English Schools who may have employed one or two new members of staff since they have had the whole school training or returning members of staff who need refreshing on the programme.

Active English is a whole school support package for the teaching of grammar, writing and punctuation. It is largely aimed at years 1 to 4, but the elements can be used flexibly across all year groups to meet the needs of pupils. It uses the principles of mnemonics and spaced learning to embed learning in an active and engaging way, providing pupils with a deeper grasp of language that serves as a foundation for their future.

What is important, is that there is a whole-school approach, with all teachers and teaching assistants being supported to implement the programme consistently across the school.

Date	Time	Location	COST: £50
24th September	4pm-6pm	Manor Farm Academy, Lincoln	

Top-up training can be delivered as part of a personalised staff training twilight to schools who wish to retrain a large number of staff. Price dependent on the details of the training required. Contact [Admin@leadequatetsa.co.uk](mailto:Admin@leadequatetsa.co.uk) to arrange this.



# Active Number Open Morning

Active Number is a whole-school approach to the teaching and understanding of number and operations to primary aged pupils.

It uses the principles of mnemonics, intended to assist the memory, to develop "mastery", providing a deepened understanding of number and calculation using the four operations.

It is proven that learning gained by interacting with others, supports retention. Using images, actions and verbal reasoning the child's learning develops using a spiral approach. Active Number has proven impact within both the lead school and beyond and is also supported by the current EEF guidance reports.



## AGENDA

9.30	Refreshments on arrival
9.45-10.15	Introduction to Active Number
10.15-10.25	Break
10.30-10.40	Opportunity to observe Active Number (KS1)
10.45-10.55	Opportunity to observe Active Number (KS2)
11.00 onwards	Discussion, questions and next steps

Nick Gibb MP, Minister for State for School Standards, on praising how 2018 maths assessments showed that...

*"Following the use of Active Mathematics from Years One to Five within our setting, 100% of pupils reached or exceeded the expected standard by the end of Key Stage 2 in 2018."*

Session	Date	Time	Location
Session 1	6th October	9.30am-11am	Witham St Hughs Academy, Lincoln
Session 2	12th January 2021	9.30am-11am	Witham St Hughs Academy, Lincoln
Session 3	23rd March 2021	9.30am-11am	Witham St Hughs Academy, Lincoln
Session 4	8th June 2021	9.30am-11am	Witham St Hughs Academy, Lincoln

**COST:** Free of charge

# Active Number

## Twilight Top-Up Training



- Do you have members of staff who are new to Active Number?
- Do your staff members need a refresher on Active Number?
- Has a member of your staff moved year group and need Active Number training?

**If so, Active Number Twilight Top-Up Training might be what you need!**

Active Number Twilight Top-Up Training is for Active Number Schools who may have employed one or two new members of staff since they have had the whole school Training or returning members of staff who need refreshing on the programme.

Active Number is a whole-school approach to the teaching and understanding of number and operations to primary aged pupils. It uses the principles of mnemonics, intended to assist the memory, to develop "mastery", providing a deepened understanding of number and calculation using the four operations. It uses the principles of mnemonics and spaced learning to embed learning in an active and engaging way, providing pupils with a deeper grasp of number that serves as a foundation for their future.

What is important, is that there is a whole-school approach, with all teachers and teaching assistants being supported to implement the programme consistently across the school.

Date	Time	Location	COST: £50
20th October	4pm-6pm	Manor Farm Academy, Lincoln	

Top-up training can be delivered as part of a personalised staff training twilight to schools who wish to retrain a large number of staff. Price dependent on the details of the training required.

