



L.E.A.D. Equate



'Working together to
L.E.A.D. the highest
outcomes for all'

TRUST NEWS No.18
September 2023



SEPTEMBER NEWS...

The L.E.A.D. Equate team hope that you have had a fantastic start to the new academic year.

Whilst we sincerely hope that you managed to enjoy a well-deserved summer break, we are keen to share the September newsletter with you and we urge you to disseminate aspects of this with the wider staff team where appropriate. We are excited to celebrate so many opportunities for classroom support staff, non-classroom support staff, teachers, and leaders across the trust via our CPD offer for 2023-24.



TO VIEW
CLICK
HERE

The 2023/24 Brochure is here!

At the end of the Summer Term, a hard copy of the 2023-24 L.E.A.D. Equate CPD brochure was sent to every trust school. This should have arrived by now but please do not hesitate to inform us at admin@leadtshub.co.uk if this is not with you. Alternatively, please find an electronic copy of the brochure [here](#).

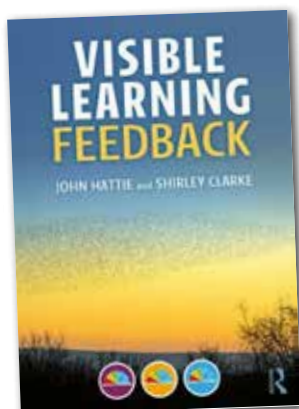
We also have a STEM CPD brochure that signposts free CPD available through our STEM Learning Enthuse Partnership [here](#).



TO VIEW
CLICK
HERE

Formative Assessment

Based on feedback from trust directors and headteachers, the L.E.A.D. Equate team has put together a series of events focused on formative assessment. This series kicks off with an incredible opportunity to learn from international renowned expert, Shirley Clarke, who co-authored *Visible Learning: Feedback* with Professor John Hattie in 2018.



This online event will take place on **Wednesday 27th September** from 9.30am-12.30pm. Each ticket costs just £65 per person, representing a significant saving on the usual cost of CPD with Shirley (£205 per person for her 2023 Formative Assessment event). You can book tickets for yourself or your colleagues [here](#) using the code LEADTSHUB to pay through your L.E.A.D. Equate CPD budget.

You can find out more about the other events in the formative assessment series in this video:



National College

Spotlight

As we welcome new pupils to our school communities this month, we want to shine a spotlight on a motivational webinar from inspirational Headteacher Matthew Burton. Many of us will remember Matt's commitment to helping his student, Musharaf, to overcome his stammer for a speaking and listening assessment, featured in the BBC's *Educating Yorkshire* documentary series. In this National College Webinar, Matt reminds us of the 'power of teaching'.



Statutory Training Update

Thank you so much to everyone who logged issues with the National College's whole-school, statutory training offer by Wednesday 6th September. As outlined in my email to headteachers on Monday 4th September 2023, work is underway to resolve these. We would like to apologise again for any inconvenience.

CPD for Teaching Assistants

Based on feedback from headteachers and senior leaders across the trust, we are delighted to offer a suite of online CPD sessions for teaching assistants across the 2023-24 academic year. The price per person for each session is just £15, providing a cost-effective way to develop and inspire classroom-based support staff across the 2023-24 academic year. Colleagues can take a 'pick and mix' approach by booking places on just those sessions that tie to their interests or, alternatively, can book a place [here](#) on the full programme (11 sessions).

The first session takes place online on **Friday 22nd September 2023** from 9.15am-10.45am, focusing on 'high quality teaching'. Tickets are available [here](#).

The second session will take place online on **Tuesday 3rd October 2023** from 9.15am-10.45am, focusing on 'adaptive teaching'. Tickets are available [here](#).

For further details of the other sessions on offer, please see pages 60-69 of the L.E.A.D. Equate CPD Brochure.

Leadership Development Group: Science

For 2023-24, the trust will hold three face-to-face, full day sessions for Science Leads at the Pavilion in Nottingham. These will be hosted by Nicola Beverley and will take place on:

**Tuesday 14th
November 2023**

**Tuesday 12th
March 2024**

**Tuesday 21st
May 2024**

All sessions will run from 9.30am - 3.30pm

CLICK TO
BOOK

CPD for all

We have several high-quality CPD sessions on offer this year that address key areas related to the work of:

- Office-based colleagues
- Non-classroom based support staff
- Senior and middle leaders (including School Business Professionals)

The first session focuses on 'Customer Service Excellence in Schools' and will take place online on **Monday 13th November 2023** from 9am-4.30pm.

