



Course  
Guide  
2023-24

# Contents

*Delivering ambition for all*

Introduction	3
Course Dates	4
Curriculum and Developing Teaching & Learning Courses	7
Safeguarding & Behaviour Courses	16
Supporting Pupils with SEND	20
Professionalising the Professionals	25
Leadership Courses	31
Governance Courses	35
Coaching Courses	37
Teacher Educator	38
Education Research and Inquiry	39
The Golden Thread – Northamptonshire Teaching School Hub	43
Booking Information	50
Information for External Schools	51
CPD Leader Profiles	52
2022-23 Course Feedback	59

Please access the Primary Training Hub website  
[brookewestontrust.org/primarytraininghub](https://brookewestontrust.org/primarytraininghub)  
for further information and the terms and conditions

# Welcome

Welcome to the **Brooke Weston Trust Centre for Professional Development** brochure. As we launch our new 3 year people strategy, we continue to drive and enhance our long held commitment to the development and career journey for all our employees. This suite of exciting courses and workshops provide rich and varied opportunities for further personal and professional development for our colleagues across all levels, in all roles across our Trust.

This comprehensive and innovative programme has been created in response to the development needs across the Brooke Weston Trust and has been compiled by our Trust professional development leads, listening to you.

Our sessions are facilitated by experienced leaders from the schools within our Trust, further enriched by regional and nationally recognised specialists – both in education and other professional areas including subject association leads, Lead Ofsted inspectors plus external consultants who work with the DfE and within other professional bodies.

Courses will take place at our newly designed **Teaching School Hub within the Centre for Professional Development on the site of Brooke Weston Academy** or at the **Primary Training Hub based in Oakley Vale Primary School**. Our venues are tailor-made training spaces, providing a professional learning environment for delegates to maximise their experience.

This year, we have expanded our training offer for colleagues with a new section, **Professionalising our Professionals**, ensuring we develop our colleagues as leaders, managers and ensuring we are fully engaged in both statutory compliance and reflect best practice regarding leading and managing our people.

Schools in our local area are also invited to take advantage of this training and development to support their school improvement priorities. We have kept the cost of our courses to a minimum to enable as many staff as possible to benefit from our programme of professional development. A **half day course is only £75** and a **full day is £110 (to include a light lunch)**. We are also offering competitive **subscription packages** so that other schools can access this training offer at a more cost effective rate than booking courses individually (see page 51).

We hope that you will find the content of our courses relevant to your school improvement priorities and look forward to meeting you at future training sessions.

# Course Dates – Autumn 2023

page	2023 – Autumn 1			
7	Tue 12th Sep	RWInc for new staff	P SS	9.00am – 3.00pm
7	Tue 19th Sep	Spelling in Writing	P	1.30pm – 4.30pm
7	Thu 21st Sep	Developing the teaching of KS2 reading	P SS	1.30pm – 4.30pm
25	Tue 26th Sep	Maximising performance mgmt. & developing people	P S SS	9.00am – 12.00pm
8	Tue 26th Sep	Establishing expectations for a positive climate for learning	P	1.30pm – 4.30pm
20	Thu 28th Sep	Supporting children on the Autistic Spectrum	P S SS	9.00am – 12.00pm
16	Fri 29th Sep	Safer Recruitment	P S SS	9.00am – 3.30pm
20	Tue 3rd Oct	Parents of SEND children – implementing visual structures	P	9.30am – 12.00pm
8	Tue 3rd Oct	Embedding mathematical opportunities in EYFS	P SS	1.30pm – 4.30pm
21	Wed 4th Oct	Legal Training for SENCOs in Brooke Weston Trust	P S SS	9.00am – 4.00pm
35	Wed 4th Oct	SEND Legal Training for Governors	P S SS	5.00pm – 7.00pm
16	Thu 5th Oct	The Impact of Domestic Abuse on children & young people	P S SS	9.30am – 3.30pm
25	Tue 10th Oct	Maximising Staff Attendance and Well being	P S SS	9.00am – 12.00pm
8	Tue 10th Oct	Preparing for the Y4 multiplication check	P	1.30pm – 4.30pm
21	Thu 12th Oct	Attachment Aware Trauma Informed Practice	P S SS	9.00am – 12.00pm
8	Tue 17th Oct	Modelling effective RE lessons	P	9.00am – 12.00pm
9	Tue 17th Oct	PIXL for Year 3&4	P SS	1.30pm – 4.30pm
35	Tue 17th Oct	Induction for Governors	P S SS	5.00pm – 7.00pm
9	Thu 19th Oct	Using key texts in EYFS curriculum	P SS	9.00am – 3.00pm
34	<b>Please note: Step into Leadership course will begin in October 2023</b>			

2023 – Autumn 2				
16	Tue 31st Oct	Best practice for PLAC and LAC in schools	P S SS	9.00am – 12.00pm
9	Tue 31st Oct	Metacognitive talk and live modelling	P	1.30pm – 4.30pm
17	Tue 31st Oct	New to Designated Safeguarding Lead (DSL) Training	P S SS	9.00am – 4.00pm
17	Wed 1st Nov	DSL Refresher Training	P S SS	9.00am – 4.00pm
17	Thu 2nd Nov	New to Safeguarding and Child Protection Training	P S SS	9.00am – 12.30pm
20	Thu 2nd Nov	Supporting children on the Autistic Spectrum	P S SS	1.30pm – 4.30pm
9	Tue 7th Nov	Class teaching for cover supervisors and HLTAs	P SS	9.00am – 12.00pm
21	Tue 7th Nov	Implementing Sensory Circuits	P SS	1.30pm – 4.30pm
26	Wed 8th Nov	Practical Principles of Project Management at BWT	P S SS	2.00pm – 4.00pm
21	Thu 9th Nov	Supporting executive functioning in the classroom	P S SS	9.00am – 12.00pm
25	Thu 9th Nov	Courageous conversations & effective feedback	P S SS	1.30pm – 4.30pm
22	Tue 14th Nov	Supporting children with speech, lang. & comm. needs (1)	P SS	9.00am – 12.00pm
10	Tue 14th Nov	Managing teaching and learning for support staff using PIXL	P SS	1.30pm – 4.30pm
10	Thu 16th Nov	Developing the teaching of Latin – Word Roots	P S SS	3.45pm – 5.00pm
35	Thu 16th Nov	Governors – Your school curriculum	P S SS	5.00pm – 7.00pm
18	Tue 21st Nov	School Attendance Local Network Event	P SS	9.00am – 3.00pm
36	Wed 22nd Nov	Exclusions Training for Governors and Principals	P S SS	5.00pm – 7.00pm
10	Thu 23rd Nov	Developing the use of Makaton in primary classrooms	P SS	9.00am – 12.00pm
22	Thu 23rd Nov	Understanding SEMH and disregulated behaviours	P S SS	1.30pm – 4.30pm
18	Tue 28th Nov	Substance Misuse	P S SS	9.00am – 12.00pm
10	Tue 28th Nov	Early Writing from EYFS and into Year 1	P SS	1.30pm – 4.30pm
11	Thu 30th Nov	The 9 Causes of Reading Difficulty	P SS	9.00am – 4.00pm
11	Tue 5th Dec	Introduction to KS1 moderation	P	9.00am – 12.00pm
11	Tue 5th Dec	Introduction to KS2 moderation	P	1.30pm – 4.30pm
21	Thu 7th Dec	Attachment Aware Trauma Informed Practice	P S SS	9.00am – 12.00pm
25	Tue 12th Dec	Maximising attraction, recruitment & retention	P S SS	9.00am – 12.00pm

