



# L.E.A.D. Equate



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

TRUST NEWS No.28  
**November 2024**

## NOVEMBER NEWS...

We hope you enjoyed a well-earned rest during your half term break and that you have a great start to the second half of this term. Engagement with the 2024-25 CPD offer has been fantastic so far – thank you so much for your commitment, enthusiasm, and support. This newsletter signposts some useful resources and some upcoming CPD opportunities that might be of interest to you and your teams.



## Research Updates



The University of  
**Nottingham**

### University of Nottingham: Primary Engagement Network Event – An Invitation

The University of Nottingham are inviting colleagues from across L.E.A.D. Academy Trust to attend their **free** online PEN events.

The first event of this year will focus on using technology to enhance children's writing and will be presented by Phil Herd and Helen Fordham from the Transform Trust. Join us for an engaging gathering focused on the trust's writing process and how schools are enhancing learning by incorporating iPads into their curriculum. Discover innovative ways that technology is transforming writing instruction and explore the exciting potential of AI to support and elevate pupils' writing skills.

This event will take place online, through MS Teams on **Thursday 7th November** from 4pm-5pm.

Email 'Yes, I will be attending the PEN event' to [uonschoolpartnership@nottingham.ac.uk](mailto:uonschoolpartnership@nottingham.ac.uk)

## Nottingham Trent University: EEF PALS trial – the results are in!



Nottingham Trent  
University  
Nottingham Institute  
of Education

Colleagues at Nottingham Trent University are delighted to share the results of their EEF trial of Peer Assisted Learning Strategies (PALS) for teaching reading. The trial involved pupils across 114 schools, including those within L.E.A.D. Academy Trust. The results are very exciting, suggesting that:

- children in PALS-UK schools made the equivalent of two months additional progress in reading compared with children in control schools
- children's reading comprehension improved
- children's oral reading fluency improved on one of the two measures of oral reading fluency assessed
- Pupils eligible for FSM made the equivalent of one month of additional progress in reading
- Potentially, the impact of the programme may have been even greater for children with special educational needs and disabilities (SEND) than for other children (EEF, 2024).

Read  
the full  
report here



# Review in Action: Reading

Colleagues from across L.E.A.D. Academy Trust were able to see an enhanced version of PALS in action at Millfield L.E.A.D. Academy as part of our first Review in Action day of the year.

Participants had the opportunity to:

- watch a model reading lesson in Millfield's purpose-built training classroom with two-way observation mirror
- conduct a learning walk across KS2
- explore how the school has developed an incredibly inspiring reading culture
- explore students' books, with Millfield prioritising the process (and joy!) of reading, rather than evidencing of reading through written activities
- reflect on next steps for reading leads



*"What a fantastic experience  
- so inspired."*

The feedback was excellent, with 100% of participants agreeing or strongly agreeing that:

- I will likely change or introduce something in my professional practice as a result of undertaking this CPD today
- I am clear about how this CPD will likely have a positive impact on some pupils' attainment in the future
- The delivery of the training was of a high standard



Millfield showcased their innovative, research-informed approach to vocabulary retrieval, which has received funding from Nottingham Trent University for a pilot research project in 2025.

Schools that are interested in trialling vocabulary retrieval are welcome to email Aaron Jordan, Assistant Headteacher at Millfield L.E.A.D. Academy: [ajordan@millfieldacademy.co.uk](mailto:ajordan@millfieldacademy.co.uk)



*"It was a fantastic day. I really valued the opportunity to see how reading is taught in another school. I particularly enjoyed observing the reading lessons in different year groups and how they compare to my setting."*

We have three further Review in Action days taking place across the 2024-25 academic year.

## SCIENCE

at Witham  
St Hughs,  
Lincoln

Monday 25th  
November 2024

SOLD OUT

## MATHS

at Birley  
Primary Academy,  
Sheffield

Wednesday 29th  
January 2025

Book here:

## READING

at Warren  
Academy,  
Nottingham

Tuesday 4th  
February 2025

Book here:



## Growing great teachers with Chris Moyse

Chris Moyse is a leadership and education consultant with over 35 years of experience in education. He was a teacher and middle leader for 18 years, a local authority consultant before moving into senior leadership in an all-through school in Somerset for seven years.

Do not miss his podcast about growing great teachers and the 'performance zone' V the 'learning zone!'



## Deputy Director Role

As you are aware, we have advertised and appointed to the role of Teaching School Hub Deputy Director to begin in January 2025.

We have successfully appointed **Colette Duggan** and we look forward to sharing a bio regarding her background with you in the December edition of the newsletter.



