



L.E.A.D. Equate



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

TRUST NEWS No.33
April / May 2025

APRIL / MAY NEWS...

There's been so much CPD going on across L.E.A.D. Academy Trust schools during the spring term.

We hope that you and your school community have benefitted from your engagement with our diverse range of professional development opportunities.

In this month's newsletter, we're recapping some recent CPD sessions, sharing useful resources, and signposting some upcoming events that you and your teams won't want to miss!



Instructional Coaching CPD for L.E.A.D. Academy Trust Secondary Colleagues

Colleagues from across L.E.A.D. Academy Trust have developed an in-house model of Instructional Coaching. The approach is currently being trialled with teachers from across the three secondary schools.

Supported by the Teaching Excellence Framework, a practical playbook that codifies evidence-based standards of excellence in teaching, our team of new Instructional Coaches attended the second day of their training programme on Thursday 13th March 2025 at The Birley Academy, Sheffield.

The session was facilitated by:

- Strategic Lead for Quality of Education, Corinne Flett
- Languages and International Dimension Education Manager, Jo Darley
- Associate Assistant Headteacher for Teacher Development at Noel Baker Academy, Ruth Brown
- Trust CPD Lead, Brittany Wright

Instructional Coaching is one of the highest leverage professional learning approaches available to schools. By focusing on granular, step-by-step improvements, Instructional Coaches can drive forward rapid improvements in quality of education, ensuring high-quality outcomes for all our pupils.



Deputy Headteacher Network

Tuesday 5th March 2025

Senior leaders from across L.E.A.D. Academy Trust's 27 schools attended the most recent session of the Deputy Headteacher Network. For the morning, Trust CPD Lead, Brittany Wright led a session on 'The Art of Implementation', exploring theories of action and how engaging with or bypassing these can lead to different results as leaders in schools. If you're interested in booking a bespoke session on implementation for your leadership team, you can put in your request here:



For the afternoon, L.E.A.D. Academy Trust's fantastic Head of HR, Kristina, explored the importance of staff voice for helping school leaders to identify and address potential workload challenges. It was brilliant to draw on Kristina's expertise, sharing practical examples across our schools.



Thanks so much to Claire, Teresa, and the team at Forest Lodge for your hospitality – what fantastic biscuits and an incredible lunch spread!

Alex Quigley's 'Why Learning Fails'



Friday 14th March 2025

Colleagues from within and beyond L.E.A.D. Academy Trust benefitted from Alex's deep understanding of educational research and ability to distil this into key principles for high-quality teaching. This session unpacked the gap between knowing and doing that we all wrestle with in schools!

Alex shared many words of wisdom across the day, including:

"Quality is small things done really well and filtered into daily practice."

"We often overestimate what children can cope with."

Thank you to all the L.E.A.D. colleagues who made the journey to Lincoln to participate in the day. It was fantastic to see you all!

Upcoming CPD

Inclusion

Placing inclusion at the heart of subject leadership: Bright Sparks

This term's focus is on ensuring assessment for learning (AfL) strategies are accessible to all pupils. International expert, Dr Julie Arnold, will share cutting edge research on the barriers some children face when teachers use typical AfL strategies, before signposting practical recommendations for making these work for all our children, including those with speech, language, and communication needs. This session will take place on **Tuesday 20th May from 7.45am – 8.45am** on Zoom.

Our subject expert facilitators will then explore how these key research principles can be put into practice in our subjects, ensuring that Subject Leaders are confident in driving forward inclusive quality-first teaching in their curriculum areas. Colleagues who want to join the programme for our last two sessions are able to book their tickets using the links below.

The subject-specific sessions will take place on the following dates: [Click to book](#)

SCIENCE

Wed 21st May
3.45pm – 5pm

HISTORY

Monday 9th June
3.45pm – 5pm

LANGUAGES

Tuesday 10th June
3.45pm – 5pm

MATHS

Wed 11th June
3.45pm – 5pm

COMPUTING

Monday 16th June
3.45pm – 5pm

ENGLISH

Wed 18th June
3.45pm – 5pm

Leadership Development Group: Primary SENDCo

Monday 28th April 2025

Connect with our fantastic SEND Lead, Claire Hickman, and SEND experts from across L.E.A.D. Academy Trust in this interactive online session.

You can book your tickets here:



Primary EAL Leader Group

Thursday 1st May, 3.45pm – 4.45pm

Join our EAL group for Session 3, focusing on verbs and tenses.