# Course Dates – Spring 2024

2024 – Spring 1				page
Thu 11th Jan	New to Safeguarding and Child Protection Training	P S SS	9.00am – 12.30pm	17
Tue 16th Jan	Retrieval and Mini Quizzing	P	1.30pm – 4.30pm	11
Tue 16th Jan	Induction for Governors	P S SS	5.00pm – 7.00pm	35
Thu 18th Jan	Emergency First Aid Training	P S SS	9.00am – 3.00pm	18
Tue 23rd Jan	Child Mental Health First Aid – Day 1	P S SS	9.00am – 4.00pm	18
Wed 24th Jan	Child Mental Health First Aid – Day 2	P S SS	9.00am – 4.00pm	18
Wed 24th Jan	How to deal with and understand allergens	P S SS	9.30am – 12.30pm	28
Wed 24th Jan	Principles of Business Process Re-Engineering	P S SS	2.00pm – 4.00pm	26
Thu 25th Jan	Supporting children on the Autistic Spectrum	P S SS	9.00am – 12.00pm	20
Thu 25th Jan	OLEVI Power of Coaching – all colleagues (1)	P S SS	1.30pm – 4.30pm	37
Tue 30th Jan	Protective Behaviors – Day 1	P S SS	9.00am – 4.00pm	19
Tue 30th Jan	Developing the teaching of Latin – Word Roots	P S SS	3.45pm – 5.00pm	11
Thu 1st Feb	What is Oracy and why do I need to teach it?	P	9.00am – 12.00pm	11
Thu 1st Feb	Effective use of Excel – Beginners Level	P S SS	1.30pm – 4.30pm	28
Tue 6th Feb	Supporting children with speech, lang. & comm. needs (2)	P SS	9.00am – 12.00pm	22
Wed 7th Feb	Protective Behaviours – Day 2	P S SS	9.00am – 4.00pm	19
Thu 8th Feb	Supporting children with Dyscalculia	P S SS	9.00am – 12.00pm	22
Thu 8th Feb	Supporting children with Dyslexia	P S SS	1.30pm – 4.30pm	23
Tue 13th Feb	OLEVI Power of Coaching – all colleagues (2)	P S SS	9.00am – 12.00pm	37
Tue 13th Feb	Maximising performance mgmt & developing people	P S SS	1.30pm – 4.30pm	25
Thu 15th Feb	Financial reporting & accountability	P S SS	9.00am – 11.00am	27
Thu 15th Feb	Delivering effective social media campaigns	P S SS	10.00am – 12.00pm	29
<b>Please note: Step into Vice Principal course will begin in January 2024</b>				33

2024 – Spring 2				
Tue 27th Feb	Read, Write Inc Leadership Development day	P SS	9.00am – 3.00pm	12
Tue 27th Feb	Supporting Governors in Understanding Effective Monitoring & Evaluation to secure better Outcomes	P S SS	5.00pm – 7.00pm	36
Thu 29th Feb	Attachment Aware Trauma Informed Practice	P S SS	9.00am – 12.00pm	21
Tue 5th Mar	OLEVI Power of Coaching – all colleagues (3)	P S SS	9.00am – 12.00pm	37
Tue 5th Mar	Effective use of Excel – Intermediate Level	P S SS	1.30pm – 4.30pm	28
Thu 7th Mar	Delivering effective SRE lessons in the primary classroom	P	9.00am – 12.00pm	12
Thu 7th Mar	Delivering short sharp interventions for maximum impact	P SS	1.30pm – 4.30pm	12
Tue 12th Mar	KS1 Moderation – Reading, writing and maths	P	9.00am – 4.30pm	13
Thu 14th Mar	Understanding SEMH and disregulated behaviours	P S SS	9.00am – 12.00pm	22
Tue 19th Mar	Parents of children with SEND – dealing with anxiety	P	9.30am – 12.00pm	23
Tue 19th Mar	Guided practice and scaffolding for SEND pupils	P S SS	1.30pm – 4.30pm	XX
Thu 21st Mar	Supporting children on the Autistic Spectrum	P S SS	9.00am – 12.00pm	20
Thu 21st Mar	Governors – holding leaders to account	P S SS	5.00pm – 7.00pm	36
Fri 22nd Mar	Safer Recruitment	P S SS	9.00am – 3.30pm	16
Tue 26th Mar	What does a good science lesson look like?	P SS	9.00am – 12.00pm	13
Tue 26th Mar	Maximising attraction, recruitment & retention	P S SS	1.30pm – 4.30pm	25
Wed 27th Mar	Pragmatic Procurement: Extracting value	P S SS	2.00pm – 4.00pm	27
Thu 28th Mar	How to deal with and understand allergens	P S SS	9.30am – 12.30pm	28
Thu 28th Mar	Employment Law Updates	P S SS	10.00am – 12.00pm	30