## Leadership Conference: last tickets remaining!

Headteachers and senior leaders from across L.E.A.D. Academy Trust are invited to attend the L.E.A.D. Teaching School Hub Leadership Conference on **Friday 22nd November 2024**.

Tickets cost just £99 per person and can be ordered here:

BOOK  
HERE



## STEM Learning Partnership Survey Reminder

Science Leads from each school need to complete a survey to capture highlights from our STEM Learning Partnership. Each survey entry will be entered into a prize draw, giving schools the opportunity to win £400 worth of science equipment for their school.

Science Leads can complete the survey here:

SURVEY  
HERE

Colleagues can also email [brittany@leadtshub.co.uk](mailto:brittany@leadtshub.co.uk) if they'd like any help with completing the survey.

## The Power of Public Relations and Communications for School Leaders

Don't miss out on the opportunity to hear practical strategies from expert PR firm, PLMR.

PLMR

Over the course of this online CPD session, hosted on Zoom on **Tuesday 10th December 2024** from 10am-1pm, a highly experienced PR expert will share strategies for:

- Working with the press and media
- Navigating social media and PR
- How to manage the increasingly large audience of communications with parents (social media sharing and press interest)
- How good comms can make the lives of school leaders easier!

Tickets are available for just £50 per person.

You can book using the Purchase Order Number LEADTSHUB to pay using your ring-fenced L.E.A.D. Equate CPD budget:

BOOK  
HERE

Interested in supporting pupils with developing independent learning?

This highly-rated webinar from Amjad Ali, a former teaching assistant and current Senior Leader, provides practical strategies to help you help pupils to develop increasingly levels of independence in the classroom. Amjad is passionate about inclusion. In the session, he explores pupils' individual barriers to independence, how to use a self-scaffolding framework, and how to motivate students through his "success breeds success" philosophy.

You can watch the webinar here when logged into your National College account:



## TEACHERS

Don't miss out on your chance to work with Kate Jones on 'actionable feedback'!

Don't miss out on your chance to work with Kate Jones on 'actionable feedback'!

On Friday 17th January 2025, Kate Jones, author of the John Catt Retrieval Practice series, will be hosting a full day of CPD for teachers and leaders at L.E.A.D. Teaching School Hub, Lincoln, focused on effective feedback. Kate will explore the research behind verbal and written feedback, offering strategies to support learners with SEND and EAL, as well as signposting the key ingredients of effective self and peer assessment, and debunking seven myths about feedback in classrooms.

Tickets cost just £99 per person.

You can book here, using the Purchase Order Number LEADTSHUB to pay using your L.E.A.D. Equate CPD budget:



BOOK HERE

## Curriculum and Assessment Review Regional Roadshows

As you'll already know, the government have established a Curriculum and Assessment Review group, chaired by Professor Becky Francis CBE. The group will be releasing an interim report early in 2025, before a full report is published in autumn 2025. The group are holding roadshow events across the country to engage with a wide range of stakeholders.

The most local face-to-face roadshow sessions dates for L.E.A.D. Academy Trust schools are:

- **East Midlands** - Malcolm Arnold Academy, Northampton  
**Thursday 24th October, 1pm – 4pm**
- **West Midlands** - Ormiston George Salter Academy, West Bromwich - **Monday 11th November, 1pm – 4pm**
- **Yorkshire and Humber** - Doncaster College, Doncaster  
**Thursday 21st November, 4pm – 7pm**

The group are also hosting the following online sessions:

- Online Webinar - **Tuesday 5th November** - 4pm start
- Online Webinar - **Thursday 28th November** - 1pm start

You can book your place here:

BOOK HERE

## Teaching Assistants/ Higher Level Teaching Assistants

Have you engaged with our online 'pick and mix' CPD offer for Learning Support Assistants, Teaching Assistants, and Higher Level Teaching Assistants?

UPCOMING SESSIONS INCLUDE:



### Developing children's vocabulary

Thursday 21st November 2024  
1.30pm-3pm / £15 per person

[Book here](#)

### Understanding and Responding Effectively to Aggressive Behaviour

Thursday 5th December 2024  
1.30pm-3pm / £15 per person

[Book here](#)

### Embedding Assessment for Learning

Thursday 12th December 2024  
1.30pm-3pm / £15 per person

[Book here](#)

# Early Years

## Early Years Evidence Store – supporting physical development

The Lincolnshire Research School has produced a summary of evidence-informed approaches to supporting children's physical development. Read Sinead McMahon's blog, 'Ready, Set, Go', to consider how you can support physical activity in the early years. You can find a 2-page summary on the EY Evidence Store too.



