



# L.E.A.D. Equate



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

TRUST NEWS No.27  
**October 2024**



## OCTOBER NEWS...

Thank you so much for your engagement with the 2024-25 CPD offer. Since the brochure launched in June, schools in L.E.A.D. Academy Trust have booked 471 tickets to CPD events already!

With appraisals underway, here's another copy of the L.E.A.D. Equate CPD brochure to support you in identifying relevant CPD for colleagues.

READ  
HERE



**The  
National  
College®**

## National College Updates

Headteachers, School Business Professionals, and Office Managers from each trust school have been emailed updated information on the National College compliance training. You can find all documents here too:



# STEM Learning Partnership

Our STEM Learning Partnership will end in December 2024. I want to say a huge thank you to headteachers and Science Leads from across the trust for their support with this, as well as a special thank you to Deputy Partnership Lead, Helen Connaughton, and our partners at DTSA and STEM Learning. By December, there will have been nearly 400 participants on fully-funded STEM CPD from across L.E.A.D. Academy Trust.

Some of the highlights include:

- Giving colleagues the chance to go 'behind the scenes' of science at Jubilee L.E.A.D. Academy and Millfield L.E.A.D. Academy in the 2023-24 academic year and Witham St Hughs Academy in the 2024-25 academic year
- An upcoming INSET delivered by 'ICT with Mr P' for schools in the Sheffield hub
- Ensuring TAs had the chance to engage with role-specific CPD

Science Leads from each school will be asked 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 - colleagues can also email me ([brittany@leadtshub.co.uk](mailto:brittany@leadtshub.co.uk)) if they'd like any help with completing the survey.

SURVEY  
HERE

Fully-funded  
CPD for  
**340+**  
participants  
so far

There are a number of free-text boxes in the survey, some of which can be filled in with just a click of the space bar. However, it would be fantastic to capture some of the benefits of the partnership in questions 10 and 11, as well as 'special moments' for question 18 in particular.

Please note, for question 6, Huntingdon Academy was the lead school for the partnership, so all other respondents can select 'no' in answer to this question.

**70+**  
CPD events

## The University of Nottingham's Primary Engagement Network Blog

We work closely with the fantastic ITE team at the University of Nottingham and are very pleased to shine a spotlight on their fantastic blog in this month's newsletter. Their latest post explores how questions can support pupils' deeper thinking:



Having worked with so many L.E.A.D. schools over the years, the team at the University of Nottingham would also like to invite colleagues from within our schools to pitch and submit their own blog posts too.

If you or a colleague would like to pitch, fill in this form and I'll share your details with the team:

CLICK  
HERE OR  
SCAN QR



The University of  
Nottingham



## OPPORTUNITY TO ENGAGE WITH RESEARCH PROJECTS

Learning about legal rights and responsibilities through Law Yeah!

Colleagues at Nottingham Trent University have signposted an opportunity to get involved in an educational research project. They have been working with a team of researchers from the Law School at the University of Sheffield to develop a game called Law Yeah! to help children and young people aged 7-15 years learn about their legal rights and responsibilities. You can see a 1-minute clip of the game [here](#). They are looking for schools to partner with them in evaluating the game. For more information please contact the project lead Prof Dawn Watkins at [d.watkins@sheffield.ac.uk](mailto:d.watkins@sheffield.ac.uk), or take a look at the [project website](#). The team is recruiting schools until the end of October 2024.

Secondary school teachers' perceptions of educational research engagement and the role of teachers in knowledge generation in education; a phenomenographical study

Claire Harley, Assistant Headteacher in Leicester and EdD candidate at the University of Nottingham is seeking interested colleagues to participate in her research project. Information for potential participants can be found [here](#):

To participate participants must have:

1. Taught or led in a mainstream secondary school in the past 7 years
2. A view (positive or negative) on research engagement

This research will look at how teachers perceive research engagement and give us greater insight into what this looks like in 2024 from the perspective of teachers.