# Active Spelling Open Morning

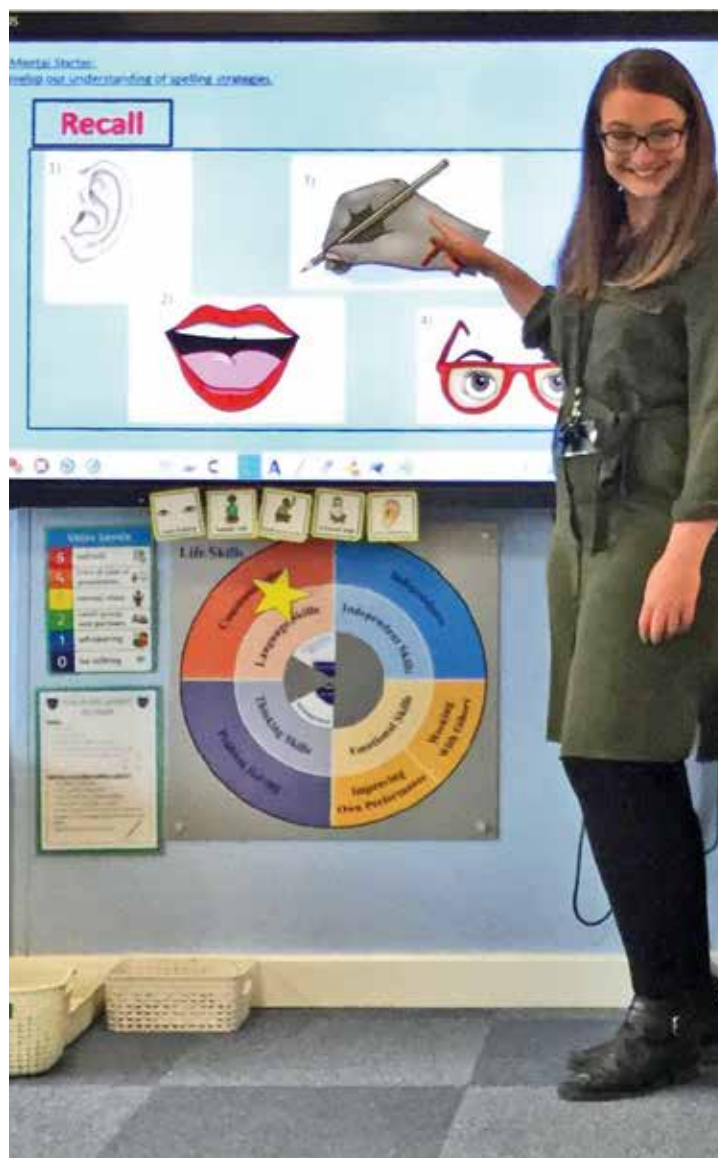
Much like the already well established Active English and Active Number approaches, Active Spelling embeds learning in an active and engaging way, providing pupils with a deeper grasp of spelling and vocabulary that serves as a foundation for their future.

As the children progress through the school, there will be a gradual release of responsibility as the pupils will be taught how to self-select which approach they will employ to aid them with their learning of a spelling, creating independent and confident spellers.

We warmly welcome you to our open morning where you will learn more about this approach and how it could benefit your school.

## AGENDA

9.15	Refreshments on arrival
9.45-10.15	Introduction to Active Number
10.15-10.25	Break
10.30-10.40	Opportunity to observe Active Spelling
10.40 onwards	Discussion, questions and next steps



Session	Date	Time	Location
Session 1	30th September	9.15am-11am	Manor Farm Academy, Lincoln
Session 2	4th November	9.15am-11am	Manor Farm Academy, Lincoln
Session 3	20th January 2021	9.15am-11am	Manor Farm Academy, Lincoln
Session 4	3rd March 2021	9.15am-11am	Manor Farm Academy, Lincoln
Session 5	19th May 2021	9.15am-11am	Manor Farm Academy, Lincoln
Session 6	30th June 2021	9.15am-11am	Manor Farm Academy, Lincoln

**COST:** Free of charge

# Development Days linked to the Active Approaches



Have you already established an Active Approach in your setting?

With all of the Active Approaches, it is important that there is a whole-school approach, with all teachers and teaching assistants being supported to implement the programme consistently across the school. For this reason we are offering a development package to help you ensure that all of your staff are delivering the best possible teaching.