CLICK TO
BOOK

The Lincolnshire Leadership Conference: Leading in Post Covid Times



Headteachers and senior leaders across L.E.A.D. Academy Trust are warmly invited to take part in Lincolnshire's Leadership Conference.

The event features nationally renowned speakers with expertise across a range of relevant areas.

You can book your tickets here

CLICK TO BOOK



We will be welcoming **Jaz Ampaw-Farr**, a national speaker with a background in education who has featured on the apprentice and won Speaker of the Year previously.

Why not view one of her TED talks to get a flavour of her content?



The workshops will equally welcome a range of speakers who we have been selected in response to your feedback. These include secondary leaders, small school leaders and national leaders who have led schools and MATs to a position of excellence or who are leading in their field of expertise. We look forward to enabling you to select the workshop which best meets your settings needs. See the variety of areas below.



BENNIE KARA

The leadership of equality and diversity in today's schools



AIMEE TINKLER

Leading small schools in the current climate



ALISTAIR SHAW

Teaching over time, evaluating, monitoring and challenging effectively



BELINDA HEAVEN

Mental Health and resilience- What does this mean for schools currently?



DOMINIC MCKEON

Leading an ambitious Curriculum in a secondary context



NICOLA MCINTYRE

Subject Leader and Teacher on Page



ED AMPAW-FARR

Creating a Culture in the current chapter of education



DAVID BARTRUM OBE

The Strategic Leadership of SEND, Post Pandemic



Equality, Diversity and Inclusion

L.E.A.D. Teaching School Hub remains committed to supporting schools in developing their approach to Equality, Diversity, Inclusion and Protected Characteristics.



Please find the latest newsletter here

USEFUL RESOURCES FOR TEACHERS AND LEADERS

Reading Framework for School Leaders up to Year 9

In July 2023, the DfE released the Reading Framework with an intended audience of primary and secondary schools in England, other key stage 3 educators, initial teacher training (ITT) partnerships and specialist provision.

The new version of '[The reading framework](#)', provides non-statutory evidence-based guidance for teachers and school leaders on teaching reading up to year 9. Developed with contributions from reading and language experts from across the literacy sector and school leaders, the guidance supports teachers and school leaders in evaluating their teaching of early reading and shares best practice for improving early reading. Do not miss the associated DfE programmes on offer via the Teaching School Hub to support this.



Department for Education

A Summary version of the Reading Framework

Read [here](#)

TO VIEW AND BOOK ON A READING PROGRAMME

Supporting KS2 and KS3 Teachers with Developing Reading Fluency

Reading Fluency Herts for Learning KS3

Reading Fluency Herts for Learning KS2

We welcome the nationally renowned expert James Durran to Lincolnshire to launch these DfE approved reading programmes, in line with the new DfE guidance reports.



Independent Review of Teachers Professional Development in Schools

The Government has recently introduced several reforms as part of its teacher recruitment and retention strategy e.g. ITT reforms, The Early Career Framework, Curriculum and Teaching School Hubs and National Professional Qualifications.

The Department for Education has commissioned Ofsted to carry out an independent review of teachers' professional development.

This review focuses on teachers' and leaders' experiences of the training and development they have engaged in since April 2021. This report sets out the interim findings from the first year of our change to the review.

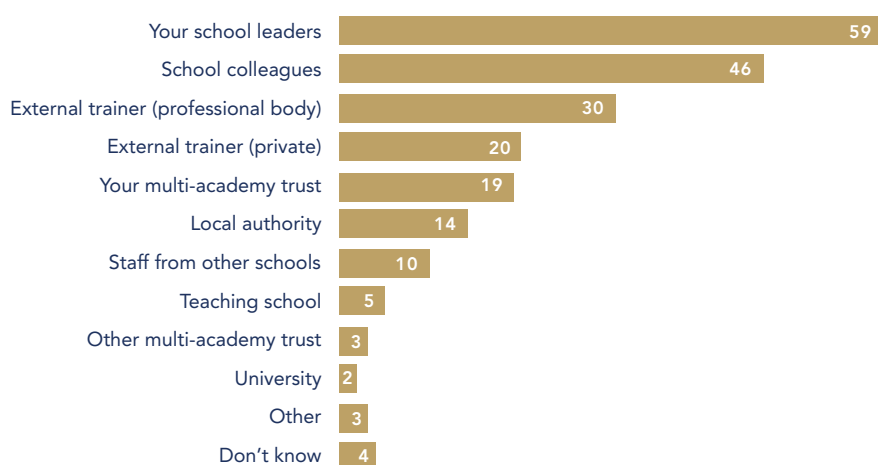
Read
Review
[here](#)

Do the graphs collated nationally by Ofsted align with responses in your own setting?

