

Brooke Weston Trust Support Staff Academy



Providing opportunities to develop the skills and qualifications support staff need to help deliver vital services within our schools.





Professional Development for BWT Line Managers

Line managers play a critical role within the Trust. This flexible, modular programme enables you to develop your knowledge and skills of HR processes and understand how in your role, you can get the most from your team.

Modules:

Leading Performance Management – Wednesday 23rd June 2021, 12:30 – 15:30

Equalities Training – Date TBC

Managing Sickness and Absence – Friday 12th March, 12:30 – 15:30

Managing a Disciplinary Process – Tuesday 23rd March, 12:30 – 15:30

Suitable for:

Any member of staff with line management responsibilities (teaching or support staff).

These modules are also suitable for both primary and secondary staff.

Facilitator:

Kat Pithey, HR Director at Brooke Weston Trust

Price:

£30 per module

Apply here



Positive behaviour management for non-teaching staff

How do I form positive relationships with young people in my role?

This practical session guides non-teaching and support staff in how to interact positively with young people within the school context. You will understand the drivers of positivity, ways to build rapport, as well as strategies to de-escalate situations if tensions arise. This programme is suitable for Support colleagues in Primary and Secondary schools.

Working with young people can be rewarding and sometimes challenging. Particularly if you feel you have not yet developed the skills to manage their behaviour in a positive way. This practical session guides participants in how to interact positively with young people who you meet within your role. You will understand the drivers of positivity, ways to build rapport, as well as strategies to de-escalate situations if tensions arise. This session is for non-teaching and support staff to provide you with a toolkit of professional behaviours and actions to support a calm and purposeful learning environment for all.

Facilitator:

Mark Taylor is an experienced Senior Leader, now responsible for Pupil Behaviour at KSA. Previously, Mark has demonstrated significant impact in improving student behaviour in two challenging schools.

Suitable for:

Non-teaching and support staff with a pupil-facing role.

This programme is suitable for primary and secondary colleagues.

Dates:

Monday 15th March 2021, 13:00 - 15:00

Price: Band 1 / £65



For Apprenticeship opportunities (Levels 2 – 5), please click the image below:



About the Brochure:

Please note these are just a handful of some of the courses we can provide to staff. If you are interested in any other training which is not discussed in this booklet, please discuss with your line manager or with Kathryn Pithey – The Trust HR Manager (kpithey@brookewestontrust.org)

The Trust is also happy to look at other ways of supporting staff ambition, including shadowing colleagues in other schools or looking at routes into teaching.

Did you know ...

The Trust can also support you with achieving GCSEs in Maths, English, etc. If this something you would like to consider, please let Kathryn Pithey know.

Guidance: Apprenticeship Levy

Many of the training courses available for Support Staff are funded by the Apprenticeship Levy. The Apprenticeship Levy is a government scheme whereby employers pay into a fund designed to encourage and support the professional development of the workforce through apprenticeships and other CPD activities. Apprenticeship Levy funding therefore allows a huge plethora of opportunities to be made available free of charge to the participant. The levy allows for qualifications and professional awards at a range of levels.

For more information, below is a link to the government's Apprenticeship Levy webpage: <https://www.gov.uk/government/publications/apprenticeship-levy/apprenticeship-levy>

Alternatively, here is a link to a very useful website which helps colleagues to understand the wide range of opportunities available through this funding: <https://www.traintogetherltd.co.uk/funding/apprenticeships/>

Additionally, organisations like Train Together, (<https://www.traintogetherltd.co.uk/courses/>), Open University (<http://www.open.ac.uk>) and The Institute for School Business Leaders (<https://isbl.org.uk/>) have a wide array of courses available through the Apprenticeship Levy. We will be making you aware of any opportunities as they arise throughout the year but would also encourage you to explore these websites.