



L.E.A.D. Equate



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

TRUST NEWS No.31
February 2025

FEBRUARY NEWS...

The spring term seems to be moving at lightspeed! There are so many exciting developments taking place across L.E.A.D. Academy Trust schools, from the launch of the Starling Vocabulary Retrieval pilot across 10 schools to initial efforts to develop and trial a research-informed framework for supporting primary-to-secondary transition.

Please do keep us updated on what you're up to in school too and remember to throw down the gauntlet with a bespoke CPD request if there's something you need that isn't available as part of our 2024-25 offer.



Placing inclusion at the heart of subject leadership

It was a privilege to draw on the expertise of Dr Nic Crossley, CEO of Liberty Academy Trust and co-author of *Inclusion: A Principled Guide for School Leaders*, in our third session of the Bright Sparks programme for subject leaders.

Nic gave an overview of the national picture for SEND, before signposting practical strategies subject leaders can incorporate into their roles to make a difference to all learners. Passionate and practical, Nic drew many links to our autumn term focus on developing pupils' **heads, hearts, and hands** in our subjects.



"She was very knowledgeable and passionate about the topic. It was great to see."



Professor Des Hewitt has also recorded a fantastic bespoke session on EAL and inclusion, providing further personalisation to your school contexts.



Please email admin@leadtshub.co.uk if your school's participants have not yet received the recordings and resources that Nic and Des have generously shared.

"We learned about how adaptations can be used effectively to support all areas of the curriculum. It made us realise we are making plenty of adaptations to our teaching, planning and assessments but we need to ensure these are clearly signposted so creating a document for each area is a priority."

Our follow-up Subject Spark sessions for history, maths, and English took place in January, but the following groups will be meeting this month:

Science: Tuesday 11th February 2025 / 3.45pm-5pm

Languages: Wednesday 5th February 2025 / 3.45pm-5pm

Computing: Monday 27th January 2025 / 3.45pm-5pm

Plan and Teach Well Structured Lessons



Leading Through Influence

Leading through influence is a critical skill in leadership. Here are two interesting articles which support this:



Adaptive Teaching: The Four Verb Approach

Differentiation was originally intended as a process of planning teaching in order to meet a range of learning needs. Sadly, the concept followed a well-worn path – what was once a good idea gave rise to counter-productive practices.

These distortions of the original good idea set a ceiling on achievement for some learners.



Are you starting to plan your next INSET day?

You might be interested in Brittany's reflections, shared with the National College podcast team.

We covered practical strategies for:

- engaging staff
- fostering collaboration
- using innovative approaches to drive improvements in teaching and student outcomes



Innovative SEND Strategies Click here to view



Upcoming CPD

Reading – practical strategies and reflections on next steps

There is still time to book a place on Warren Academy's Review in Action day for reading on **Tuesday 4th February 2025**. This is a great opportunity for current or aspiring reading leads to see another reading lead's approach to leading phonics, the teaching of reading, intervention, and pleasure-reading.

Attendees will also be supported to reflect on their school's offer, exploring strategies to refine this further and having the chance to share their great practices too.

Why Learning Fails – (And What To Do About It)

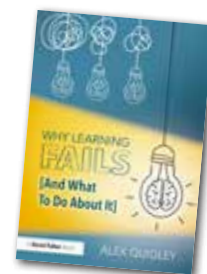
Friday, 14th March 2025, 10am-3pm

L.E.A.D. Teaching School Hub, Lincoln LN6 3QR

Course Leader: Alex Quigley

Cost: £99

Join us for an enlightening session with renowned education expert Alex Quigley, as he delves into the intricacies of why learning often fails and what educators can do to address these challenges. Drawing from his latest book, Alex will present eight key reasons why learning can fail, supported by concepts from cognitive science and research evidence. This session is designed to provide practical teaching strategies and tools that can be implemented in every classroom to secure successful learning outcomes.



KEY HIGHLIGHTS:

- **Understanding Learning Failures:**
Explore the common pitfalls in the learning process, including issues related to limited memory, patchwork prior knowledge, flawed planning, struggles with independent learning, motivation, and attention.
- **Cognitive Science Insights:**
Gain insights into cognitive science and how it can inform teaching practices to enhance student learning.
- **Practical Strategies:**
Learn practical strategies and tools that can be used to address learning failures and promote successful learning in your classroom.
- **Interactive Discussions:**
Engage in interactive discussions with Alex Quigley and fellow educators to share experiences and best practices.

You can book tickets here

This session is a must-attend for headteachers, senior leaders, and teachers who are committed to improving learning outcomes and addressing the challenges that hinder student success. Don't miss this opportunity to gain valuable insights and practical strategies from one of the leading voices in education.