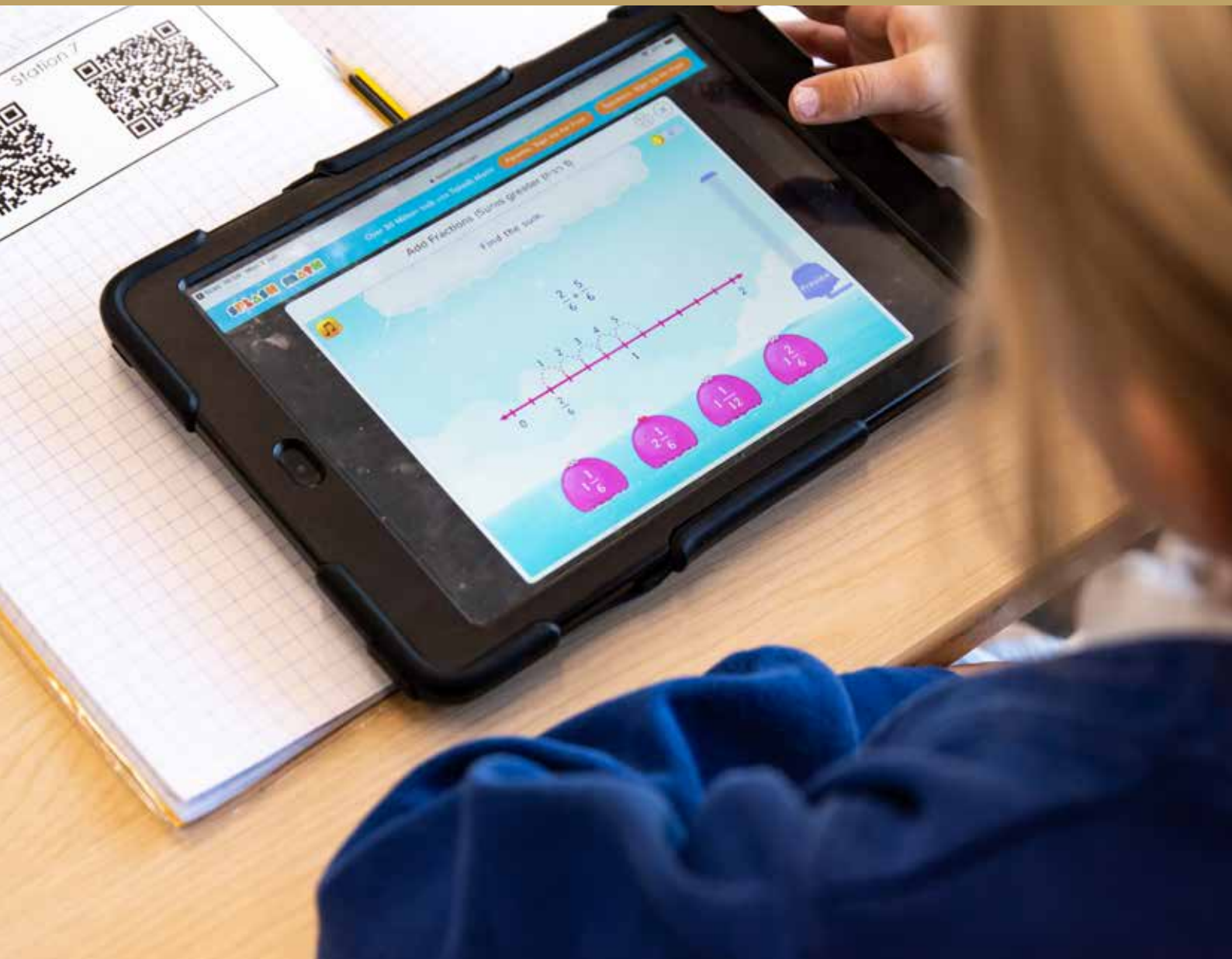
This support can include:

- Quality assurance of observations, discussions with the pupils and adults and/or a book look.
- Additional staff training either for whole school or tailored to the need of support staff, 1:1 or specific year groups or experience levels
- Support for the subject leader in the development of the teaching and learning of the specific subject area.

Please contact [admin@equatetsa.co.uk](mailto:admin@equatetsa.co.uk) for more information

**COST:** Dependent on the details of the offer selected





# EARLY CAREERS

- L.E.A.D. Equate NQT
- LTSA SCITT
- ITT with LTSA SCITT
- ITT with Nottingham University
- ITT Enrichment Programme L.E.A.D. Academy Trust

# NQT Offer 2020-2021



## NQT Statutory Formal Induction

L.E.A.D. Equate is a designated Appropriate Body for the formal induction of NQTs. As a registered body, we will undertake all statutory duties, including the NQT's registration with the TRA. We can offer this for Primary, Secondary and Special Schools and Academies. As an Appropriate Body, we have the main quality assurance role within the induction process, ensuring schools provide adequate support for their NQTs and that assessment is fair and consistent across institutions. The relevant statutory guidance can be found at [www.gov.uk/government/publications/induction-for-newly-qualified-teachers-nqts](http://www.gov.uk/government/publications/induction-for-newly-qualified-teachers-nqts). A NQT cannot start statutory induction until their Appropriate Body has been agreed and the relevant registration paperwork submitted. Schools may work with the Appropriate Body of their choice. Induction cannot be backdated.

## Provision Summary

- registration of the NQT with the TRA through the L.E.A.D. Equate TSA Registration form and updates to the TRA, as required by them
- advice and support in undertaking induction duties and activities
- induction training for the NQT
- induction training for both experienced and in-experienced Induction Tutor/s
- provision of all paperwork for monitoring, supporting and recording of outcomes;
- electronic forms for both the NQT and Induction Tutor
- monitoring of progress of the NQT through a process of Quality Assurance of termly assessment and monitoring reports
- email and telephone support for NQTs, Headteachers and Induction Tutors and assistance in planning additional targeted support and intervention, including on-site visits, where an NQT's progress is causing concern
- email prompts for key actions and deadlines
- opportunities to build networks
- Quality Assurance of 10% of NQTs
- reporting to TRA on progress and final outcome of the NQT induction year
- access to a wide range of CPD sessions in line with the impending Early Careers Framework (ECF)