Figure 4: Responses to the question 'Which, if any, of the following are the 3 most common ways that you receive your professional development?' (in percentages)



Figure 5: Responses to the question 'Who typically delivers your professional development?' (in percentages)



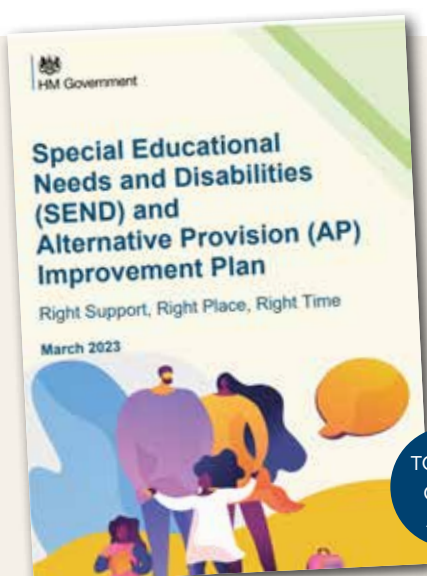
SEND and Alternative Improvement Plan

In March, the DfE published the SEND and AP Improvement Plan. This sets out the government's vision for the Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) system and delivery approach.

We have included the [link](#) to this document in case you have not had the opportunity to access it.

Easy Read
Version
[here](#)

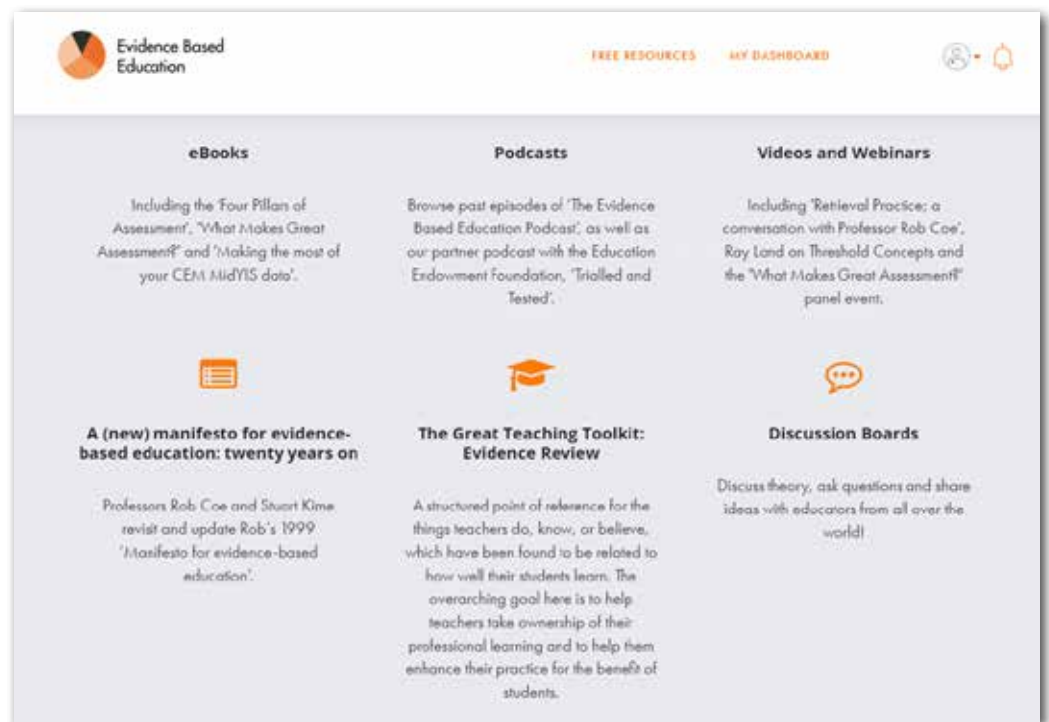
A range of CPD focused on supporting learners with SEND and leading SEND provision is detailed in the 'Inclusive Teaching' section of the L.E.A.D. Equate CPD Brochure (pages 137-150).