You can book tickets here

Supporting Diverse Learning Needs: Essential CPD Sessions

As part of our commitment to addressing the diverse learning needs of our students, we are pleased to signpost upcoming CPD sessions focused on dyscalculia, emotionally based school avoidance, and dyslexia. These sessions are designed to equip educators with practical strategies and insights to support students facing these challenges, ensuring that every child has the opportunity to thrive in our schools.

For Teaching Assistants and Higher Level Teaching Assistants

Supporting Children with Dyscalculia

Thursday, 13th March 2025 / 1.30pm-3pm / Online / Cost: £15

This session provides a thorough grounding in the ways dyscalculia can affect children's learning and offers practical strategies to support them.

BOOK
HERE

Supporting Children with Dyslexia

Thursday, 27th February 2025 / 1.30pm-3pm / Online / Cost: £15

This session provides practical strategies to support children with dyslexia, addressing challenges such as coordination, organisation, and memory.

BOOK
HERE

For headteachers, senior leaders, and relevant middle leaders

Understanding and Dealing with Emotionally Based School Avoidance

Friday, 28th February 2025 / 9.15am-10.45am / Online / Cost: £45

This session will explore strategies to support children experiencing emotionally based school avoidance, helping them return to education sustainably.

BOOK
HERE

These CPD sessions are directly aligned with our schools' priorities, particularly in the areas of supporting pupils with SEND in mainstream and enhancing classroom practices to improve outcomes for *all* pupils.

You can also order pre-recorded, on-demand sessions for TAs, including:

Adaptive Teaching Part A

Adaptive Teaching Part B

Adaptive Teaching Part C

Improving pupils' behaviour 1

Improving pupils' behaviour 2

Improving pupils' behaviour 3

Supporting pupils with autism

Linking interventions

Supporting EAL learners

Understanding and Responding

Effectively to Aggressive Behaviour

You can complete the online order form available here:



You can also find further details of pre-recorded, on-demand CPD for TAs and HLTAs on pages 63-69 of the L.E.A.D. Equate CPD Brochure for 2024-25.

Last-minute opportunity to engage with Garry Freeman's highly-rated SEND Law, Funding, and Myths session

Colleagues from across L.E.A.D. Academy Trust benefitted from Garry's practical strategies for accessing SEND funding at our in-house CPD session in March 2024. If you've had senior leaders or SENCOs join your team since then, or have relevant colleagues who weren't able to attend last time and would like to draw on Garry's expertise, you can access this session again at the Lincoln Golf Centre, Thorpe on the Hill, on Thursday 6th February from 9am-3pm. A primary school in Lincoln has arranged this event and the headteacher has very kindly invited colleagues from L.E.A.D. Academy Trust to join.

We're administrating trust attendees ourselves (so you can use your ring-fenced L.E.A.D. Equate CPD budget to pay for this). Please book your tickets using this [link](#) - we'll then pass your details to the team at Manor Leas, who are organising the day. Please book your tickets and email any dietary requirements to admin@leadtshub.co.uk before 10am on Monday 3rd February.

ITAP Support

Thank you to Huntingdon Academy for supporting the University of Nottingham's intensive training and practice (ITAP) element of their PGCE Primary course.

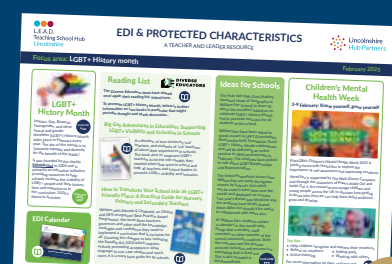
The University of Nottingham is a key partner for L.E.A.D. Academy Trust and it's fantastic to be able to welcome their students into Trust schools to share good practice and inspire the next generation of teachers.

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



February EDI newsletter

CLICK
HERE



ECF Event Update

All ECTs and Mentors will have received a 'Welcome Back' January newsletter which contains important information and dates for the next term. If you for any reason have not received this, please do get in touch and we can ensure that it is sent over to you.

ECF- The Next Chapter

The DfE have announced upcoming changes to the ECF Programme. From September 2025, they are introducing the Early Career Teacher Entitlement (ECTE). Changes include:

- The length of mentor training reducing to 1 year
- More diagnostic pathways of learning, so the journey will be more personalised for ECTs and Mentors
- Increase in subject specific materials including SEND materials
- Portal changes from September 2026 so that there is only one point of registration and sign up for schools. This is an improvement to the current structure with two points of registration.

We will continue to update you on these changes as we learn more. The current systems and curriculum still remains in place until September 2025.