## ONLINE TRAINING

	Lincolnshire NQTs	L.E.A.D. Academy Trust NQTs (Nottingham/Sheffield/ Derby/Leicester)
<b>NQT Statutory Induction</b>  This training aims to cover the statutory information that is needed to be known about the NQT induction period and key deadlines to be met. It will review the relevant paperwork to be used throughout the NQT induction period and develop an understanding of all parties' roles and responsibilities. There will be a focus on the following: <ul style="list-style-type: none"> <li>Professional Behaviours</li> <li>Managing Workload</li> <li>Effective Communications</li> <li>Building resilience</li> </ul> The named contact from the AB will be able to answer any questions or concerns an NQT may have.	<b>10th September</b> <b>10am-3pm</b>	<b>16th October</b> <b>10am-3pm</b>
<b>Induction for Experienced Induction Tutors</b>  This training is to provide information about the NQT induction period, inclusive of an update on the Early Careers Framework and key deadlines to be met. It will review what is needed to be known about the NQT induction period and key deadlines to be met. It will review the relevant paperwork to be used throughout the NQT induction period and clarify an understanding of all parties' roles and responsibilities. It aims to identify the skills of an effective Induction Tutor and explore the roles of mentor and coach.  It will also highlight the steps needed the event of an NQT failing to meet the Teachers' Standards / if an NQT leaves the educational establishment employed in.	<b>9th September</b> <b>9am-10am</b>	<b>17th September</b> <b>9am-10am</b>
<b>Induction for In-experienced Induction Tutors</b>  This training is to provide information about the NQT induction period, inclusive of an update on the Early Careers Framework and key deadlines to be met. It will review what is needed to be known about the NQT induction period and key deadlines to be met. It will review the relevant paperwork to be used throughout the NQT induction period and develop an understanding of all parties' roles and responsibilities. It will also highlight the steps needed the event of an NQT failing to meet the Teachers' Standards / if an NQT leaves the educational establishment employed in.	<b>15th September</b> <b>1pm-3pm</b>	<b>17th September</b> <b>1pm-3pm</b>

We are passionate about supporting our both our NQTs and RQTS which we will call our Early Career Teachers (ECTs) so this year we have adapted our NQT support package to incorporate the areas outlined in the Early Career Framework (ECF) that is due to begin early rollout in opportunity areas in September 2020. National rollout will take place from September 2021 and will include a 2-year development support programme for all NQTs in England. This will affect NQTs who will start their induction from September 2021. All of our CPD sessions will incorporate the standards as set out in the ECF. More information on this can be found on [www.gov.uk/government/publications/supporting-early-career-teachers/rollout-of-early-career-framework-support-package](https://www.gov.uk/government/publications/supporting-early-career-teachers/rollout-of-early-career-framework-support-package).

## ECF CPD Support Package

The CPD is based upon a bespoke menu to choose from underpinned by the ECF, reflections and evaluations from previous years' cohort. These sessions are suitable for an Early Careers Teacher (ECT) in both their first and second year of their teaching career.

As a result of the Covid-19 pandemic we have planned for all ECF CPD for term 1 2020-2021 to be delivered remotely until further notice. The sessions will take place via Zoom on Wednesday afternoon of each week and recorded to enable those that struggle to access the sessions live with an opportunity to access when appropriate. The sessions will be accompanied with an opportunity to submit questions both before and during the session and will be followed up with further reading to allow delegates to enhance their learning. If restrictions are lifted sooner than January 2021 we will endeavour to return to face to face sessions as soon as possible.

From January 2021, we have planned to return to face to face sessions delivered by providers in schools across the county to enable NQTs, and others that have booked onto training, to visit other schools to share good practice and glean ideas from settings different to their own. These sessions will continue to take place on a Wednesday afternoon. There will be 'teaching takeaways' set for those trainees who wish to develop the learning further and embed the training into their own practice. The 'teaching takeaways' will be revisited at future sessions where delegates can share their success and voice any challenges they faced with the group so as to arrive at possible solutions together. There will be a named contact from the Appropriate Body at all sessions who will be on hand to answer any questions surrounding statutory induction.