## Course Dates – Summer 2024

page 2024 – Summer 1

27	Thu 11th Apr	Finance – Systems and Processes	P S SS	9.00am – 11.00am
13	Tue 16th Apr	Teaching DT in Year 5 – Mechanisms and Structures	P	9.00am – 12.00pm
17	Thu 18th Apr	New to Safeguarding and Child Protection Training	P S SS	9.00am – 12.30pm
21	Thu 18th Apr	Attachment Aware Trauma Informed Practice	P S SS	1.30pm – 4.30pm
22	Tue 23rd Apr	Supporting children with speech, lang. & comm needs (3)	P SS	9.00am – 12.00pm
14	Tue 23rd Apr	KS2 Moderation Writing	P	1.30pm – 4.30pm
19	Thu 25th Apr	Online Safety Lead Training	P S SS	9.00am – 3.00pm
37	Tue 30th Apr	OLEVI Power of Coaching – teachers (1)	P S	9.00am – 12.00pm
28	Tue 30th Apr	Effective use of Excel – Advanced Level	P S SS	1.30pm – 4.30pm
14	Thu 2nd May	Music Leadership in the primary schools	P	1.30pm – 4.30pm
14	Tue 7th May	Developing questioning and feedback to deepen thinking	P SS	1.30pm – 4.30pm
35	Tue 7th May	Induction for Governors	P S SS	5.00pm – 7.00pm
20	Thu 9th May	Supporting children on the Autistic Spectrum	P S SS	9.00am – 12.00pm
25	Tue 14th May	Maximising Staff Attendance and Well being		1.30pm – 4.30pm
37	Tue 21st May	OLEVI Power of Coaching – teachers (2)	P S	9.00am – 12.00pm
23	Tue 21st May	Adaptive teaching for SEND pupils in mainstream schools	P	1.30pm – 4.30pm
25	Thu 23rd May	Courageous conversations & effective feedback	P S SS	9.00am – 12.00pm

2024 – Summer 2

21	Thu 6th Jun	Attachment Aware Trauma Informed Practice	P S SS	9.00am – 12.00pm
14	Thu 6th Jun	Developing high quality adult/child interactions in EYFS	P SS	1.30pm – 4.30pm
22	Tue 11th Jun	Colourful Semantics	P SS	9.00am – 12.00pm
15	Tue 11th Jun	Delegate presentations – developing pedagogy	P	1.30pm – 4.30pm
27	Thu 13th Jun	Devolved budgets & budget management	P S SS	9.00am – 11.00am
37	Thu 13th Jun	OLEVI Power of Coaching – teachers (3)	P S	1.30pm – 4.30pm
33	Tue 18th Jun	VP / AP Conference	P	12.30pm – 4.30pm
22	Thu 20th Jun	Understanding SEMH and disregulated behaviours	P S SS	9.00am – 12.00pm
24	Tue 25th Jun	Parents of SEND children – dealing with anger and emotion	P S SS	9.30am – 12.00pm
26	Tue 25th Jun	Undertaking investigations & managing allegations	P S SS	1.30pm – 4.30pm
36	Thu 27th Jun	Supporting Governors in Understanding Effective Monitoring & Evaluation to secure better Outcomes	P S SS	5.00pm – 7.00pm
24	Tue 2nd Jul	SEND Conference	P S SS	12.30pm – 4.30pm
19	Thu 4th Jul	Wellbeing interventions	P SS	9.00am – 12.00pm
20	Thu 11th Jul	Supporting children on the Autistic Spectrum	P S SS	9.00am – 12.00pm

Other courses in this brochure which are not in the calendar above require bespoke enrolment in consultation with school leaders.

Courses marked SS are suitable for support staff as well as teaching staff

Courses marked P are suitable for primary colleagues, and S for secondary

## Curriculum and Developing Teaching & Learning

The following courses are aimed at teachers, classroom assistants and subject leaders to develop their own pedagogical knowledge, professional skills and understanding of the curriculum.

All courses in this section will be held at the Primary Training Hub venue unless otherwise specified.

### Read Write Inc training for new staff (BWT colleagues only) P SS

Led by RWInc consultant

12th Sep 2023

Staff who are new to the BWT will learn how to use the Read Write Inc. scheme to teach reading in their school using this systematic and consistent approach.

### Spelling in Writing: spelling tests vs spelling in writing P SS

Led by Jenny Wheeldon

19th Sep 2023

This session will explore the developmental stages in learning to spell. We will learn how to assess pupils' spelling in their writing and develop effective ways of improving spelling for individuals.

Spelling can be a source of anxiety for both children and teachers – with the advent of predictive text and spell checkers it is becoming increasingly difficult to teach it effectively.

### Developing the teaching of KS2 reading P

Led by Jess Steele

21st Sep 2023

This session is aimed at reading leaders, curriculum leads and SLT. It will be research and best practice-informed and look at practical and engaging approaches to planning sequences of learning for reading, based on high quality, engaging texts. This will include the transition from phonics into reading through the development of fluency as a crucial bridge to comprehension and explore practical and creative approaches to develop pupils' comprehension strategies in the classroom.

Courses marked SS are suitable for support staff as well as teaching staff

Courses marked P are suitable for primary colleagues, and S for secondary

## Establishing expectations for a positive climate for learning

P SS

Led by BWT Curriculum Group

26th Sep 2023

'Whatever you establish becomes the norm; what you permit, you promote.'  
This session focuses on communicating, reinforcing and sustaining expectations to create a positive climate for learning. This course is suitable for teachers and cover supervisors.

## Embedding mathematical opportunities in EYFS

P SS

Led by Rachel Mortlock

3rd Oct 2023

The course will explore how to develop rich, experiential opportunities for maths within EYFS. It will explore how to develop indoor and outdoor environments that support mathematical development and explore the role of the adult in supporting learning.

## Preparing for the Y4 multiplication check

P

Led by Declan Byrne

10th Oct 2023

This course provides an opportunity to share and develop strategic practice in the preparation for, and delivery of, the Y4 Multiplication Check. This course would be relevant for maths leads and teachers in KS2.

## Modelling effective RE lessons

P

Led by Amanda Fitton

17th Oct 2023

This session will look at planning RE lessons in a more effective way, allowing for greater depth to be taught while giving the pupils the opportunity to engage in their own personal knowledge. The session will show that planning effectively can also cut down on teacher work load.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

## PIXL for Year 3 & 4

P SS

Led by Jenny Wheeldon

17th Oct 2023

This session will use the PIXL data from the most recent tests to ensure that the focus is on filling gaps that are essential to secure future learning; how to understand the big picture, find the best resources and how to check for deep learning. We will analyse the PIXL Mark Entry Spreadsheets looking for patterns and trends to ensure that the right therapy is used at the right time.