What's wrong with... 'I was playing at the park at the weekend and then I was going home.' Does it matter? What are the common errors made by multilingual learners? What do we need to teach them? Do we need to teach about it? How do we teach them in intervention? How can we support them through curriculum work, alongside a mainstream class? All you need to know about teaching verbs and tenses for multilingual children.

Book your ticket here for just £45:



Harnessing the power of educational research to drive achievement in your school: Actionable Feedback with Kate Jones

Join highly-rated teacher, leader, and CPD facilitator, Kate Jones, for her interactive, face-to-face session on workload-friendly feedback strategies and Assessment for Learning (AfL).

The session will take place on **Friday 2nd May** from 9.30am – 3pm at L.E.A.D. Teaching School Hub, Lincoln.

Tickets can be booked for just £99 per person here:

BOOK HERE

I hope you find these sessions valuable.

If you need any further assistance, feel free to ask!

Teaching and non-teaching colleagues

Managing Difficult Conversations

Tuesday 1st April 2025, 1.30pm – 2.30pm

L.E.A.D. Academy Trust's fantastic HR team are leading this online session that will equip participants with practical strategies for managing those challenging conversations.

You can book your trust-funded ticket here:

BOOK HERE

Safer Recruitment

**Thursday 1st May 2025 – 9.30am – 4.30pm,
The Pavilion, Porchester Road, Nottingham**

Join us for up-to-date training on safer recruitment. This face-to-face training day will walk you through all aspects of the safer recruitment process, from start to finish.

You can book your trust-funded place here:

BOOK HERE

First Aid CPD

L.E.A.D. Academy Trust schools are able to book trust-funded places on the following First Aid courses across our regions - click to book:

First Aid at Work Leicester

Wed 9th - Fri 11th April
Millfield L.E.A.D. Academy

First Aid at Work Lincoln

Wed 23rd - Fri 25th April
L.E.A.D. Teaching School Hub

First Aid at Work Sheffield

Wed 30th April - Fri 2nd May
Charnock Hall Hub

CPD for TAs

TAs: Using feedback effectively in the classroom

Thursday 3rd April 2025, 1.30pm – 3pm

TAs will explore how oral and written feedback can maximise pupil learning in this online session.

Tickets cost just £15 per person and can be booked using the following link:

BOOK HERE

TAs: Supporting children with speech, language and communication needs

Thursday 8th May 2025, 1.30pm – 3pm

We all know that speech, language, and communication needs are the most common across primary school children. With our Subject Leaders engaging with **accessible AfL through the Bright Sparks** programme, we've arranged a fantastic opportunity for TAs to engage with practical strategies and toolkits for identifying these SLC needs and for supporting children in this key area.

Tickets are available for this online session for just £15 per person. Please book using the following link:

BOOK HERE

Times tables for TAs – how can we make them stick?

Thursday 22nd May 2025, 1.30pm – 3pm

Once learned....never forgotten! Since the Year 4 Multiplication Tables Check was introduced – there has been a greater emphasis on learning and recalling times table facts in line with NC expectations. This session explores practical activities and strategies that can be used by TAs when teaching times tables.

Tickets cost just £15 per person and can be booked here:

BOOK HERE

Are your TAs unable to attend these sessions live?

No problem! You can purchase a recorded version to use with your wider staff team using our online, recorded CPD for TAs request form at a cost of just £110 per session.

BOOK HERE

Updates and Articles

Aspects of these attendance based reports may be useful when communicating with parents, supporting the relentless focus on attendance e.g your next newsletter, website etc.

DfE Report: School Attendance Directly Linked to Academic Success

Although in education we have always suspected a link between attendance and attainment, a study from the Department for Education confirms that regular school attendance leads to higher academic performance.

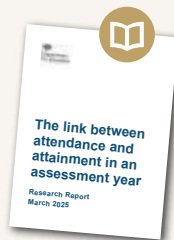
The report shows that pupils who attend school more consistently achieve better results at Key Stage 2 (age 11) and Key Stage 4 (GCSEs, age 16). It builds on previous research from 2016, highlighting a consistent link over time.

KEY POINTS:

- Higher attendance is strongly associated with better academic outcomes.
- This trend applies to all pupils, regardless of background.
- The study includes a statistical analysis to confirm that attendance is a key factor in achievement.

WHY THIS MATTERS:

Missing school can have a lasting impact on a pupil's future opportunities, it is not just about catching up on missed lessons. Encouraging regular attendance is one of the most effective ways to support academic success.