The DfE Early Years/  
Executive Function



The Latest DfE: Best Start  
in Life Guidance



A Powerpoint  
Summary



## Effective Early Years CPD Leadership Practice

15th August, 2024 Ariana Wells has created an article relating to Early years leaders playing a crucial role in facilitating high-quality professional development. Click the link to find out more.



## Oracy: We Need to Talk

The report of the Commission on the Future of Oracy Education in England  
October 2024

'We need to talk about oracy— what it is, why it matters, and why, in particular, it matters now. And to do that, we first need to talk about our children and young people. We need to talk about our teachers. We need to talk about what exactly it is that we are trying to do through our education system to prepare the younger generation to take their place as the future citizens of our country. Because, as you'll see from our report, oracy is going to play an important part in this conversation.'



## Inset days, Ofsted Gradings and Leaders in Schools

This newsletter identifies research relating to the use of inset days and leaders in schools. Click the link to find out more.



## SEND: Curriculum Design and Practice

Following a BERA event, those who contributed have come together to explore all things related to SEND and the curriculum in further depth. With perspectives from Scotland, Northern Ireland and England, the 10 blog posts cover a range of topics, including:

- SEND policy and practice
- using lesson study to enhance curriculum implementation
- challenging assumptions about learners with SEND
- communication efficacy in the classroom
- inclusion for autistic learners
- intersectionality.



## Adaptive Teaching

The PISA research says that 'adaptive instruction' is one of the approaches most positively correlated with student performance. Matt Bromley looks at what adaptive teaching entails and how to deliver it. Read on to find out more:





# Alex Quigley - Adaptive Teaching What is it Anyway?

Teachers typically seek out issues that prove barriers to learning, such as:

**Literacy challenges**, such as fluency issues when reading aloud, or handwriting issues.

**Key gaps in prior knowledge**, such as possessing a weak chronology when learning about the Tudors in history.

**Common misconceptions**, such as a skewed sense of scale and space when learning about the atom.

**Simplistic stereotypes**, such as attitude to gender when learning about Lady Macbeth in English literature.

**Limited working memory**, such as when primary teachers are teaching how to draft, edit and revise their recount writing.

**Self-regulation challenges**, such as the typical struggle to execute independent reading successfully.

Read  
more here



## 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

The EDI  
Calendar



Please find a copy of  
the latest EDI newsletter  
for October

CLICK  
HERE



ECF

## Induction Tutor and Mentor monitoring of ECT engagement

To support you in your roles as an Induction Tutor and Mentor, we have added further support to aid you in monitoring ECT engagement. EDT will shortly be uploading a video, 'ECT Platform Overview' that mentors will have access to but for now, please follow the steps below:

- Log into the LMS Platform
- Click on the 'Engagement' tab or via 'Activity Completion Reports'
- When using the 'Activity Completion Reports' you will need to select the correct cohort of your ECT e.g. September 2024.

## A message for Mentors

We want to remind mentors that your journey towards being a 'fully trained mentor' is important. Mentors are on their own journey, completing their own CPD so this does not need to link to the journey of your ECT. Please ensure that you do not access and complete more than 1 block per half term otherwise this has funding implications for your school.

Mentors can access their online portal here.

CLICK HERE TO VIEW

## Upcoming Year 2 Regional Events

We have our Year 2 ECT Regional Events happening this term.

Please ensure that Year 2 ECTs have booked onto one of the events.

CLICK HERE TO BOOK

## ECF FAQs

We have created an ECF FAQs document which should answer questions that you may have.

Any other queries, please do not hesitate to contact the ECF team.



If you have any further questions please contact:



**Keira Kelleher**  
AB Lead

keira@leadtshub.co.uk



**Matthew Davidson**  
AB Deputy Lead

matthewdavidson@leadtshub.co.uk



**Rachael Viscomi**  
AB Administrator

rachael@leadtshub.co.uk



**Sophie Hirst**  
ECTF Lead

sophiehirst@leadtshub.co.uk



## Quality Assurance Visits

In line with the DfE Key Performance Indicators (KPIs) L.E.A.D. Teaching School Hub Appropriate Body (AB) along with their Delivery Partners complete QA visits with a minimum 10%\* of our school per academic year. In order to meet this KPI we endeavour to work with a range of schools each year.