ECF Programme

L.E.A.D. Teaching School Hub are proud to be a Delivery Partner working alongside EDT (Education Development Trust) to deliver a high-quality 2-year Induction Programme for both ECTs and Mentors.



For a
taster of our
sessions, please
watch this video



Our training includes the following aspects:

- High quality materials that are contextualised to Lincolnshire
- Face-to-face training offering networking opportunities from the outset of an ECT's career
- Specialist inputs including SEND
- Expert facilitators
- A rigorous quality assurance process of the training
- Regular correspondence from the Teaching School Hub with the latest updates
- Easy access to support from members of L.E.A.D. Teaching School Hub's ECF team



For more information on how we can support your ECTs and Mentors, call **01522 214459** or email Rachael@leadtshub.co.uk

Research Update: Small Schools

The National Institute of Education have released a research summary looking at 'Delivering the ECF in small schools in rural and coastal communities'.

This report is aimed to understand the experiences of delivering the ECF in these areas in England, to learn about current great practice, and what models of design and support for delivering the ECF might be helpful and feasible in these contexts.



Mentor Dashboard Overview

The 'Mentor Dashboard' overview video is now available on the Online Learning Platform to DPs, facilitators and Mentors.



Induction Tutor Guidance

An Induction Tutor guidance document was shared in September for feedback. This document is now live and will be included in all EDT Induction Tutor newsletters in the future.

This document provides Induction Tutors with clear guidance and expectations to support them in their role managing ECTs and Mentors completing the Early Career Framework with EDT.





At L.E.A.D. Teaching School Hub, we are excited to announce that we have now received our funded allocations for the delivery of NPQs for an April 2025 cohort with Teach First.



NPQs on Offer – Spring 2025 Cohort

As communicated in our January 2025 newsletter, we have been made aware that the DfE intend to fund NPQ programmes for Spring 2025. There will be 10,000 scholarship funded places made available nationally for the Spring 2025 intake of NPQs.

Scholarships will continue to be available to teachers and leaders from publicly funded schools and 16 to 19 educational organisations for the following NPQs:

- **Leading Primary Mathematics**
- **Special Educational Needs Co-Ordinator (SENCO)**
- **Headship**

For NPQs in senior leadership, leading teacher development, leading teaching, leading behaviour and culture, leading literacy, executive leadership, and early years leadership, scholarship funding to cover the full course cost will be available to teachers and leaders from:



- **schools:** the top 50% of state funded schools in England that have the highest proportion of students attracting pupil premium, as set out in the eligibility lists Teach First anticipate that the eligibility lists will remain the same as set out in Autumn 24, however, they expect a confirmed list in early February. We will communicate this as soon as we receive this from the DfE.
- **16-19 settings:** the top 50% of state funded settings in England that have the highest proportion of students eligible for disadvantage funding.

Given the register of interest and current funding levels, we have taken the decision to run cohorts for the following NPQs during Spring 25:

- **NPQH (Headship)**
- **NPQ SENCo (Special Educational Needs Coordination)**
- **NPQSL (Senior Leadership)**
- **NPQ LPM**

We aim to offer NPQLTD, NPQLT, NPQLBC, NPQLL, and NPQEYL in the next academic year.



Don't miss out - Apply now

Whilst the DfE portal is yet to open, to ensure your application progresses as swiftly as possible, our internal application system is **NOW OPEN**.

There are very limited funded places so please do make your application ASAP. Applications may close once all funded places are allocated. (A waiting list system will be in place once this happens.)

TO START YOUR APPLICATION...

1. **Complete an application form** - click on below:



Find out more about the content of each programme from Teach First [here](#)



2. **DfE Registration** - The DfE registration portal is expected to open w/c 10th February. You will be notified once this is open to complete your registration.

Select **Teach First** as your Lead Provider for all NPQ programmes other than the NPQLPM in which you will need to select the **Church of England**. **Have your Teacher Reference Number (TRN) ready for registration.**

If you do not have a TRN

If you do not have a TRN (Teacher Reference Number), you will need to apply for one at request a TRN before you can register via the DfE portal when it opens. Please ensure you apply for this at the same time as beginning your application to avoid any delay in joining the programme.



What about NPQ's moving forwards?

The Department for Education has also announced that from the next academic year, NPQ delivery is likely to shift to **single annual cohorts** with funding details yet to be confirmed.

Our delivery partner, Teach First, have communicated that:

- Funding will be continuing for 25/26 and 26/27.
- It is highly likely to be funding for 20,000 places per year.
- Eligibility may change, although we anticipate NPQH and SENCO will remain funded.
- There will be one larger cohort a year.
- Lead Providers have suggested the start window is November.
- A full review into allocation of places, eligibility and application process will take place in February with Lead Providers.
- Alongside this, a review of the NPQ frameworks will be taking place with expert groups with a view to publishing in summer 2026.