## ONLINE TRAINING

Autumn Term Online CPD Sessions	Date	Time
<b>Promoting positive behaviour for learning</b> This training aims to explore what underpins key positive behaviour for learning within the classroom environment underpinned by research and refined practice.	23rd September	2pm-4pm
<b>Assessment for learning and effective feedback in Key Stages 1 and 2</b> This training aims to better the understanding of assessment strategies and explore practical approaches which can be used within the classroom focusing on questioning, feedback, peer assessment and self-assessment.	30th September	2pm-4pm
<b>Assessment in EYFS</b> This training aims to explore best practice assessment procedures that support and enhance practice in the Early Years Foundation Stage from an experienced EYFS practitioner.	7th October	2pm-4pm
<b>High aspirations for all with a Teaching &amp; Learning focus</b> This training looks at how to embed skills aimed at enhancing the quality of Teaching and Learning for ECTs in all phases. It is fundamentally aimed at ensuring that staff are armed with a 'toolkit' of high impact strategies to further develop, improve and embed essential teaching skills.	14th October	2pm-4pm
<b>Supporting pupils with SEND</b> This training will unpick SEND needs within the classroom and focus on best support from an experienced SENDCo. There will be a focus on autism.	4th November	2pm-4pm
<b>Developing an enabling Learning Environment</b> This training is to support teachers with developing an environment which provides a rich, varied and safe space in which children can learn.	11th November	2pm-4pm
<b>Mastering Maths in Key Stage 1 and 2</b> This training will clarify the meaning of mastery in mathematics. It will identify the teaching strategies required to support this including lesson design, use of resources and support for pupils.	18th November	2pm-4pm



## FACE TO FACE TRAINING SPRING TERM

Spring Term Face-to-face Sessions	Lincolnshire NQTs*	L.E.A.D. Academy Trust NQTs**
<p>*Sessions will be delivered in our alliance schools across Lincoln/Lincolnshire</p> <p>**Sessions will be delivered in Nottingham, predominantly</p>		
<p><b>Progression in Primary Science with a focus on working scientifically</b></p> <p>This training will give teachers the opportunity to look at intended progression throughout the 'Working Scientifically' strand of the Primary Science Curriculum.</p>	13th January 2021 1pm-4pm	13th January 2021 1pm-4pm
<p><b>Teaching of Reading / Teaching of Writing</b></p> <p>The guided reading training aims to develop an understanding of the strategies and skills needed for pupils to understand and enjoy their reading through considering the range of models for guided reading and how they can be used effectively to meet learners' needs across KS1 and KS2.</p> <p>The guided writing training will consider the teacher's role in pupils when composing and planning writing, using resources and information and monitoring writing as it is constructed. It will also look at supporting pupils' next steps in their writing.</p>	20th January 2021 1pm-4pm	17th March 2021 1pm-4pm
<p><b>Oracy</b></p> <p>This training is designed to impact upon high quality 'talk' and therefore outcomes in all areas of the Curriculum.</p>	10th March 2021 1pm-4pm	3rd February 2021 1pm-4pm
<p><b>An Introduction to Subject Leadership</b></p> <p>This training will look at the role of the subject leader in ensuring that the knowledge and skills that are specific to the subject are taught expertly, thoroughly and deeply.</p>	21st April 2021 1pm-4pm	21st April 2021 1pm-4pm
<p><b>Life/Work balance and keeping current</b></p> <p>This sessions aims to explore how to achieve an improved life/work balance and tips and recommendations for remaining current on the educational agenda.</p>	16th June 2021 1pm-4pm	23rd June 2021 1pm-4pm

## Pricing

The basic package is in line with LTT (Lincolnshire Teaching Schools Together) offer at £300 +VAT. Please get in touch with [stacey@equatetsa.co.uk](mailto:stacey@equatetsa.co.uk) to discuss pricing for shorter periods of induction/ individual assessment review points. The statutory induction price includes the cost of the formal induction training for both the NQT and the Induction Tutor.

L.E.A.D. Equate continues to work with The Chartered College of Teaching (CCT) on their Appropriate Body roll out and can facilitate the process of your NQT becoming a member of The College through a group membership for a cost of £22.50 per NQT for the year. For more information about what membership can offer, go to [chartered.college/join/#nqt-membership](https://chartered.college/join/#nqt-membership)

CHARTERED  
COLLEGE OF  
TEACHING

### Bronze £295

This package includes access to 4 of the 12 sessions.

Statutory Induction + Bronze Package + CCT Membership is a total of £595 +VAT

### Silver £595

This package includes access to 8 of the 12 sessions.

Statutory Induction + Silver Package + CCT Membership is a total of £895 +VAT

### Gold £895

This package includes access to all sessions.

Statutory Induction + Gold Package + CCT Membership is a total of £1195 +VAT

Individual CPD sessions to meet ECTs needs can be accessed at a cost of £85 +VAT per session.



# Train to Teach

Primary and Secondary  
Teacher Training in Lincolnshire

*"Highly recommend training with LTSA SCITT. All things considered, it was a huge decision to change career and train to be a primary school teacher but honestly it is the best decision I've ever made! Amazing schools, training, mentors and teacher friends to keep you going!"*

(Primary SCITT trainee)



**TRAIN TO TEACH WITH  
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TEACHING SCHOOL ALLIANCE  
SCITT**

Working in partnership across Lincolnshire to deliver  
high quality school-based teacher training



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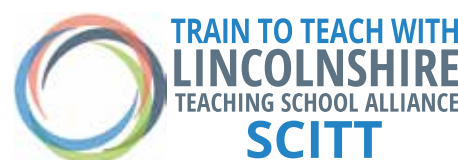
T: 01522 889297 @LtsaSCITT  
E: [scittenquiries@lincstsa.co.uk](mailto:scittenquiries@lincstsa.co.uk)

[www.lincolnshiresa.co.uk](http://www.lincolnshiresa.co.uk)

# Train to Teach

## Primary and Secondary Teacher Training in Lincolnshire

L.E.A.D. Equate TSA works in close partnership with LTSA to deliver high quality teacher training across Lincolnshire.