## Using key texts in EYFS curriculum

P SS

Led by Rachel Mortlock & Liz Willis

19th Oct 2023

This session will explore the effective practice in the use of high quality texts in EYFS and will provide practical examples of how to use texts to develop early language, reading and writing skills. It will consider the recent DfE publication 'The reading framework- Teaching the foundations of literacy DfE July 2021' and how this might be implemented within EYFS.

## Metacognitive talk and live modelling

P

Led by BWT Curriculum Group

31st Oct 2023

This session focuses on scaffolding learning through the teacher modelling learning processes, procedures and the thinking that underpins them.

## Class teaching for cover supervisors and HLTAs

P SS

Led by Julia Dickinson and Esther Fletcher

7th Nov 2023

This session will explore how to create a purposeful classroom climate, how to promote positive attitudes to learning in children and how to challenge passive learning. We will look at key areas of pedagogy that are vital when providing high quality cover such as questioning, feedback and retrieval practice as well as exploring areas of cognitive science that can help develop an understanding of how children learn and how this can be used to influence classroom practice.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

## Managing teaching and learning for support staff using PIXL resources

P SS

Led by Jenny Wheeldon

14th Nov 2023

Research on LSAs delivering targeted interventions in one-to-one or small group settings shows a consistent impact on attainment of approximately three to four additional months' progress. Using examples of pupils from your intervention groups we will explore the use of the PIXL therapies ensuring the right therapy is taught at the right time, developing pupils independent learning skills.

## Developing the teaching of Latin – Word Roots

P SS

Led by Angela Dix

16th Nov & 30th Jan

This word roots session is relevant for all teachers across KS1 & 2 (even those who don't teach Latin) who would like to learn about Latin and Greek etymology to support their teaching of English lessons. These sessions are delivered virtually.

## Developing the use of Makaton in primary classrooms

P SS

Led by Claire Farthing

23rd Nov 2023

This Makaton course is aimed at those practitioners who are familiar to using the first Stage 1 sounds which we will recap before learning Stage 2 Makaton signs and symbols.

## Early Writing from EYFS and into Year 1

P SS

Led by Rachel Mortlock

28th Nov 2023

The course will look at how children learn to write from age 3-6. Attendees will gain an understanding of the skills and knowledge required to become an early writer and how a supportive learning environment and skilled adults can support them. Practical ideas to develop writing skills will be considered alongside understanding the physical skills, ideas and language required to become a confident and independent writer.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

## The 9 Causes of Reading Difficulty

P SS

Led by David Morgan, All Aboard Learning

30th Nov 2023

If you really understand the causes of a reading problem, then the solutions are pretty simple. This course will deliver exactly that knowledge for you! You will explore and begin to understand each of the nine main causes of reading difficulty. Each struggling reader will usually have a unique mix of those, but real-life case studies will allow you to learn the behavioural patterns linked to them. We will then look closely at the neurology of it all and provide a range of solutions, which can be easily applied in the classroom. The focus is on practical ways to turn around reading impairment in the shortest time, for each individual child.

## Introduction to KS1 & KS2 Moderation

P

Led by Nicole Andrews and Debbie Craddock

5th Dec 2023

KS1 – morning session | KS2 – afternoon session.  
The purpose of these sessions is to go through the process of moderation and what to expect if you're moderated. It will be an opportunity to discuss what and how to evidence, alongside answering any questions.

## Retrieval and Mini Quizzing

P

Led by BWT Curriculum Group

16th Jan 2024

This session focuses on practical ideas for retrieval and mini quizzing to help the teacher check what students have learned and reinforce retrieval strength, so children remember more.

## What is Oracy and why do I need to teach it?

P

Led by Grainne Purkiss

1st Feb 2024

On this course you will be given some insights into easily adaptable classroom practice and planning to provide meaningful opportunities for children to explore and develop oracy (speaking and listening). Storytelling; performance poetry; debate; discussion and the love of language will all be showcased in this session which is suitable for all primary practitioners.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**



## Read, Write Inc Leadership Development



day (BWT colleagues only)

Led by RWInc. Consultant

27th Feb 2024

Phonic leaders will work with the RWInc consultant trainer to develop the teaching of reading in their schools and to ensure fidelity to the RWInc scheme. There will be a focus on reading in EYFS continuous provision, looking at best practice across schools. It will consider the role of the adult in creating a language rich environment.

## Delivering effective SRE lessons in the Primary Classroom



Led by Gemma Holbird and Sarah Jane Sauntson

7th Mar 2024

This interactive and discussion based session for primary teachers and PSHE Leaders will consider the following:

- Why is PSHE Education so important and why should it be integrated into classroom culture?
- Is the National curriculum content enough?
- The Principles of Good SRE
- Strategies to navigate tricky topics
- Adapting to pupil's experiences and needs; inclusive education
- Practical ways to manage children's questions

## Delivering short, sharp interventions for maximum impact



Led by Kate Kendal

7th Mar 2024

Short, purposeful, same day intervention gives a child the boost to get them back on track and this session will show you how to achieve this. Same day intervention is a way of ensuring that pupils do not leave the classroom confused at the end of the day, and then compound the issues and misconceptions the next day because they struggled. As a school, we reviewed how teaching assistants deliver intervention, with pleasing results and I look forward to sharing some top tips with you.

Courses marked are suitable for **support staff** as well as teaching staff  
Courses marked are suitable for **primary** colleagues, and for **secondary**

## KS1 Moderation – Reading, writing and maths



Led by Nicole Andrews and Debbie Craddock

12th Mar 2024

The main aim of this session is to provide teachers with responsibility for Year 2 with the opportunity to moderate childrens' work alongside each other. Teachers will develop an understanding of the moderation process and how to prepare for it.

## Guided practice and scaffolding for SEND pupils



Led by BWT Curriculum Group

19th Mar 2024

Do you have a SEND child in your class and are you finding it difficult to make reasonable adjustments for them? This session will share and explore many suggestions on how to make reasonable adjustments within the classroom for children with various SEND needs.