## Staffing Update

Trust schools may already be aware that Teaching School Hub Deputy Director, **Lisa Cassidy**, will be retiring from the role at Christmas. Whilst Lisa's work has mainly focused on Lincolnshire during her 8 years in the role, she has always worked tirelessly to ensure that trust schools can access high-quality NQOs, CPD, and the ECPDP too.

Lisa has had a profound impact across Lincolnshire Schools, partnerships and the English Hub community, caring passionately about the core purpose of education. She will be greatly missed.

Lisa equally wishes to thank you for your ongoing support and collaboration over the many years in her role.



## UPCOMING CPD OPPORTUNITIES

### Making Interaction Count in the Early Years

Suitable for teachers and TAs, our fantastic Leader of Excellence, **Amala Gibson**, will be sharing a practical toolkit for making interactions count in the Early Years. With the opportunity to observe real classroom interactions and to plan for children in our own settings, this course is an exciting opportunity for face-to-face collaboration. The first session takes place on **Friday 4th October** from 9.30am – 2.30pm, followed by a second session on **Friday 24th January 2025** from 9.30am – 2.30pm. Both sessions will be held at Radford Academy in Nottingham.

Tickets can be booked here using the Purchase Order Number LEADTSHUB to pay with your school's ring-fenced L.E.A.D. Equate CPD budget.



BOOK  
HERE

## Review in Action

### Key Stage 2 Reading at Millfield L.E.A.D. Academy

**Tuesday 8th October**  
**9am – 2.30pm**

BOOK  
HERE



Attendees will be able to see colleagues at Millfield teach reading, learn more about the school's approach, and engage in structured reflection on key elements of their own school's reading offer and their own leadership of reading throughout the day. This is a rare opportunity to collaborate with Reading Leads from other trust schools and to see innovative, impactful approaches to boosting reading outcomes in action.

Tickets can be booked here using the Purchase Order Number LEADTSHUB to have the cost deducted from your ringfenced L.E.A.D. Equate CPD budget.

### Science at Witham St Hughs Academy

**Monday 25th November**  
**9am – 2.30pm**

#### PLEASE NOTE, THIS EVENT IS ALMOST SOLD OUT.

If you'd like the opportunity for your science lead (or other colleagues) to see science in action at Witham St Hughs, as well as reflecting on key aspects of your own science offer throughout the day, you can book here using the Purchase Order Number LEADTSHUB:

BOOK  
HERE

## UPCOMING CPD FOR LEADERS AND LINE MANAGERS

Make the most of our fantastic HR team by engaging with these upcoming online CPD sessions for **FREE**:

### Managing Sickness Absence

**Thursday 3rd October 2024**

BOOK  
HERE

### Recruitment

**Wednesday 9th October 2024**

BOOK  
HERE



## The Power of PR and Communications

We also want to signpost a fantastic opportunity to engage with expert advice on Public Relations from the esteemed PR firm, PLMR. With so much of our work with parents and external partners becoming increasingly visible online and in local (and even national) media, we're very pleased to be able to offer this session for just £50 per person. **Don't miss out!**

The session will take place online on **Tuesday 10th December 2024**, from 10am – 1pm. Tickets can be booked here:

PLMR

BOOK  
HERE

## Developing a Digitally Rich Learning Environment

Headteachers and senior leaders who want to enhance and innovate their quality of education through digital transformation may be interested in this fantastic CPD programme with former school leader, **Dr Fiona Aubrey-Smith**, co-author of *From EdTech to PedTech*.



This year, Fiona was named as one of the Top 5 Visionary Women in Education. L.E.A.D. schools are very lucky to be able to draw on Fiona's expertise across these three face-to-face sessions, helping you to enhance your digital technology strategy. You can book your tickets here:

BOOK  
HERE

You can also get a flavour of Fiona's work through this five-star rated National College webinar:



## The Lincolnshire Leadership Conference



We would also like to take this opportunity to invite you to the Leadership Conference which takes place on **Friday 22nd November 2024**.