TO VIEW
CLICK
[HERE](#)

A Portal of Resources for Teachers and Leaders - Have you seen it?

Sign up for free [here](#)



Other useful resources

Why now is the time to review your behaviour policy

An interesting article relating to behaviour in the current climate of education [here](#).

Greater Depth, General Principles for Challenging Higher Attaining Pupils

[Click here](#)

Texts to Consider for Geography Leaders

An interesting article relating to this [link](#) contains books which support the Geography Curriculum:





What is next following the first two years of the ECF Programme?

Our team would like to extend a sincere thank you for your support during the first two years of the newly implemented ECF programme.

In Lincolnshire we have been appreciative of the feedback that has been received from ECTs, mentors, and head teachers, enabling us to make adjustments along the way.

In light of the fact that we now have the full two-year curriculum content, we are looking forward to building upon this further over the next few years in order to support and nurture the best teachers across the county.

We believe that the ECF programme with L.E.A.D. provides:

- Expert speakers which have been sourced both locally and nationally to enhance the ECF programme for Mentors and ECTs and guest speakers
- An opportunity for a curriculum which supports and unpicks the context specific challenges across Lincolnshire, e.g. small schools, rurality, SEND
- Training which is predominantly face to face to support collaboration and learning with colleagues across the region and beyond
- Connectivity with the wider landscape of education, e.g. Curriculum Hubs, latest approaches in pedagogy and school wide systems
- Local relationships to promote successes and support challenges relating to ECTs and Mentoring
- Connectivity via the Hub to feedback and make changes to the programme with the DfE and lead providers nationally

Enrolling an ECT: A Step by Step Guide

In order to enrol an ECT in preparation for the future academic year, please follow the step by step guide (right).

Thank you to those schools who assisted the DfE with their Pilot and gave feedback to the systems and processes last term. The DfE have acted upon the feedback locally and nationally to ensure that the process is more efficient. If you do encounter any problems, however, please contact Rachael@leadtshub.co.uk who will be able to assist.



How to register your new ECTs for 2023-2024

A STEP-BY-STEP GUIDE

STEP
1

Register for L.E.A.D. Teaching School Hub Appropriate Body services on ECT Manager

Register your ECTs on [ECT Manager](#)

If this is the first time of registering your school with us you must do the following before you can do the above:

- If you are moving ECTs from another AB, please inform this AB of your intention to change AB giving the names of the ECTs that you wish to move.
- On receipt of our welcome email, register yourself as Induction Tutor and your Headteacher on [ECT Manager](#).
- To register for the first time with L.E.A.D. Teaching School Hub for AB, click [here](#).
- Now add your ECTs to [ECT Manager](#).

**Please be aware that only ECTs, Induction Tutors and the Headteacher have access to this system.*

STEP
2

Register with the DfE Service

Register your new ECTs and mentors on the [DfE Portal](#).

If your Induction Tutor has changed, please update this first [here](#). Please ensure that you link all ECTs to a specific mentor name. If you are moving to work with us from another provider you will need to indicate this when asked.

To complete this step, you will need to have decided the ECF route that you are offering your ECT. You can choose from:

- a fully funded provider-led programme;
- using DfE-accredited materials to deliver your own ECF induction; or
- designing your own ECF induction.

Before leaving the DfE portal, please review that all is correct by clicking on 'Manage Mentors and ECTs' and then clicking on each name. If you are changing your AB for your 2022-2023 cohort, you will need to click on each ECT and update the AB to L.E.A.D. Teaching School Hub.

The local and national recommended model is the Option 1 - DfE Provider led route (formerly known as the FIP - Full Induction Programme)

If you are unsure about which option to choose, please contact stacey@leadtshub.co.uk to discuss this further.

STEP
3

Make the arrangements for your ECF delivery.

OPTION 1

DfE Provider led route
(formerly known as FIP)

If you are new to EDT you will need to complete your expression of interest [form](#) for 2023-2024 to partner with them.

OPTION 2

Using DfE-accredited materials to deliver your own ECT induction
(formerly known as CIP)

Please contact stacey@leadtshub.co.uk for details of how to secure your materials and the fidelity checking process required.