## What does a good science lesson look like?



Led by Adam Jennings

26th Mar 2024

This course will support teachers to develop practical science lessons. During the session, we will cover what is needed to showcase a good science lesson across different topics. We will explore how to make science lessons more practical and engaging for children across different key stages.

## Teaching DT in Year 5 – Mechanisms and Structures



Led by Lol Conway

16th Apr 2024

In this session we will take a closer look at Mechanisms and Structures and how they sit within the KS1 and KS2 curriculum but with a closer look specifically at the Year 5 curriculum. We will understand the distinction between Focussed Tasks, Investigative and Evaluative Activities and Design and Make Evaluative Activities. We will discuss ideas for units of work encompassing all of these. Practical sessions will take place within the training to help build your confidence and there will be plenty of opportunities for questions and answers throughout the session.

Courses marked are suitable for **support staff** as well as teaching staff  
Courses marked are suitable for **primary** colleagues, and for **secondary**

## KS2 Moderation – Writing

Led by Nicole Andrews

 23rd Apr 2024

P

The main aim of this session is to provide teachers with responsibility for Year 6 with the opportunity to moderate childrens' work alongside each other. Teachers will develop an understanding of the moderation process and how to prepare for it.

## Music Leadership in the primary school

Led by Sue Nicholls

 2nd May 2024

P

This course will develop the role of the music subject leader, by exploring effective delivery of the EYFS and Primary music curricula, through the new 'Sing Up' music scheme. The training will refer to the latest Ofsted guidance, the Model Music Curriculum and approaches to implementing your new Music Development Plans. This session will include practical 'never-fail' music-making activities to enhance provision and support generalist colleagues.

## Developing questioning and feedback to deepen thinking and to check for understanding

Led by BWT Curriculum Group

 7th May 2024

P SS

This session explores a range of questioning techniques which helps the teacher check for understanding and deepens the understanding and thinking of pupils.

## Developing high quality adult/child interactions in EYFS

Led by Rachel Mortlock

 6th Jun 2024

P SS

The course will unpick the role of the adult in listening to children and encouraging sustained back and forth conversations. It will consider how to make talk meaningful throughout the school day. Attendees will receive practical strategies to support them to broaden children's understanding of language through pretend play, explanations and talk about their past and present experiences.

Courses marked  are suitable for **support staff** as well as teaching staff  
Courses marked  are suitable for **primary** colleagues, and  for **secondary**



These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.

## Delegate presentations – developing pedagogy

Led by BWT Curriculum Group

 11th Jun 2024

P

Delegates who have attended the BWT curriculum group sessions during the year will be invited to deliver a short presentation which focuses on how the curriculum course has impacted on their classroom practice and what their key foci have been during the year.

## Induction for overseas teachers new to post

Led by Brooke Weston Trust

A structured and supportive programme to help overseas teachers settle in the UK

- Guidance and advice for living in the UK, including housing and finance
- Guidance and advice for teaching in the UK, including qualifications and curriculum, safeguarding, teaching and learning, creating positive learning environments
- Networking with other new teachers



Courses marked  are suitable for **support staff** as well as teaching staff  
Courses marked  are suitable for **primary** colleagues, and  for **secondary**



# Safeguarding & Behaviour

The following courses are aimed at all staff who are looking to develop their knowledge of safeguarding, mental health and behaviour management skills.

All courses in this section will be held at the Primary Training Hub venue unless otherwise specified.

## Safer Recruitment

P S SS

Led by James Down & Monica Juan

29th Sep & 22nd Mar

A nationally accredited full day 'Safer Recruitment' training which is suitable for governors and staff involved in the recruitment process. This course is fully up to date with statutory guidance and will help you and your organisation to maintain recruitment practices that are compliant and robust. This course will be held at the CPD Centre on the site of Brooke Weston Academy.

## The Impact of Domestic Abuse on Children and Young People

P S SS

Led by Gemma Sharman

5th Oct 2023

**This training package focuses on:** What is Domestic Abuse? | Effects Domestic Abuse may have on children and young people | What might you see? | Best working practice | Ways to work with Children and Young People who may have experienced Domestic Abuse | Local and National services | Extra-Familial Harm | High Risk Red Flags | Honour based abuse

This list is not exhaustive. The training offers support on how to talk to children and young people about domestic abuse, how to appropriately comfort and reassure them and importantly, to let them know they are believed and heard.

## Best practice in supporting children in care (LAC) and previously looked-after children (PLAC)

P S SS

Led by Sarah Leahy

31st Oct 2023

Many children have had adverse childhood experiences (ACEs). This session will explore how to support such children, with an emphasis on children in care and previously looked-after children. By the end of the course, delegates should have gained an understanding of the additional needs often present following ACEs, and with children in care and previously looked after children. Strategies will be shared to help support this cohort of children who may have challenges with executive functioning. The personal education plan (PEP) process will be explored, along with the best ways to spend Pupil Premium+ funding.

## New to DSL Course (Held at the CPD centre at BWA)

P S SS

£

Led by Elizabeth Rose

31st Oct 2023

This course is designed for staff who are new to the DSL or DDSL role. It will cover the role of the DSL and provide you with the initial knowledge and skills to be able to take on this role. The course will help you to:

- Understand the role of the Designated Safeguarding Lead and what your responsibilities are.
- Understand the statutory and legislative frameworks around the role of the Designated Safeguarding Lead.

You will receive a signed certificate to evidence that you have attended appropriate training to meet requirements. **Please note: All participants must read *Keeping children safe in education (2023)* and *Working together to safeguard children (2018)* prior to the course date.**

## DSL Refresher (Held at the CPD centre at BWA)

P S SS

£

Led by Elizabeth Rose

1st Nov 2023

This course is tailored to experienced Designated Safeguarding Leads (DSLs) and Deputy DSLs working in schools. We will refresh your knowledge of guidance and legislation and look in detail at updates to ensure that you are completely up to date with all relevant developments in safeguarding and child protection. The course will cover:

- A refresher on key issues such as radicalisation and extremism, online safety, serious violence and child exploitation, the abuse of children with disabilities and/or SEND and child on child abuse
- Safer working practice guidance and how to ensure staff understand the Code of Conduct.

You will receive a signed certificate to evidence that you have attended appropriate training to meet requirements.