At L.E.A.D. Teaching School Hub we use the criteria below:

- Schools that haven't received a QA visit in the last 4 years
- Schools that are new to L.E.A.D. Teaching School Hub Appropriate Body
- Schools where there is a new Headteacher or Acting Headteacher / New management team
- Schools where there are inexperienced Induction Tutors and/or ECT Induction Co-Ordinators/Managers / Mentors
- Schools with an RI Ofsted rating
- Schools with a large number of ECTs
- Schools where an ECT has been identified as a cause for concern
- Schools where an ECT has raised concerns
- Feedback has been raised in interim surveys from either and ECT or Induction Tutor
- QA requested by the schools

The Quality Assurance Visits are an opportunity for a professional dialogue and support to ensure that all parties involved in the induction process are receiving their entitlements. We want our QA visits to be as helpful and supportive as possible. We have recently updated our QA Process document which can be found [here](#).



## Mentor Protected Time

Mentoring is a very important element of the induction process and the mentor is expected to be given adequate time to carry out the role effectively and to meet the needs of the ECT. This includes attending regular mentoring sessions and mentor training where appropriate.

ECT and mentor sessions are expected to be timetabled during teaching hours as schools are funded to cover the time off timetable. The headteacher/principal and appropriate body are expected to ensure that mentors are given sufficient time to carry out the role effectively and meet the needs of their ECTs. In exceptional circumstances where schools require flexibility due to timetabling constraints, mentoring may take place outside of teaching hours but should always be scheduled within contracted time.

## Dates for your diary

**Thursday 28th November**

**– Progress Reviews/Assessments due.**

To further support you, we have completed guidance for completing a progress review or assessment.



## ECT Policy

On ECT Manager, under the 'Resources' tab, 'Paperwork Templates' folder, we have an editable ECT policy that can be used to support any changes that need to be made to any existing early career teacher / induction policies. The policy can also be accessed on our website.

We hope that you find this useful when updating or creating your own school policy.

[CLICK HERE TO VIEW](#)

## Statutory Induction Information

If you were unable to attend our Statutory Induction Information Events in Autumn 1, the recordings and slides are available under the Resources tab on ECT Manager [here](#).

[CLICK HERE TO VIEW](#)

There are separate events for Headteachers and Induction Tutors, and ECTs and Mentors. They contain important information to all those involved in the Statutory Induction process.



This half term has certainly been unprecedented within the world of NPQ. We have successfully navigated the challenge of the reduction in DfE funding to ensure that **we are able to run all NPQ programmes, both leadership and specialist, as planned**. We would like to thank leaders for their patience throughout this process, this has been much appreciated by everyone who works in the NPQ team.

**Cohort 7, Autumn 2024**, will start after half term – participants are in the process of connecting with their learning platforms to ensure they meet the deadline of engagement later this month.

We will notify everyone when applications for **Cohort 8** open in readiness for April 2025.

## NPQSENCO

We are looking forward to launching our first two cohorts of NPQSENCO this half term. As you are aware the Lead Provider for this programme is Teach First, those of you that have previously engaged with NPQs will notice a very different model to this programme. The course consists of 10 modules.

- each module involves approximately 4 hours of independent study, followed by a 1-hour online seminar where participants will discuss their learning with peers and experienced SEN leaders.
- participants will also attend two conferences and complete visits to different settings.

## Engagement

In the face of reduced funding, we are keen to ensure that participants get the most from their NPQ programmes. We are offering follow up support to any participant who attends a session without a working camera or microphone or who does not have the individual space to work as we recognise the impact this has not only on their own learning but also the learning of the group they are working with. We welcome your support in ensuring that each individual achieves 100% attendance at face to face and online sessions and are encouraging participants to share the dates of their sessions across their 12/18 month programme with the school calendar as well as their own diaries.

## Impact

We are keen to hear from anyone who has information to share with regards to the impact they are seeing in their setting as a result of a member/s of staff taking part in an NPQ programme. Equally, if you have thoughts with regards to what is needed beyond the realms of the NPQ we would welcome a discussion around this. We recognise that further consideration needs to be given to ensure that the learning from an NPQ programme is applied to the learner's context.

## Teacher Development Trust (TDT)

We were sad to share the news that Teacher Development Trust, TDT, had made the decision to withdraw from the DfE "Golden Thread" programmes. **This will NOT AFFECT anyone currently embarking on a programme with TDT or about to begin their programme this term.** TDT have reassured us that they are committed to seeing all participants through their NPQ journeys.

"To be clear, we are committed to supporting all those already on our NPQ programmes, including those who have just enrolled. They will continue to enjoy the high-quality course we have offered hitherto. But those recruited this autumn will be the last."