DfE Report: The Long-Term Impact of School Absence on Earnings

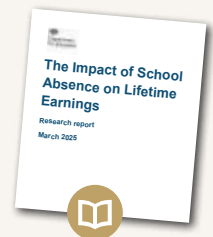
A recent study from the Department for Education highlights the serious financial consequences of school absence, showing a direct link between missed school days and lower lifetime earnings.

The report finds that:

- Each additional day of absence is associated with a £750 reduction in future earnings.
- Increased absence raises the likelihood of long-term benefit dependency and unstable employment by age 28.
- Even in early adulthood, absence leads to a 0.8% drop in earnings per missed school day.

WHY THIS MATTERS

School absence is not just an academic issue—it has lasting economic and social effects. Ensuring regular attendance can significantly improve long-term career prospects and financial outcomes.



Memory Retrieval in the Context of Teaching and Learning

This short webinar explores memory retrieval – as a wardrobe metaphor – and how it can help teachers understand memory storage and retrieval in classrooms with students.



@TeacherToolkit

Learning is a process much richer than regurgitating facts!



Basic and applied cognitive science: What's the difference & why does it matter?

Blog by Kate Jones: Reading Time 6 minutes

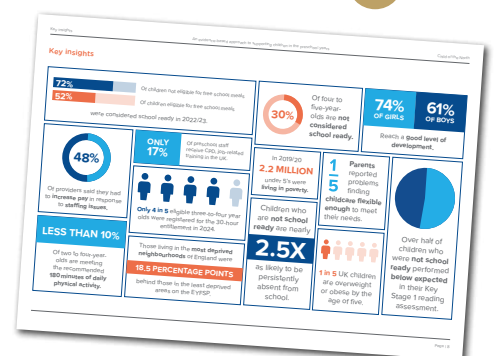


An understanding of the "science of learning" provides educators and learners with an evidence-informed grounding in the key theories drawn from the fields of cognitive neuroscience and psychology.



An evidence-based approach to supporting children in the preschool years

This document unpicks the pre-school years. **Page 8** is particularly useful in understanding the context prior to the Primary phase.



Speech and Language

Every child facing challenges in learning to talk and understand words deserves the specialist support they need to look to the future with confidence.

Speech and Language UK
Changing young lives.



Listening to Unheard Children: Current Context

Teachers now estimate 1.9 million children are behind with their talking and/or understanding of words - the highest number ever recorded.



Speech and Language: Interventions

A range of interventions for Speech and Language are suggested within this document:



SEND and Inclusion Conference

If you get it right, as we've just heard, for the most disadvantaged and vulnerable, you get it right for everyone. Martin Oliver shares insights into the future of SEND and Inclusion.



Including children with SEND in mainstream schools: developing a resourced provision



Meeting the needs of SEND children in mainstream schools is an ongoing challenge, particularly for those with Social, Emotional and Mental Health (SEMH) needs. These children often face barriers that make it difficult for them to fully engage in the traditional classroom environment, which can result in gaps in their learning, social interactions and emotional development. The increasing demand for inclusive practices in schools requires innovative solutions that balance the need for specialised support with the benefits of integrating children into the wider school community.

Working with Parents/ SEND

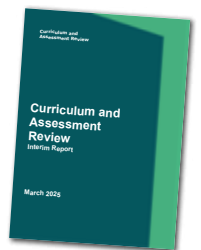
As you know, SENCOs play a crucial role in supporting students with special educational needs, and they often find themselves in the firing line when dealing with parental issues. Despite their kindness and empathy, SENCOs (and teachers in general) are not always equipped with specific training in this area, which poses a significant challenge.

To shed light on this topic, Lynn How joins Dale to share valuable insights and tips for working effectively with parents.



Curriculum and Assessment Review

The national curriculum is an investment in all our young people, for their benefit and for the benefit of the nation. In addition to supporting individual success, it plays a crucial role in providing the knowledge and skills required to build a prosperous economy and flourishing civil society, as well as promoting social cohesion and sustaining democracy. For these reasons, it is imperative that the national curriculum supports high and rising standards in our education system. It is more than a decade since the national curriculum was last reviewed. It is right that it is now refreshed to ensure that it remains cutting edge and fit for purpose, and we must take this opportunity to address problems with the current curriculum.