The Primary programme offers:

- Qualified Teacher Status (QTS), with PGCE awarded in partnership with the University of Lincoln
- Dedicated hub and central team support to meet individual training needs
- School-based training by experienced professionals
- Weekly training programme (1 day per week) jointly delivered by schools-based and university professionals
- Four days training in the host school with an allocated school-based mentor
- Second school experience during the training year

**Would you like to host a SCITT trainee for the academic year 2021-2022?**

**Unsure as to whether to offer a salaried or fee-paying trainee?**

Salaried Trainee	Fee-Paying
<p>If a school were to offer a salaried position, any additional salary, in addition to the basic training fee, is at the discretion of the Headteacher within the host school and is mutually agreed by both parties, in line with the unqualified teacher pay scale.</p> <p>A proportion of the course/tuition fees would be covered by the DfE School Direct salaried funding. The money would initially come from the school to pay LTSA for the tuition fees three times over the course of the year (25% in both the autumn and spring term and then the final 50% in the summer term) however schools receive this money back in forms of a grant in three instalments: Autumn, Spring and Summer. The tuition fees for the academic year 2021-2022 have yet to be confirmed but for 2020-2021 are £9250. The School Direct Salaried funding has not been released for 2021-2022, but for 2020-2021 is £9 000.</p>	<p>If a school was to offer a place for a fee-paying trainee, there would be no cost to the school. The trainee would be responsible for their course fees. The trainee would access the same programme with the support in school from a school-based mentor.</p>
Regardless of which route a trainee takes, they follow the same programme.	

If you are interested in hosting either a salaried or fee-paying trainee for the academic year 2021-2022, please contact Stacey Williams: [stacey@equatetsa.co.uk](mailto:stacey@equatetsa.co.uk) or 01522 214459

# Train to Teach

## Primary Teacher Training in Nottingham

L.E.A.D. Equate TSA offers initial teacher training, in partnership with the University of Nottingham for the Primary Phase across our L.E.A.D. Academy Trust Schools in the city of Nottingham.



The Primary programme offers:

- Qualified Teacher Status (QTS), with PGCE awarded in partnership with the University of Nottingham
- Up to 60 Master's credits (towards a 180 credit MA Education degree)
- School-based training by experienced professionals
- Weekly training programme (1 day per week) delivered at the university
- Four days training in the host school with an allocated school-based mentor
- Second school experience during the training year

### Would you like to host a Schools Direct trainee for the academic year 2021-2022?

#### What does it involve?

A trainee will be placed in school within our Alliance Academy Trust schools and follow that school's calendar, working in the school for four days per week. They will also follow the timetable at the University of Nottingham, which includes attending the University each Friday. In addition, trainee teachers within our Alliance Academy Trust schools access our L.E.A.D. Equate Enrichment Programme for one afternoon session each half term alongside their school based mentors which enables dedicated and protected time for invaluable discussions and reflections, learning from experienced practitioners beginning their teacher training in L.E.A.D. Academy Trust schools.

If you are interested in hosting a Schools Direct trainee for the academic year 2021-2022, please contact Stacey Williams: [stacey@equatetsa.co.uk](mailto:stacey@equatetsa.co.uk)



# ITT Enrichment programme

## For Nottingham based ITT trainees

This programme is a requirement for any L.E.A.D. Equate trainees who are on Schools Direct with Nottingham University. It is an expectation that schools release their trainee and their mentor to attend the required sessions. Mentors are expected to attend the twilight mentor training at Nottingham University.