We have nationally recognised speakers and workshops all focussed on leading and inspiring our core purpose of 'Great Teaching.'

We look forward to seeing you there and collaborating with Lincolnshire Leaders and colleagues on a county-wide scale.



Click to  
reserve your  
place today  
here!

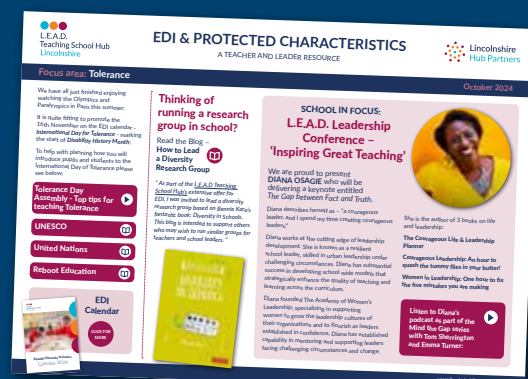


## EQUALITY, DIVERSITY AND INCLUSION

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

# OTHER NEWS/UPDATES/ USEFUL RESOURCES FOR TEACHERS AND LEADERS

## Appraisal

Updated guidance for appraisal has been produced by the DfE.

It states that the appraisals process should be intrinsically supportive and developmental, conducted within a school culture that values openness and fairness. Appraisal should be a non bureaucratic process that recognises, encourages and validates a teacher's commitment to professional development, pedagogical excellence and effective performance. It should offer a supportive and safe environment where individual teachers and their line managers can have open and honest conversations about successes and areas for improvement. It should also address the support that will be provided to enable all teachers to achieve their objectives and continue to meet the teacher's standards. Reducing unnecessary workload should be at the forefront of any considerations around implementing appraisal processes. A format for this can be found [here](#):



## Oracy Education Speaking Volumes

People are talking about oracy again. However, if this interest is to translate into sustainable impact, we need clarity about the concept. For some teachers, weary at the prospect of another new initiative, the response may be, 'Now what?'. This booklet shares and explores this aspect:



## Reforms in the Curriculum

In 2024, the UK government has rolled out a curriculum review.

The focus is shifting towards a more integrated approach that aligns academic learning with real-world applications. This has prioritised subjects like digital literacy, financial education, and environmental sustainability.

Read more here:



## Executive function: Best start in life part 1:

There is an increasing focus on the term 'Executive Function' (also known as cognitive control.) **Ofsted** changes reflect a focus on this, particularly in the early years.

The '**Best Start in Life**' document states that executive function refers to mental processes that begin to develop from birth and are considered essential for learning, as well as for cognitive, social and psychological development.



Researchers in cognitive science agree that there are 3 core areas of executive function:

- inhibition (self-control of behaviour and attention)
- working memory (holding information in mind and working with it)
- cognitive flexibility (changing approaches to a problem, and switching between tasks) click [here](#).

Essentially, executive function makes it possible to mentally play with ideas and successfully navigate challenges, and to stay focused while doing so.

Well-developed executive function leads to better educational attainment as well as a healthier life.

Read more here



## Parental Engagement

Parental Engagement can be a challenge. Here are some blogs around this aspect of school life

40% disengaged: how parental disconnect might be shrinking your student body



What do parents want from your school's communications?



Improving School Attendance

Please see the link to a booklet around improving school attendance:



## Further Resources Writing/ Presenting

The Writing Journey

Although this document was produced in 2016, there are elements which are useful in understanding the writing journey for pupils:



How to Develop a Powerful Voice when Presenting



A Padlet of more Leadership Tools/ Resources





ITT

## ITT Update

This academic year sees key changes to ITT reforms being implemented. These include:

### Mentoring

**Minimum of 1.5 hours of mentoring per week for trainees, and new mentor training requirements.**

The new quality requirements help ensure:

- That every trainee receives an entitlement of 1.5 hours per week of high quality mentoring support.
- All school based mentors have access to 20 hours of compulsory initial mentor training, supported by DfE funding of up to £876, delivered across the year through face-to-face, online and self-study sessions.
- ITT providers take into consideration any prior training that mentors may have undertaken, to avoid unnecessary repetition.