Read the full report to find out more:

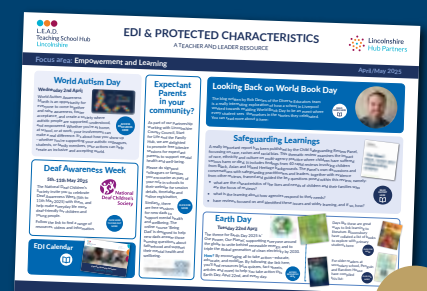


EQUALITY, DIVERSITY AND INCLUSION

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



CLICK HERE



April EDI newsletter

CLICK HERE

ECF

Online Learning

AB

If you are a Mentor, please ensure that completion of the learning on the online platform follows the correct block at the correct rate for both ECTs and Mentors. For example, if your ECT is completing their induction at a full time rate, they should be completing a block per half term. To maximise the impact of the ECT induction entitlement, statutory compliance and funding, the online learning (as per the guidance of 1 hour per week) should be followed to allow for reflection and time to put the learning into practice.

ECF Events

The ECF and AB team at the Hub have had a wonderful half term working alongside ECTs and Mentors at regional and local group events.

Here is some of the fantastic feedback from the ECT Local Group Session's during the past half term.

Please book onto your Summer Term training sessions as soon as possible.

CLICK
HERE TO
BOOK



Lead Provider for ECTE 2025/26

We delighted to share that we are continuing our contract and partnership with EDT and we look forward to hearing their recent Ofsted outcome when it is published.



AB Updates

The L.E.A.D. Teaching School Hub AB Team would like to thank schools for the Spring term progress review and assessment submissions. All that were submitted prior to the deadline have been reviewed and written feedback should have been received.

We thank schools who referred to the 'Progress and Assessment Review Guidance' to support this process. It was apparent from the reviews that the Early Careers Professional Development Programme is continuing to have a positive impact upon our early career teachers' development and progress towards the Teachers' Standards.

Thank you to everyone involved for your ongoing commitment and support to teachers in the early stages of their career.

The next assessment date is **Tuesday 1st July 2025**. For many ECTs, this will be their end of year 1 or final assessment.

REGISTRATION FOR APRIL STARTERS

If you have an ECT starting at your school in April 2025, steps for registration can be found [here](#).



It is important that all ECTs are registered before the end of April, to ensure they are completing induction at the right time – please contact the AB team if you have any queries about registration.

ECTS WHO HAVE LEFT YOUR SCHOOL

If you have an ECT who left at Easter, please complete this form to enable us to complete the off-boarding process.



Information sessions for Statutory Induction

We are hosting statutory induction information events. We recommend attending these events every academic year in order to ensure that Headteachers, Induction Tutors, ECTs and Mentors are up to date with the latest statutory DfE guidance and entitlement for ECTs.

Induction Tutors and Headteachers - Thursday 1st May, 3.45pm - 4.30pm

These sessions are most appropriate for Induction Tutors, who are responsible for overseeing the Induction process, and headteachers. To book onto this session please log onto ECT Manager and look under 'booked courses'.

Mentors and ECTs - Thursday 8th May, 3.45pm - 4.30pm

These sessions are most appropriate for Mentors and ECTs to understand more about the Statutory Information during induction.

If you are an ECT please log onto ECT manager and look under 'booked courses' to book on. If you are a mentor please book onto this session [here](#):

CLICK
HERE TO
BOOK



A Huge Thank you!

At L.E.A.D. Teaching School Hub, it has been an extremely busy time. It has been a joy to screen the high number of NPQ applications we have received throughout the application window. The quality of leadership in Lincolnshire schools is palpable and it will be a privilege to support those who were successful on their NPQ learning journey. We want to take this opportunity to thank you for the high quality of your applications, and the time it must have taken to complete them. We do welcome your feedback on the process so please do not hesitate to contact colette@leadtshub.co.uk with any comments you would like to make on the process.

NPQ Launch

To maximise the impact of NPQs on both professionals and school settings, we have continued to engage in targeted feedback sessions with both facilitators and participants from a variety of NPQ programmes. Overwhelmingly, the feedback around the climate for NPQs in schools was a critical factor.

To support schools and participants in creating the climate right at the start of the NPQ programme, we are providing a short launch session. The main aims of this session will be:

- To clarify to both the participant and their main point of contact within schools the expectations for online delivery
- To share examples of how the learning can be translated in school settings
- To establish a process for continued dialogue between the participant and their link back in the school setting about learning and potential implementation opportunities

Further details regarding the launch will be communicated to both participant and programme sponsor via email – but please add these dates to your diary:

NPQSENCo - Friday 2nd May
4pm-4.20pm, Online via Zoom

NPQ H and SL - Wednes 7th May
4.15pm-4.35pm, Online via Zoom

SPRING NPQ PROGRAMME DATES

We have now communicated the dates for our Spring cohort NPQ delivery with participants. If you have not received these, please contact admin@leadtshub.co.uk.