Date/Time/Venue	Title	Aimed at	Intent	Led by
30th September 9.15am-2.30pm Hogarth Pavilion	<b>Safeguarding training</b>	Trainees	A session to ensure that all trainees understand how to keep children safe in education.	Becky Hyder
7th October 1.45pm-4pm 4pm-5pm Mentor Training Huntingdon	<b>How to start the year in a L.E.A.D. school</b>	Trainees and Mentors	A collaborative session that allows trainees to share their 'noticings' in how each L.E.A.D. school has effectively started their academic year. This session is an opportunity to explore teaching and learning. There will be an opportunity for both trainees and mentors to observe practice and unpick what makes effective teaching and learning.	Rebecca Riley
18th November 1.45pm-4pm 4pm-5pm Mentor Training Huntingdon	<b>Pre emption</b>	Trainees and Mentors	This session enables trainees to take their initial steps into effective behaviour management. The session explores how to pre-empt situations and then take steps in planning and lesson delivery that will enable effective teaching and learning to take place.	Rebecca Riley
20th November 2pm-3pm Hogarth Pavilion	<b>Intro to Research</b>	Trainees	Teachers as Researchers	Rebecca Riley
6th January 2021 1.45pm-4pm 4pm-5pm Mentor Training Venue: TBC	<b>Conflict Resolution</b>	Trainees and Mentors	This session follows on from pre-emption and is designed to support trainees to develop a bank of strategies for how to resolve conflict effectively. The session covers resolving and diffusing conflict with both children and parents.	Rebecca Riley
24th February 2021 1.45pm-4pm 4pm-5pm Mentor Training Huntingdon	<b>Communication and Language- an introduction to racy</b>	Trainees and Mentors	This session is delivered by our National Leader of Oracy and is an introduction into how to plan lesson delivery to enable children opportunities to develop their oracy skills. This session will give the trainees practical strategies and resources.	Becki Want
5th May 2021 1.45pm-4pm 4pm-5pm Mentor Training Venue: TBC	<b>Parent and Community Engagement</b>	Trainees and Mentors	A chance for our trainees to think and reflect into how to build relationships with parents and the community. This session will provide the opportunity for trainees to hear from parents about how teachers make effective partnerships with them and what matters to them.	Rebecca Riley
9th June 2021 1.45pm-4pm 4pm-5pm Mentor Training Venue: TBC	<b>Resilience and Teacher Identity</b>	Trainees and Mentors	In this session trainees will explore how to develop resilience and well-being in the profession and what that means to them and to L.E.A.D.	Rebecca Riley
7th July 2021 1pm-4pm Hogarth Pavilion	<b>Research sharing event</b>	Trainees, Heads, Mentors and Coordinators for next cohort	Trainees share their research with one another and with their mentors and head teachers/ coordinators.	Rebecca Riley
14th July 2021 3pm-4pm Hogarth Pavilion	<b>Introduction for cohort 2021/2022</b>	Trainees, Heads, Mentors and Coordinators for next cohort	Trainees and mentors and head teachers get to meet one another. An opportunity for the cohort of 2020/2021 to meet previous year ITT trainee. There is also a university presence at this session to explain the partnership between school and university.	Rebecca Riley



# Bespoke Staff Meeting / Twilights / Working with Staff

on a 1:1 Bespoke Basis

Within your School or Academy, there are numerous aspects which may be identified within a Strategic Plan at any given point in time. Equally throughout an academic year, further elements for development may be identified.

Strategically developing or enhancing these elements to ultimately impact upon pupil outcomes can be challenging and can sometimes require further, external support.



To support your School or Academy needs in a bespoke way, an SLE can have a significant impact.

An SLE can:

- Offer Staff meeting or twilight sessions which are bespoke to your needs
- Work alongside a class teacher to develop a set of skills and/or knowledge
- Work alongside a leader to develop a set of skills and/or knowledge to drive improvement in their specialist area
- Work alongside a leader to develop frameworks/ policies
- Auditing needs/ monitoring to support the aspect for improvement
- Anything else which is bespoke to the individual setting

Please see the range of specialists below to select an area for support and do not hesitate to contact **Amanda@leadequatetsa.co.uk** or **Lisa@equatetsa.co.uk**