### Intensive Training and Practice (ITAP)

**A new element which must be part of all ITT courses.**

ITAP is not part of the school placement, but an additional element of the ITT provider's curriculum. Some elements will take place in the ITT institution or virtually, and some will need to take place in a school - such as observing live classroom practice.

A typical ITAP block will include:

- Expert input and exploration of the evidence.
- Observation and deconstruction of teaching practice.
- Opportunities to practise, in both controlled and live environments.
- Expert feedback.





## School Funding for ECTs and Mentors, including backfill payments for time off timetable.

The DfE will publish grant allocations for 2023/24 before the end of the Autumn term. Allocation payments for 2024 will be made to local authorities for maintained schools at the end of November and directly to academies and all other settings at the start of December.

### Upcoming ECT events

If you have an ECT or Mentor, please ensure they book on to their Autumn Term event.

These can be booked by the ECT via the EDT LMS platform:



#### Mentors of Year 1 ECTs:

Tuesday 1st October 2024, 1pm-4pm  
The Pavilion - NOTTINGHAM

#### Year 1 ECTs Local Group Sessions:

Wednesday 6th November 2024  
1pm-4pm, The Pavilion – NOTTINGHAM

#### Year 2 ECTs: Regional Events:

These events fill up fast, so we encourage ECTs to book their chosen venue as soon as possible to avoid disappointment.

Wednesday 13th November 2024, 9am-4pm  
Lincolnshire Showground - LINCOLN

Thursday 28th November, 2024 9am-4pm  
Greetham Valley – RUTLAND

## Induction Course for Mentors - 2024/25

Please be aware that:

- Mentors can start working on their induction on the platform as soon as they receive their log in
- Ensure you complete the induction ahead of the Mentor Training Session in the autumn term
- Time should be protected for mentors to complete this during working hours

DPs, Induction Tutors, and Facilitators will have visibility of the course which can be found in the 'Find Learning' tab on the menu bar. All activities have completion tracking for DPs and Induction Tutors, to enable monitoring of engagement in the course 'Activity Completion Report'.



New mentors must complete the following for course completion:

- Welcome to ECF and ECPDP webinar
- Mentor Core Content Instruction - Module 4 Instructional Coaching webinar
- Evidence Base Bitesize Podcast - Block 1
- Diagnostic quizzes.

If a mentor has completed their full two years of training and completed all of the online learning, they are classed as a **fully trained mentor** and will not be required to complete any blocks this academic year.