Case Studies

One of the main privileges of being a Delivery Partner for NPQs is witnessing the professional growth of participants on the differing programmes. If you would like to share your journey, to inform our case studies, we would love to hear from you.

If you, or a member of your staff team, have experienced successful professional development, including confidence in role, enhanced performance, or even promotion, please contact colette@leadtshub.co.uk to set up a conversation to explore further.

FAO: Participants who began their NPQ in Autumn 23

Preparations are in progress for the April 2025 Leadership assessment window and TDT will continue to be in touch with participants who are falling behind to **ensure they meet the 90% assessment entry requirement by the 24th March deadline**. Any participants who do not reach the 90% threshold by this deadline will be contacted with their options for deferring their assessment/transferring to another season depending on their overall engagement percentage. Please do contact admin@leadtshub.co.uk if you require any further information or assistance.

NPQSENCo Cohort 4a: Upcoming Conference

The NPQSENCo team are extremely excited about the upcoming conference for NPQSENCo cohort 4a. Key to the decision to partner with Ofsted outstanding provider Teach First was the conference element, providing participants with the opportunity to meet with sector experts to enhance their learning, share experiences, and make those all-important network links.

Participants can look forward to exploring topics including building an inclusive culture, quality teaching and Belonging and Behaviour, whilst exploring national data and the picture of SEND in the UK. We are extremely fortunate to be joined by Daley Barber Allen and who will also be hosting a panel discussion exploring the topics in their settings and experience and hosting Q and A.

NPQSENCo Cohort 4a: Tour & Talk – School Visits

The NPQSENCo team are really excited to build on a successful model of 'tour and talk' school visits, to enable the NPQSENCo participants to benefit from learning alongside the different settings in which pockets of excellent practice have been identified.

These visits have been shaped to be responsive to the intelligence from Lincolnshire schools regarding context needs. Each participant will have an opportunity to visit at least one special school to build relationships and then have a choice of either a second special school or a mainstream school, in accordance to their own professional development aims and enhance performance in their setting.

We look forward to communicating further details in future newsletters.



Upcoming CPD

Click on your chosen programme below to book



Mon 1st April
Managing Difficult Conversations



**Tues 2nd -
Thur 4th April**
First Aid at Work
Nottingham



Wed 3rd April
Using feedback effectively in the classroom



Thur 4th April
What is 'good behaviour' and how can we encourage more of it?



**Wed 9th-
Fri 11th April**
First Aid at Work
Leicester



**Wed 23rd-
Fri 25th April**
First Aid at Work
Lincoln



Mon 28th April
Leadership Development Group: SENDCo (Primary)



**Wed 30th April-
Fri 2nd May**
First Aid at Work
Sheffield



Thur 1st May
Primary EAL Subject Leader Group



Thur 1st May
Safer Recruitment



Fri 2nd May
HR - Recruitment Training



Tues 6th May
Active English Open Morning



Thur 8th May
Supporting children with speech, language & communication needs



Thur 8th May
Emergency First Aid at Work
Leicester



Mon 12th May
Leadership Development Group: SENDCo (Secondary)



**Wed 14th -
Fri 16th May**
First Aid at Work
Derby



Fri 16th May
Emergency First Aid at Work
Sheffield



Tues 20th May
Active Spelling Open Morning



Tues 20th May
Bright Sparks: History



Tues 20th May
Bright Sparks: Computing



Tues 20th May
Bright Sparks: MFL



Tues 20th May
Bright Sparks:
Maths



Tues 20th May
Bright Sparks:
English



Tues 20th May
Bright Sparks:
Science



Tues 20th May
Employment
Law Essentials



Tues 20th May
Art Leadership
Development
Group



Wed 21st May
Primary
Languages
Subject
Specialist Group



Wed 21st May
P.E. Leadership
Development
Group



Wed 21st May
Emergency
Paediatric
First Aid
Sheffield



Wed 21st May
Primary DT
Subject Leader
Group



Thur 22nd May
Emergency
Paediatric
First Aid
Lincoln



Thur 22nd May
Times tables
for TAs – how
can we make
them stick?



Thur 22nd May
Understanding
and Reducing
Challenging
Behaviour & L2
Positive Handling



Thur 22nd May
Music Leadership
Development
Group

Click on your chosen programme above to book