## English SLEs



**Amala  
Gibson-Smith**  
English - EYFS



**Aimee Riley**  
English



**Andy Bell**  
English



**Donna Cavill**  
Phonics



**Emily Broadly**  
English



**Emma Bradley**  
English/Phonics



**Emma Jefferson**  
English



**Ginny Jarish**  
English



**James Durkan**  
English



**Laura Douglas**  
English



**Laura Madoox**  
Phonics



**Laura Thwaites**  
English



**Lisa Giles**  
Phonics



**Lizzie Barnes**  
English/Grammar



**Lucy Wilson**  
English



**Lyndsey Done**  
English



**Maxine Newbould**  
English/Phonics



**Rebecca Want**  
Reading/Phonics/Oracy



**Sandy Khanna**  
Phonics



**Sarah Bell**  
English



**Sarah Tozer**  
Phonics



**Sophie Hirst**  
English



**Susanna  
Craddock**  
Phonics



**Zara Thorpe**  
Phonics



## Maths SLEs



**Amala  
Gibson-Smith**  
Maths



**Aimee Riley**  
Maths



**Angela Parry**  
Maths



**Benjamin Wray**  
Maths



**Claire Shearer**  
Maths



**Ginny Jarish**  
Maths



**Hannah Smith**  
Maths



**Hazel Vaughan**  
Maths



**Katherine Brown**  
Maths



**Laura Thwaites**  
Maths



**Louise Walker**  
Maths



**Michael Sharpe**  
Maths



**Rachel Eastham**  
Maths



**Tom Hill**  
Maths

## Curriculum SLEs



**Benjamin Wray**  
Curriculum



**Donna Cavill**  
Curriculum



**Emma Jefferson**  
Curriculum



**Laura Douglas**  
Curriculum



**Louise Nicholson**  
Curriculum



**Tim Head**  
Curriculum



**Tom Hill**  
Curriculum

## Teaching and Learning SLEs



**Aimee Riley**

Teaching & Learning



**Andy Bell**

Teaching & Learning



**Emily Broadly**

Teaching & Learning



**Emily Mayer**

Teaching & Learning



**Lynne Rocks**

Teaching & Learning

## Early Years SLE's



**Amala  
Gibson-Smith**

Early Years



**Donna Cavill**

Early Years



**Donna Woodcock**

Early Years



**Gemma Curtis**

Early Years



**Natalie Jones**

Early Years



**Sandy Khanna**

Early Years Moderation/  
phonics



**Shelley Meer**

Early Years



**Susanna Craddock**

Early Years



**Vicky Cook**

Early Years



**Victoria Maycock**

Early Years

## Assessment SLE's



**Aimee Riley**

Assessment



**Benjamin Wray**

Assessment



**Craig Cosgrove**

Assessment



**Emily Mayer**

Assessment



**Emma Jefferson**

Assessment



**Jane Down**

Assessment



**Tim Head**

Assessment



**Tom Hill**

Assessment

## ITT/NQT SLE's



**David Summersall**  
ITT



**Donna Cavill**  
ITT / NQT



**Gemma Curtis**  
ITT / NQT



**Ginny Jarish**  
ITT



**Hazel Vaughan**  
ITT Mentoring



**James Durkham**  
ITT / NQT



**Jane Down**  
ITT / NQT



**Laura Maddox**  
ITT



**Laura Thwaites**  
ITT



**Lisa Giles**  
ITT



**Louise Nicholson**  
ITT / NQT



**Lucy Wilson**  
ITT / NQT



**Mark Ames**  
ITT / NQT



**Natalie Jones**  
ITT / NQT



**Rachel Eastham**  
ITT / NQT



**Rebecca Riley**  
ITT



**Sarah Tozer**  
ITT / NQT



**Tom Hill**  
ITT / NQT



**Emily Mayer**  
NQT

## Closing the Gap/Most Able SLE's



**Angela Parry**  
Closing the gap



**David Summersall**  
Closing the gap



**Claire Shearer**  
Closing the gap



**Ginny Jarish**  
Closing the gap



## Behaviour SLE's



**Eleanor Shaw**

Behaviour



**Ginny Jarish**

Behaviour



**James Durkan**

Behaviour



**Lisa Giles**

Behaviour



**Rebecca Riley**

Behaviour



**Tom Hill**

Behaviour

## Phase/Year Group /Leadership SLE's



**Amanda Talbot**

TA leadership



**Eleanor Shaw**

Upper Ks2



**Emma Bradley**

Deputy Head



**Emma Jefferson**

Year 6/KS2 Lead



**Hannah Smith**

Year 2



**Louise Walker**

Year One/Phonics



**Louise Wraight**

Year 6



**Rachel Eastham**

Year 6



**Rachel Bray**

Ks2



**Rebecca Riley**

Coaching /CPD/  
Senior Leadership/  
Curriculum



**Rebecca Want**

Senior Leadership



## Foundation Subject SLE's



**Amanda Talbot**

Art leadership



**Benjamin Buxton**

History Leadership



**Craig Cosgrove**

ICT / PE



**David Summersall**

Science



**Emma Bradley**

Science



**James Durkan**

Computing



**Laura Douglas**

Science



**Lisa Giles**

PSHE / RSHE



**Louise Nicholson**

Science



**Rachel Bray**

Science



**Sarah Tozer**

PE



**Tim Head**

Computing



**Tom Hill**

PE



**Vinny Jagatia**

Computing

## Attendance / SEND



**Emily Mayer**

SEND



**Katy Aggus**

SEND



**Shelley Meer**

Attendance

## Other



**Alistair Mann**

School Business  
Manager

# STAY CONNECTED



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English Hub enquiries:

Amy Wells (Leader): [AmyWells@leadequatetsa.co.uk](mailto:AmyWells@leadequatetsa.co.uk)

Carrieanne Nicolson (Admin/Coordinator): [Carrieanne.nicolson@equatetsa.co.uk](mailto:Carrieanne.nicolson@equatetsa.co.uk)

Finance enquiries: [Finance@equatetsa.co.uk](mailto:Finance@equatetsa.co.uk)

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