## New to Safeguarding and Child Protection training

P S SS

Led by James Down

2nd Nov, 11th Jan & 18th Apr

This course provides a basic introduction to safeguarding and child protection. The course will explore early help, safeguarding and child protection and describe your role and responsibilities in relation to safeguarding. Delegates will develop an understanding of the emerging safeguarding risks facing children and young people, the signs and indicators of abuse and neglect and factors that can increase a child's vulnerability to harm or abuse. The course will explain how to record and report safeguarding concerns, including how to raise safeguarding concerns about the conduct of colleagues. Delegates will receive a certificate of attendance following this session.

## School Attendance Local Network Event

P SS

Led by Callum Reilly

21st Nov 2023

This is a collaborative opportunity for Primary Attendance Leads to discuss and share practice whilst engaging in a variety of discussions hosted by keynote speakers from within the field. The event aims to focus on a blend of topics including attendance legislation; strategies/processes; and supporting children and families facing adversities/emotional-based school avoidance.

## Substance Misuse: Drug & Alcohol Awareness

P S SS

Led by Emma White & Gawaine Aries

28th Nov 2023

This course aims to increase awareness of substances that our young people or their parents may be using and how substances effect their physical and mental wellbeing. It will also explore the impact on young people and families and help to improve skills and confidence when discussing substances with them.

## Emergency First Aid Training

P S SS

Led by Nigel Barrett

18th Jan 2024

This course gives confidence with often worrying topics such as Anaphylaxis and Asthma. It will prepare you for an emergency situation both in and out of school – and centres around building an emergency plan, ready to quickly kick in should an emergency arise.

**Delegates will receive a First Aid certificate following the course.**

## Child Mental Health First Aid (2 day course)

P S SS

Led by Matt Loftus

23rd Jan & 24th Jan

Two day face to face course across four manageable sessions. Practical skills to spot the triggers and signs of mental health issues. Learning takes place through a mix of presentations, group discussions and workshop activities. On completion you will be certified as a Youth Mental Health First Aider. Attendees need to attend both days to achieve certification.

**This course will be charged at £195 per delegate.**

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

## Protective Behaviours

P S SS

Led by Sally Anne Hart

30th Jan & 7 Feb

- Understand how Protective Behaviours (PBs) offers a practical and down to earth approach to personal safety for children, young people and adults.
- Support children, young people and adults identify Unwritten Rules and choose effectively, which feel safe for them.
- Embed the PB themes in practice – 'We all have the right to feel safe all the time' and 'We can talk with someone about anything, even if it feels awful or small'.
- Utilise the 7 strategies to reinforce the above 2 themes in work with children, young people and adults and for themselves

Day 1 is designed to explore the content of the Protective Behaviours process

Day 2 is designed to explore the application of the Protective Behaviours process

**Attendees need to attend both days to achieve certification.**

## Online Safety Lead Training

P S SS

Led by Alan MacKenzie

25th Apr 2024

This course will focus on the 4 C's (content, contact, conduct and commercialism) to take a deep dive into gaming, YouTube and social media. Throughout I will give practical examples of issues I have found whilst in schools and I will give advice in relation to the best, free educational resources and how to engage children in online safety. We will also look at the best ways of engaging parents and how to develop an online safety strategy.

## Wellbeing Interventions

P SS

Led by Sarah Fleming & Callum Reilly

4th Jul 2024

The focus of this session will be on protective behaviours, bereavement, feelings and emotions and managing anger in children. Practical strategies which can be easily implemented back in school will be shared throughout the session.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

# Supporting pupils with SEND

These courses are aimed at all staff who are looking to develop their knowledge on supporting pupils with SEND.

**All courses in this section will be held at the Primary Training Hub venue unless otherwise specified.**

## Supporting children on the Autistic Spectrum with communication and interaction difficulties

P S SS

Led by Lisa Blackwood  
from Rowan Gate Outreach

28th Sep OR 2nd Nov OR 25th Jan  
OR 21st Mar OR 9th May OR 11th Jul

The aim of this course (repeated 6 times throughout the year) is :

- To gain an understanding of Autistic Spectrum Disorder/Condition
- To develop ideas of how to create structured, predictable environments and routines
- To gain an understanding of effective practice when providing work station systems
- To understand the importance of visuals and effective ways to support communication
- To explore interventions and strategies that support children with difficulties related to ASD

**This course is repeated six times throughout the year.**

## Parents of SEND children – implementing visual structures

P

Led by Lisa Robinson

3rd Oct 2023

This course will enable you to learn about how visual structure supports communication.

Courses marked **SS** are suitable for **support staff** as well as teaching staff  
Courses marked **P** are suitable for **primary** colleagues, and **S** for **secondary**

## Legal Training for SENDCOs

P S SS

Barney Angliss

4th Oct 2023

The training will enable SENDCOs to increase their knowledge of the SEN legal framework, including input on inclusion duties and limitations, admissions, curriculum and timetable, teaching and learning, additional provision and external services. **This course will be held at the CPD Centre at Brooke Weston Academy.**

## Attachment Aware Trauma Informed Practice

P S SS

Led by Lisa Blackwood  
from Rowan Gate Outreach

12th Oct OR 7th Dec OR  
29th Feb OR 18th Apr OR 6th Jun

Develop an understanding of Attachment Aware Trauma Informed Practice (AATi). Explore the impact of trauma, stress and attachment experiences on children's holistic development and behaviour. Explore AATi strategies and interventions that support children.

**This course will be repeated 5 times throughout the year.**

## Implementing Sensory Circuits – supporting children to participate

P SS

Led by Jennifer Barrow

7th Nov 2023

This half day session will focus on understanding why some children struggle with motor based tasks and/ or staying in control of their emotions. We will offer strategies to support motor development and emotional regulation.

## Understanding executive functioning in the classroom to support students with ADHD

P S SS

Led by Sarah Wicks

9th Nov 2023

In this concise course, we will delve into the topic of EF, including its definition, conceptualisation, and impact on various types of students in the classroom. Additionally, we will explore methods of assisting both learners and educators in effectively managing their EF.

Courses marked **SS** are suitable for **support staff** as well as teaching staff  
Courses marked **P** are suitable for **primary** colleagues, and **S** for **secondary**

## Supporting children with speech, language and communication needs

P SS

Led by Kristina Smith

14th Nov, 6th Feb, 23rd Apr & 11th Jun

These sessions will develop your understanding of the complexities around communication and provide you with strategies to support children with speech, language and communication needs in your classroom.