OPTION 3

Design your own ECF-based induction

Please contact stacey@leadtshub.co.uk for details of the fidelity checking process required.

Transferring ECTs or Changing Mentors

How to transfer your current and register new ECTs for 2023-2024 for ECT provider led programmes

A STEP-BY-STEP GUIDE

STEP
1

Register for L.E.A.D. Teaching School Hub Appropriate Body services on ECT Manager

Register your ECTs on [ECT Manager](#)

If this is the first time of registering your school with us you must do the following before you can do the above:

- If you are moving ECTs from another AB, please inform this AB of your intention to change AB giving the names of the ECTs that you wish to move.
- To register for the first time with L.E.A.D. Teaching School Hub for AB, click [here](#).
- On receipt of our welcome email, register yourself as Induction Tutor and your Headteacher on [ECT Manager](#).
- Now add your ECTs to [ECT Manager](#).
**Please be aware that only ECTs, Induction Tutors and the Headteacher have access to this system.*

STEP
2

Register with the DfE Service

Complete your EDT expression of interest form [here](#) for 2023-2024.

To transfer your current ECTs and mentors:

- Contact your current ECF Lead Provider, indicating your intention to change.
- Please email ecf@edt.org to inform EDT of the name, TRN and academic year of the start of their induction (either 2021-2022 or 2022-2023) for each current ECT that you wish to transfer.
- Email continuing-professional-development@digital.education.gov.uk to make clear that you wish to transfer all your ECTs and mentors to a new training provider. Include: school name, URN, new lead provider name (Education Development Trust/ EDT), new delivery partner name (L.E.A.D. Teaching School Hub) and the date the new provider will commence training (01/09/23).
- The DfE will update this information on the DfE portal.
- You will need to indicate that your current ECTs are now with L.E.A.D. Teaching School Hub for Appropriate Body. To amend this on the portal click on 'Manage mentors and ECTs'. Click on the ECT name and click 'change' next to AB. Select L.E.A.D. Teaching School Hub rather than your previous provider.

To register your new ECTs and mentors:

Register your new ECTs and Mentors on the [DfE Portal here](#). Please ensure that you link all ECTs to a specific mentor name. If you are wanting to work with a new AB and ECF provider from this year, you will need to indicate this when asked, using the information below to complete this.

- Your ECF Lead Provider is: Education Development Trust (EDT)
- Your ECF Delivery Provider is: L.E.A.D. Teaching School Hub
- Your AB is: L.E.A.D. Teaching School Hub
- Ensure you have completed the EDT EOI 2023-2024 form as directed at the beginning of this section.

Before leaving the DfE portal, please review that all is correct by clicking on 'Manage Mentors and ECTs' and then clicking on each name. If you are changing your AB for your 2022-2023 cohort, you will need to click on each ECT and update the AB to L.E.A.D. Teaching School Hub.

Mentor Training

If a mentor has already completed the mentor training within the academic years of 2021-23, they will not need to repeat this training again in 2023/24.

CALENDAR

If you would like to see the calendar which includes training for ALL cohorts please access this [here](#).

TO KEEP YOU INFORMED...

There are two pieces of information that we would like to share in preparation for the future ECF landscape.

1. Within Lincolnshire, the Teaching School Hub is working closely with all ITT providers to ensure that the ITT curriculum content dovetails effectively with the ECF content, regardless of an ECT's route into teaching.
2. The DfE are reviewing the approach to mentoring for all early career teachers, inclusive of ITT, enabling a more effective approach to the training requirement. We will inform you of those changes as they emerge.

If you have any further questions please contact:



Stacey Williams
ECF & AB Lead
stacey@leadtshub.co.uk



Rachael Viscomi
ECF & AB Administrator
rachael@leadtshub.co.uk

Telephone:
01522 214459





NPOQ Participants for 2023/24

We have had an overwhelming response to the sign up for the Autumn 2023 cohorts across the Specialist and Leadership NPOs. For the Autumn Specialist NPOs the following will be on offer: **NPO Leading Teaching; NPO Leading Literacy; NPO Behaviour and Culture**. We are also signing participants up for **NPO Leading Teacher Development** for the Spring cohort in February 2024.