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



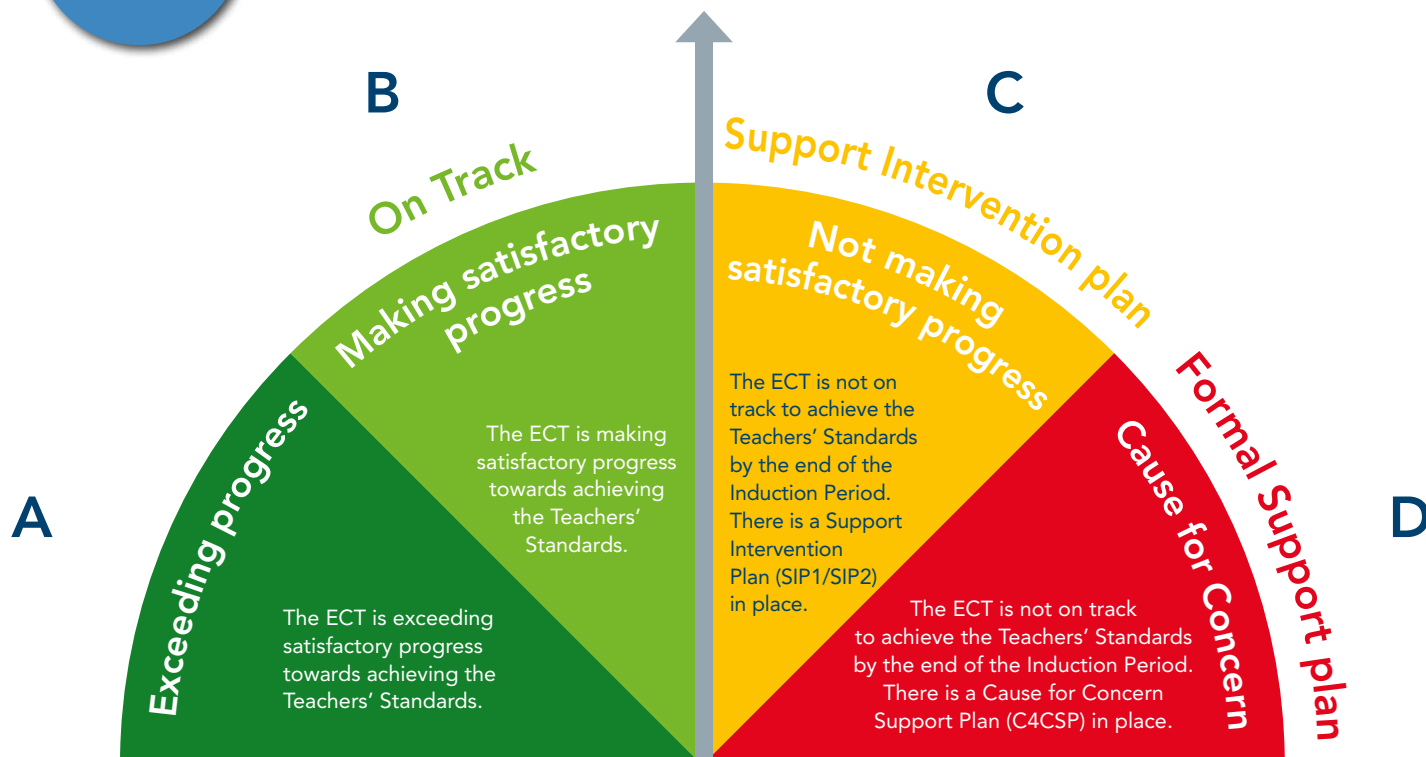
**Sophie Hirst**

ECF Lead

sophiehirst@leadtshub.co.uk

AB

Inform Hub AB for next steps



## Thank you

We would like to take this opportunity to thank all schools for working with us to process new ECTs for the Autumn term, and we look forward to working with you over the next academic year.

### ECTs are not Subject to Appraisal

The guidelines for ECTs clearly states that they are not subject to performance review. Appraisal applies to all teachers and school leaders employed by the school, trust or local authority, except those on contracts of less than one term, those undergoing induction (i.e. ECTs) and those who are subject to capability procedures. The policy should always be applied in a way that is robust whilst minimising the impact on workload for teachers, line managers, school leaders and governing bodies.

## Updated Additional Support Package

We have now completed our Additional Support Package Booklet which provides further information about what to do if the ECT you are working with is in need of further support. The document can be found on ECT manager under the 'resources' section.

If you would like further information regarding this please do contact Matt Davidson [matthewdavidson@leadtshub.co.uk](mailto:matthewdavidson@leadtshub.co.uk).

## Interim Survey for ECTs

**As your Appropriate Body, we have the main quality assurance role within the induction process.**

Through quality assurance, we have to assure ourselves that headteachers/principals (and governing bodies where appropriate) are aware of, and are capable of, meeting their responsibilities for monitoring support and assessment. This includes checking that an ECT receives an ECF-based induction programme, a designated Induction Tutor and Mentor and the reduced timetable and that the monitoring, support, assessment and guidance procedures in place and fair and appropriate.

One of the ways in which we are collecting this data is via a survey, in half terms where no formal progress review is due. Our Autumn Term Interim Survey will open on Wednesday 25th September 2024 and will remain open until **Friday 25th October 2024**.