NPQ Review

The DfE have announced that the review of all NPQ frameworks is expected to take 18 months and will be supported by a wide-ranging programme of engagement from across the sector. This will include the convening of an expert steering group who will work in partnership with the DfE and Education Endowment Foundation (EEF) to update the frameworks.

The key areas the Review will address are:

- **SEND** - Further best-practice for teaching pupils with SEND, drawing heavily on the new SENCO NPQ content.
- **Leadership Progression** - Ensuring that areas that are repeated across the different NPQ frameworks genuinely supports progression through different levels of leadership.
- **Workload reduction** - Addressing how leaders can make more effective implementation choices which support workload reduction.
- **Operational leadership** - Further best-practice, particularly at executive leadership level, in operational aspects of leadership, such as budget management and workforce deployment.

NPQSENCo: The Current Cohort

Our first NPQSENCo cohort have now completed modules on school culture, implementation and statutory frameworks and are looking forward to exploring identification and assessment later in February. Tour and Talk tour planning is well underway for the participants. We are excited to share the experiences of visits in future newsletters.

"Good pacing and informative. A great way to embed Brightspace learning."

"Very clear and structured - fulfilled the objectives of the session. The materials on the website are very useful and many good examples provided."

"Facilitator was very knowledgeable about implementation. Good to hear real life examples. I enjoyed the conversation with my colleagues where we discussed and challenged each other."



February 2024 Specialist Programmes

As the February 2024 cohort approaches the final summative assessment, we want to take the opportunity to wish this cohort well. We hope that the experiences and learning will continue to impact your settings, and that you continue to embrace your network links. Do remember that the assessment window is open from **3rd – 10th February 2025**.



Upcoming CPD

Click on your chosen programme below to book



Mon 3rd Feb
Leadership
Development
Group: SENDCo
(Secondary)



Mon 3rd Feb
Recruitment
Training



Mon 3rd Feb
Site Managers
Network
Meetings
(Nottingham)



Tues 4th Feb
Review in Action:
Reading -
Warren Academy



Tues 4th Feb
Site Managers
Network Meetings
- Sheffield



Thur 6th Feb
Primary PSHE
Subject Leader
Group



Thur 6th Feb
TA: Supporting
social and
emotional
learning



Thur 6th Feb
Emergency
Paediatric
First Aid
(Nottingham)



Thur 6th Feb
Site Managers
Network
Meetings
(Lincoln)



Fri 7th Feb
Social and
Emotional
Learning - Why
it Matters!



Fri 7th Feb
Emergency
Paediatric
First Aid
(Lincoln)



Mon 10th Feb
Why Oracy
Matters -
Learning
through Talk



Tues 11th Feb
Understanding
and Reducing
Challenging
Behaviour & L2
Positive Handling



Wed 12th Feb
Emergency
Paediatric
First Aid
(Leicester)



Wed 12th Feb
Diversity and
Inclusion



Thur 13th Feb
Emergency
Paediatric
First Aid
(Sheffield)



Tues 25th Feb
DSL Network
Meeting



Wed 26th Feb
Emergency
First Aid at Work
(Leicester)



Thur 27th Feb
Supporting
Children with
Dyslexia



Fri 28th Feb
Understanding
and dealing with
Emotionally Based
School Avoidance



Tues 4th March
Deputy
Headteacher
Network



Wed 5th March
Early Years
Leadership
Network



**Wed 5th &
Thur 6th March**
Paediatric
First Aid
Nottingham



Thur 6th March
SEND Review -
Good Practice



Thur 6th March
SEND Enhanced
Provision Network



Tues 11th March
Active English
Open Morning



Tues 11th March
Active Spelling
Network Meeting



Wed 12th &
Thur 13th March
Paediatric
First Aid
Leicester



Thur 13th March
Supporting
children with
dyscalculia



Thur 13th March
Catering Managers
Network



Thur 13th March
Managing
Sickness Absence



Mon 17th March
Social Media
Basics: Effective
Social Media
Practices



Mon 17th March
Effectively
developing and
deploying your
people resources



Tues 18th March
Active Spelling
Open Morning



Wed 19th &
Thur 20th March
Paediatric
First Aid
Sheffield



Thur 20th March
Pupil Premium
Conference and
Networks



Fri 21st March
Developing High
Quality Feedback
in the Classroom



Wed 26th &
Thur 27th March
Paediatric
First Aid
Lincoln



Thur 27th March
Supporting
children with
mental health
needs



Mon 1st April
Managing Difficult
Conversations



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



Wed 3rd April
Using feedback
effectively in the
classroom

Click on your chosen programme above to book