**Session 1** provides the foundations for the other sessions and focuses on building a communication friendly environment.

**Session 2** focuses on the Blanks Language Scheme and Information Carrying Words.

**Session 3** will provide ideas for supporting early communicators within the mainstream environment and using Augmentative and Alternative Communication.

**Session 4** focuses on the Colourful Semantics programme and will provide ideas on how this can be implemented within your classroom to support literacy.

*For maximum benefit from this training, delegates should attend all four sessions however they can be accessed as standalone courses.*

## Understanding SEMH & disregulated behaviours

P S SS

Led by Rachel Clews from Maplefields Outreach

23rd Nov OR  
14th Mar OR 20th Jun

An overview of SEMH (Social, Emotional and Mental Health). Identifying the behaviours that children present. Exploring reasons why children are displaying dysregulated behaviours. How to support self-regulation and behaviour management. **This course is repeated three times throughout the year.**

## Supporting children with Dyscalculia

P S SS

Led by Sarah Wicks

8th Feb 2024

Maths anxiety, or something more? Looking at ways to understand and support children with maths-related difficulties.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

## Supporting children with Dyslexia

P S SS

Led by Sarah Wicks

8th Feb 2024

This session will look at dispelling the myths of dyslexia, finding out what it is, the impact it has on learners and strategies to support in the classroom.

## Parents of SEND children – dealing with anxiety

P

Led by Lisa Robinson & Louise Jeffries

19th Mar 2024

The aim of this course is:

- To learn about anxiety in children and young people with a special educational need or disability (SEND)
- To learn about some of the methods for helping individuals with SEND to manage their anxiety.
- To improve your confidence in recognising and managing your child's anxiety.

## Guided practice and scaffolding for SEND pupils

P S SS

Led by BWT Curriculum Group

19th Mar 2024

This session focuses on whole class direct instructional teaching methods which scaffold learning not only for SEND, but supports all learners.

## Adaptive teaching for SEND pupils in mainstream

P SS

Led by Becky Annetts

21st May 2024

This course will look at the EEF 5-a-day recommendations and how to implement them successfully in the classroom. We will also consider how lessons can be adapted to support the needs of all learners in the mainstream classroom.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

## Parents of SEND children – Anger & Emotion training

P S SS

Led by Paul Fox & Sam Foster

25th Jun 2024

The aim of this course is:

- To learn about the possible underlying causes (triggers) for the anger in our children and young people with a special educational need or disability (SEND)
- To improve your confidence in recognising and managing your child's anger
- To learn about the stages of a "melt-down" (anger curve)
- How to teach your child about their own emotions and behaviour
- Learn more about identifying triggers and teaching your child how to spot their own "Early Warning Signs"
- To look at strategies and tools that can be used to help prevent or reduce aggressive behaviour

## SEND Conference

P S SS

Led by Becky Annetts

2nd Jul 2024

This is an opportunity for SENDCOs from both Primary and Secondary settings to explore the role further and provide an opportunity to network with one another. There will be a key note speaker to continue to inspire you in this vital leadership role.

Courses marked **SS** are suitable for **support staff** as well as teaching staff  
Courses marked **P** are suitable for **primary** colleagues, and **S** for **secondary**

# Professionalising the Professionals

*The following courses are designed for BWT colleagues only.*

We can offer other courses, webinars and resources. Please contact [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) for further information.

## Essential People Skills for Line Managers

P S SS

Led by BWT People Team

Multiple dates – see below

Held at the Primary Training Hub

The course will be made up of several sessions:

- Maximising Attendance and Wellbeing  
(10th Oct 9:00am – 12:00pm & 14th May 1:30pm – 4:30pm)
- Maximising Performance and Developing Our People  
(26th Sep 9:00am – 12:00pm & 13th Feb 1:30pm – 4:30pm)
- Maximising Attraction, Recruitment and Retention  
(26th Mar 1:30pm – 4:30pm & 12th Dec 9:00am – 12:00pm)
- Courageous Conversations and Effective Feedback  
(9th Nov 1:30pm – 4:30pm & 23rd May 9:00am – 12:00pm)

These sessions will ensure the participant can:

- Understand that effective Human Resource Management at line manager level is fundamental to organisational success and be made aware of when HR expertise is required.
- Be clear on roles, responsibilities, and expectations of line managers at BWT.
- Have a suite of resources to help effectively manage your teams through a number of difficult scenarios.

## Bitesize Learning – Essential People Skills

P S SS

Led by BWT People Team

45 – 60 minute sessions

Bitesize training sessions to cover the Essential People Skills courses above can be delivered in individual schools. These sessions will focus on the practical aspects and are an opportunity to share best practice.

To book a session for your team/school, please contact a member of the People Team directly or email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org).

Courses marked **SS** are suitable for **support staff** as well as teaching staff  
Courses marked **P** are suitable for **primary** colleagues, and **S** for **secondary**

## Undertaking investigations and allegations

P S SS

Led by Kathryn Pithey

25th Jun 2024

Held at the Primary Training Hub

This training is aimed at the Senior Leadership team, Governors and the DSL at all academies. The course focuses on the current law and guidance and explains the role of staff in school, the Local Authority Designated Officer (LADO) and the police. The course also looks at considerations and advice around suspension, working with the LADO and other agencies and managing investigations. Delivered using real life case studies that our course leader has been involved in.

## Practical Principles of Project Management at BWT

P S SS

Led by Gina Llanaj

Wed 8th Nov 2023

Held at the CPD Centre at BWA

### Radically rethinking our processes – Business Process Re-engineering

This training is suitable for those managing or members of projects who are interested in improving how we design our processes to be the most efficient they can be, reducing duplication, releasing time and reducing overall workload.

*Do you often ask yourself why do we do it this way? Surely there must be a better way? Well there almost certainly is – build the skills and approach required to make this a reality and challenge effectively.*

This workshop will cover the 7 principles of project management exploring:

1. Continued Business Justification
2. Lessons Learned
3. Define Roles and Responsibilities
4. Manage by Stages
5. Manage by Exception
6. Focus on Outcomes / Results / Benefits
7. Tailor to our Educational Context

## Principles of Business Process Re-Engineering

P S SS

Led by Gina Llanaj

Wed 24th Jan 2024

Held at the CPD Centre at BWA

This course will focus on analysis, design and a rethink of how people work, what their processes are currently and why they change the way they work.