The survey link will be sent via ECT Manager – please ensure ECTs within your setting take the time to complete this survey.





## NPQ programmes

All funded places for the NPQ programmes have been filled – we are proud of this achievement given that we are aware of other Delivery Partners that have had to cancel some of their programmes for this cohort. As a result of staying open over the summer break and responding to applications as soon as they came through we were able to glean a few more funded places than were originally allocated, although we appreciate that not every applicant was awarded funding by the DfE and want to express our apologies to anyone who was disappointed in this latest round of applications. Applications have now closed.

We will therefore be running all the NPQ programmes that we intended to run:

Leadership NPQs

### NPQH

National Professional  
Qualification Headship

### NPQSL

National Professional  
Qualification Senior Leadership

### NPQSENCO

National Professional Qualification SENCO  
*(we will be running two cohorts to cover demand)*

Specialist NPQs

### NPOLL

National  
Professional  
Qualification  
Leading Literacy

### NPQLT

National  
Professional  
Qualification for  
Leading Teaching

### NPQLTD

National  
Professional  
Qualification for  
Leading Teacher  
Development

### NPQBC

National  
Professional  
Qualification for  
Behaviour and  
Culture

### NPQLPM

National  
Professional  
Qualification for  
Leading Primary  
Maths

If you have been successful and are about to start an NPQ programme this term we will be in touch with regards to sharing the planners for the 12 or 18 months that you will be taking part. These planners will include **all** the dates for each of the sessions as well as the links needed to log on. The reason for sharing the dates in this way is to enable these to be committed to the participant's diary as well as the school calendar to support with 100% attendance. We also ask that each participant ensures that they have an independent space to work, a working camera and microphone and that they have accessed the learning required for the point they are at in the programme. With funded spaces being so sparse it is essential that participants ensure that they have made full use of this opportunity as well as enabling the colleagues working with them on the programme to get the most from the experience.

## Spring cohort 2025

We are still waiting to hear from the DfE with regards to funding for the Spring cohort 2025, as soon as we have further news we will let schools know. Please note that the date for the start of the Spring NPQs is later next year with the previous February start moving to **April 2025**.





# Upcoming CPD

Click on your chosen programme below to book



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



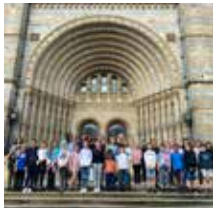
**Mon 7th Oct**  
Grammar:  
knowledge,  
pedagogy, and  
practice for TAs



**Mon 7th Oct**  
Music Leadership  
Development  
Group



**Mon 7th Oct**  
Leadership  
Development  
Group: SENDCo  
(Secondary)



**Tues 8th Oct**  
Primary PSHE  
Subject Leader  
Group



**Tues 8th Oct**  
Review in Action:  
Reading - Millfield  
L.E.A.D. Academy



**Tues 8th Oct**  
P.E. Leadership  
Development  
Group



**Wed 9th Oct**  
First Aid  
at Work  
(Sheffield)



**Wed 9th Oct**  
Recruitment



**Wed 9th Oct**  
How Ofsted  
inspect reading at  
secondary level



**Wed 9th Oct**  
Bright Sparks  
History



**Thur 10th Oct**  
Grammar:  
knowledge,  
pedagogy, and  
practice



**Thur 10th Oct**  
Primary Geography  
Subject Leader  
Group



**Thur 10th Oct**  
Inclusive  
Attendance



**Fri 11th Oct**  
Being a writer-  
teacher



**Tues 15th Oct**  
Art Leadership  
Development  
Group



**Wed 16th-  
Fri 18th Oct**  
First Aid  
at Work  
(Nottingham)



**Wed 23rd Oct**  
Emergency  
First Aid  
at Work  
(Derby)



**Wed 30th Oct**  
First Aid  
at Work  
(Lincoln)



**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**  
Developing  
a digitally  
rich learning  
environment



**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



**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)



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



**Fri 22nd Nov**  
Leadership  
Conference



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



**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)

Click on your chosen programme above to book