For the Leadership NPOs there will be **NPO Senior Leadership; NPO Headship; NPO Executive Leadership**. If you are interested in **NPO Early Years Leadership** you can sign up now for Spring 2024.

For anyone that is wanting to sign up for an NPO across 2023/24 please click [here](#) or follow the link to the lead provider.

Leadership NPO [Click to view](#)

NPQEL

National Professional Qualification
for Executive Leadership

NPQH

National Professional Qualification
for Headship

NPQSL

National Professional Qualification
for Senior Leadership

NPQEYL

National Professional Qualification
for Early Years Leadership

Specialist NPO [Click to view](#)

NPQLL

National Professional Qualification
for Leading Literacy

NPQLT

National Professional Qualification
for Leading Teaching

NPQLTD

National Professional Qualification
for Leading Teacher Development

NPQBC

National Professional Qualification
for Behaviour & Culture

Brief Reminder: NPOs continue to be fully funded for 2023/24

Your School or Academy will receive further funding based on your pupil numbers:

Between 1-150 pupils= £800 Between 150-600 pupils= £200

CONGRATULATIONS!

Congratulations to all participants in cohort one of the leadership NPQs – NPQSL and NPQH. **We were thrilled to achieve a 100% pass rate from this exceptional cohort – well done everybody!!**

The next assessment point will soon be upon us for cohort 4 – we wish everyone that is involved in this assessment point the best of luck. – Please ensure that you reach a minimum of 90% progress to ensure that you are eligible to take the assessment with your peers.

As always, get in touch with us if you have any questions – admin@leadtshub.co.uk

FAO of all English Leaders: A Spotlight on Leading Literacy

In conjunction with the [reading framework](#), detailed within the updates section of this newsletter, the following statement identifies the importance of high quality training for the English lead within each setting. The Leading Literacy NPQ is therefore highly recommended in providing this.

"Proficiency in reading, writing and spoken language is vital for pupils' success. Through these, they develop communication skills for education and for working with others: in school, in training and at work. Pupils who find it difficult to learn to read are likely to struggle across the curriculum, since English is both a subject in its own right and the medium for teaching."

What does the Leading Literacy Programme entail?

The NPQ in Leading Literacy provides participants with a deep understanding of how children learn to read, write and communicate. Those that take the NPQLL learn how to develop their own knowledge and pedagogy so as to be able to lead colleagues within their setting. Throughout the course, participants have access to key research on school literacy. Rather than spending time sourcing the latest insights, participants instead focus on putting learning into practice, developing a thorough understanding of how to improve literacy in their subject, phase and school. By expertly championing literacy leadership in their school, participants can make sure that every young person has the literacy skills to succeed across all curriculum areas.

Leading Literacy Participant Feedback:

"The NPQLL is fantastic; every module fills you with ideas for developing reading and writing and the course really encourages you to reflect on your practise in a safe, motivating and supportive environment. I particularly enjoyed the leadership side of the qualification and how to facilitate and maintain school-wide change. Remember the word: implementation! If this is something you're considering, go for it!"

DfE Update: SENDCO Qualification/ SEND NPQ

In September 2009 it became law for every new SENCO in a mainstream school to gain the Master's level national award for special educational needs co-ordinator (NASENCO) within 3 years of starting the job.

As announced in the SEND and Alternative Provision Improvement Plan [here](#), the new NPQ will replace the existing National Award for SEN Coordination (NASENCO) as the mandatory qualification for SENCOs.

The existing NASENCO will remain the mandatory qualification until autumn 2024. Aspiring SENCOs should continue to sign up for the NASENCO qualification until the end of the 2023 to 2024 academic year.

Completion of these courses will be recognised as fulfilling the mandatory training requirement so long as they are completed within 3 years after starting a SENCO post.

SENCOs who have successfully completed the NASENCO will not be required to complete the new national professional qualification.

The national professional qualification will become the mandatory qualification for SENCOs from September 2024. In alignment with the national picture, L.E.A.D. Teaching School Hub will launch the national professional qualification for SENCOs from Autumn 2024.

The requirement to complete training within 3 years of appointment will continue to apply.

Further information on what this means for schools and SENCOs is available [here](#).

QUICK GUIDE : To download a question and answer sheet from the DfE regarding the new SENDCO AWARD [click here](#).

An NPQ Case Study: What Difference does the NPQ Programme Make?