**A Bright Future for TDT**  
- 7th October 2024



Indeed, we are delighted to say that TDT will be joining us at the Leadership Conference on 22nd November, 2024 to answer any questions you might have and indeed share some of their other CPD programmes.



## Early Reading Deep Dive

The English Hub are offering a **FREE** Ofsted webinar on **Wednesday 29th January 2025** at 3.45pm with Kirsty Godfrey (Lead HMI Inspector).

CLICK  
HERE TO  
BOOK



**English Hubs**

Witham St Hughs English Hub

Funded by  
Department  
for Education

**Ofsted**  
raising standards  
improving lives

All of the courses, training and workshops in the English Hub School Support Offer 2024-2025 are **FREE** of charge, funded by the DfE. Please visit this link to find out more:



## Upcoming CPD

Click on your chosen programme below to book



**Mon 4th Nov**  
**Bright Sparks:**  
**Computing**



**Tues 5th Nov**  
**Reading for**  
**Pleasure**  
**Community**



**Tues 5th Nov**  
**Safer**  
**Recruitment**



**Wed 6th -**  
**Fri 8th Nov**  
**First Aid at Work**  
**(Leicester)**



**Wed 6th Nov**  
**Primary DT**  
**Subject Leader**  
**Group**



**Wed 6th Nov**  
**Reducing teacher**  
**workload and**  
**improving impact**



**Wed 6th Nov**  
**Investigation**  
**Training**



**Wed 6th Nov**  
**DSL Network**  
**Meetings**



**Thur 7th Nov**  
**Pupil Premium**  
**Conference and**  
**Networks**



**Fri 8th Nov**  
**Understanding**  
**and Reducing**  
**Challenging**  
**Behaviour & L2**  
**Positive Handling**



**Mon 11th Nov**  
**Building a**  
**behaviour culture in**  
**a school - How you**  
**teach behaviour**



**Tues 12th Nov**  
**Bright Sparks:**  
**Science**



**Wed 13th Nov**  
**Early Years**  
**Leadership**  
**Network**



**Thur 14th Nov**  
**Catering**  
**Managers**  
**Network**



**Thur 14th Nov**  
**Bright Sparks:**  
**MFL**



**Thur 14th Nov**  
**SEND Enhanced**  
**Provision**  
**Network**



**Tues 19th Nov**  
**Active Spelling**  
**Open Morning**



**Wed 20th Nov**  
**Emergency**  
**Paediatric First**  
**Aid (Nottingham)**



**Wed 20th Nov**  
**Bright Sparks:**  
**Maths**



**Thur 21st Nov**  
**Developing**  
**children's**  
**vocabulary**



**Thur 21st Nov**  
**Deputy**  
**Headteacher**  
**Network**





**Thur 21st Nov**  
Emergency  
Paediatric  
First Aid (Sheffield)



**Thur 21st Nov**  
Reading Fluency  
Across the  
Curriculum



**Fri 22nd Nov**  
Emergency  
Paediatric  
First Aid  
(Leicester)



**Fri 22nd Nov**  
Leadership  
Conference



**Mon 25th Nov**  
Maternity and  
Family Friendly



**Mon 25th Nov**  
Review in  
Action: Science -  
Witham St  
Hugh's Academy



**Wed 27th Nov**  
Emergency  
Paediatric  
First Aid  
(Lincoln)



**Wed 27th Nov**  
Bright Sparks:  
English



**Thur 28th Nov**  
Times Tables -  
How can we  
make them stick?



**Thur 28th Nov**  
Emergency  
First Aid at Work  
(Derby)



**Fri 29th Nov**  
Emergency  
First Aid at Work  
(Leicester)



**Tues 3rd Dec**  
Virtual Reality  
in the Primary  
School



**Wed 4th -  
Thur 5th Dec**  
Paediatric  
First Aid  
(Nottingham)



**Thur 5th Dec**  
TA: Understanding  
and responding  
effectively to  
aggressive behaviour



**Fri 6th Dec**  
Mitigating the  
impact of mental  
health on school  
attendance



**Fri 6th Dec**  
Articulating your  
commitment  
to EDI



**Mon 9th Dec**  
Why Oracy  
Matters - Learning  
through Talk



**Tues 10th Dec**  
The Power of PR  
& Communications  
for School Leaders



**Wed 11th -  
Thur 12th Dec**  
Paediatric  
First Aid  
(Lincoln)



**Thur 12th Dec**  
Embedding  
Assessment for  
Learning (AfL)



**Wed 18th -  
Thur 19th Dec**  
Paediatric  
First Aid  
(Sheffield)

Click on your chosen programme above to book



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