Explore how the NPQ Leading Teaching programme has impacted upon both the participant as an individual and the school in which they work they work.

Here is a case study from the perspective of the individual and the Headteacher.

CLICK
HERE



We would like to remind you to book STEM Learning courses by emailing finance@dtsa.org.uk - the link is provided only so that you can find out more information about the course if necessary. Do NOT book through the STEM Learning website as you will be charged, whereas you will be able to **secure your place for free by email**.

Upcoming CPD

Click on your chosen programme to book



Mechanisms and Mechanical Systems

Tuesday 12th September



Help! I'm Leading Science

Tuesday 12th September



Probation, Appraisal and Performance Improvement

Wednesday 13th September



Making the most of continuous provision to support scientific understanding

Wed 13th Sep



Using the Ofsted Research Review: Science to Move your curriculum Towards Excellence – Practical Work & Pedagogy

Wed 20th Sep



Science Subject Knowledge

Wednesday 20th September



HR for Line Managers

Thursday 21st September



High Quality Teaching

Friday 22nd September



Storytelling Through the Curriculum

Monday 25th September



Managing Sickness Absence

Monday 25th September



Executive Headteacher Network

Monday 25th September

Email for info



SEND Professional Forum Autumn (Trust)

Monday 25th September



Active English Open Morning

Tuesday 26th September



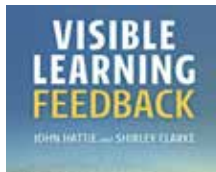
Help! I'm Leading Science

Tuesday 26th September



Mapping

Tuesday 26th September



Shirley Clarke: 'The Power of Formative Assessment'

Wed 26th Sep



Emergency First Aid at Work

Various dates and locations



SEND Leadership Tier 1

Thursday 28th September



LEAD Bespoke Deep Dive

Thursday 28th September



RE Subject Leader Development Group

Thursday 28th September



Science Subject Knowledge Twilight KS1

Friday 29th Sep



Safeguarding Conference

Monday 2nd October



Effective Moderation Practice

Monday 2nd October



Linking Science and Foundation topics across the Primary Curriculum

Mon 2nd Oct



Accurately Marking Year 6 Maths SATs Papers

Tues 3rd Oct



Adaptive Teaching Part A

Tuesday 3rd October

We would like to remind you to book STEM Learning courses by emailing finance@dtsa.org.uk - the link is provided only so that you can find out more information about the course if necessary. Do NOT book through the STEM Learning website as you will be charged, whereas you will be able to **secure your place for free by email.**



Effective Early Years Provision, Curriculum and Assessment
Tues 3rd Oct



Effective leadership of RSHE/PSHE
Tuesday 3rd October



Secondary Heads Meeting Autumn 1
Wednesday 4th October

Email for info



Headteacher Hub Meeting Trust (Sheffield)
Thursday 5th October

Email for info



Headteacher Hub Meeting Trust (Nottingham)
Thursday 5th October

Email for info



EAL Subject Leader Specialist Group
Thursday 5th October



Team Teach 1 Day
Friday 6th October



PE Leadership Development Group
Monday 9th October



Successfully identifying and tackling barriers to learning
Mon 9th Oct



Harnessing your School Website for Inspection
Monday 9th October



Recruitment
Monday 9th October



Headteacher Hub Meeting Trust (Leicester)
Wednesday 11th October

Email for info



HELP! I'm Teaching Evolution
Wednesday 11th October



CAD and Exploded diagrams
Wednesday 11th October



Emergency Paediatric First Aid
Various Dates and Venues



Headteacher Hub Meeting Trust (Lincoln)
Wednesday 11th October

Email for info



History Leadership Development Group
Wed 11th Oct



Assessment Across the Wider Curriculum
Thursday 12th October



Risk Assessment in Practice Nottingham
Thursday 12th October



Art Leadership Development Group
Thursday 12th October



Unpicking assessment in the foundation subject primary curriculum
Fri 13th October



Adaptive Teaching Part B
Friday 13th October



EY Leadership Development Group Autumn
Friday 13th October



Getting the balance right between adult-led and child-initiated activities
Tues 17th October



Volcanoes and Earthquakes
Tuesday 17th October



Practical work – making it purposeful, making it better: planning for behaviour in practical lessons
Thur 19th Oct



Secondary RSHE Subject Leader Specialist Group
Thursday 19th October