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**

## Pragmatic Procurement: Extracting value

P S SS

Led by Sukhraj Gill

6th Dec & 27th Mar | 2.00pm – 4.00pm

Held at the CPD Centre at BWA

This workshop is designed to empower stakeholders within the BWT in the basics of what they need to know to ensure that they/BWT are compliant in Procurement, under BWT's policy and UK regulations. Outline of course is as follows: Introduction to Procurement; Lifecycle and Compliance; Best practices; and Case Studies.

## Finance for non-finance experts

P S SS

Led by Debbie Tysoe

Split into 5 x 2 hour sessions, details below

1. **Funding**  
5th Oct | 9.00am – 11.00am | BWT Offices
2. **Resource Management**  
14th Dec | 9.00am – 11.00am | CPD Centre
3. **Financial reporting & accountability**  
15th Feb | 9.00am – 11.00am | BWT Offices
4. **Systems & Processes**  
11th Apr | 9.00am – 11.00am | CPD Centre
5. **Devolved budgets & budget management**  
13th Jun | 9.00am – 11.00am | BWT Offices

## Practical application of Fire Marshal training in the workplace

P S SS

Led by David McNally

Dates TBC via BWT weekly briefing

Fire Theory, Fire extinguisher practical session and on-site guidance to duties. This training has two parts. The theory and fire extinguisher practice takes place over half a day. On-site guidance to duties to be conducted within the workplace for fire marshals on an individual academy basis, taking approximately an hour. **Courses arranged on request and to suit dates for each Academy.** To book training for your team/Academy, please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org).

Courses marked SS are suitable for **support staff** as well as teaching staff  
Courses marked P are suitable for **primary** colleagues, and S for **secondary**



## How to deal with and understand allergens

P S SS

Led by Theresa Jackson

- 4th Sep | 9.30am – 12.30pm | Held at the BWT Offices
- 24th Jan | 9.30am – 12.30pm | Held at the CPD Centre at BWA
- 28th Mar | 9.30am – 12.30pm | Held at the BWT Offices

This session (**repeated three times**) will look at:

- Different allergies that can affect people,
- Difference between a food allergy and intolerance
- Explaining Natasha's Law and labelling
- Managing allergens within schools

## Building Digital Skills & Knowledge

### Effective use of Excel to support teaching, assessment and administrative work

P S SS

Led by David Maguire, Tablet Academy

1st Feb, 5th Mar & 30th Apr

Held at the Primary Training Hub

The content of this course builds across the 3 sessions. Session 1 will serve as a starter so if you are already competent in these areas you may prefer to start on to session 2 or 3.

**Session 1 – BEGINNERS LEVEL:** We will cover the basics of Excel from creating spreadsheets to basic formatting and data functions. We will also look at Excel through the lens of how it is useful to support teaching, learning and assessment. Some features include:

- Setting up Excel spreadsheets
- Using filters
- Using Conditional Formatting
- Using Basic Formulae

**Session 2 – INTERMEDIATE LEVEL:** In this session we will build on the previous session foci to broaden our understanding of Excel and how to apply it to support our work as teachers. Some of the features we will explore in this session include:

- Introduction to Macros
- Linking sheets within the same document
- Using calculations
- Using date and time formulae
- Creating basic pupil trackers and forms for in class assessment

**Session 3 – ADVANCED/CUSTOMISED LEVEL:** In this session we will focus on two things. We will look at features requested by staff (prior to the session through an online form) and create our own spreadsheets with a specific purpose within our teaching and learning. This session will be collaborative and coaching based with the aim of using Excel to support and inform our work with pupils in the classroom.

Timings for these three sessions will be shared via the BWT weekly briefing nearer the time.

## Adobe Training

P S SS

Led by David Maguire, Tablet Academy

- Session 1: 2nd Nov | 10.00am – 12.00pm | Held at the CPD Centre
- Session 2: 7th Dec | 10.00am – 12.00pm | Held at the BWT Offices

**Session 1:** Intro to Adobe licenses, using Adobe Acrobat and Docusign

**Session 2:** Intro to Adobe licenses, using Adobe Express for marketing and publicity resources

## Public Relations (PR), Marketing & Communications

P S SS

Led by Athene Communications

3 separate sessions

- 1. Creating effective parent newsletters**  
27th Sep | 10.00am – 12.00pm | CPD Centre
  - to include using different systems such as Sway, Mailchimp, or printed issues
- 2. Delivering effective social media campaigns**  
15th Feb | 10.00am – 12.00pm | CPD Centre
  - to include using different social media channels, taking better photos and creating branded graphics/content
- 3. Crisis communication and issues management (aimed at SLT)**  
8th May | 10.00am – 12.00pm | CPD Centre
  - covers principles of crisis and issues management; best practice examples of how to communicate in a crisis; formulating your communication strategy; Real-life scenarios and challenges; How to talk to the media

Athene can offer a wide variety of tailored training such as developing a PR and marketing strategy for your school, creating short video clips and reels, using and understanding social media analytics and writing/pitching press releases. If you are interested in any of these sessions, please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org).

## Data Protection

### Data Protection in Administration

P S SS

Led by Data Protection Education

Mon 27th Nov 2023 – 2 sessions  
10.00 – 11.30am & 2.00 – 3.30pm

Held at the CPD Centre at BWA

This training is aimed at administrative colleagues and will specifically cover the situations faced by those in the office including examples of data breaches and how to avoid them, how to manage a Subject Access Request (SAR) and Knowledge Bank training. There will also be a question and answer session.

## Webinar: Identifying data breaches and encouraging best practice

P S SS

Data Protection Education

3 x 1 hour virtual Teams webinars

Held on : 12th Oct at 10.00am | 28th Feb at 2.00pm | 10th Jun at 2.00pm

A great session for any staff member. These virtual sessions will cover an overview of data protection, best practice across the whole school and a reminder of the Trust's data protection procedures with a Q&A session. Links to these virtual sessions will be shared via the BWT weekly briefing nearer the time.

## Employment Law

### What's new in Employment Law?

P S SS

Led by Browne Jacobson

Wed 1st Nov 2023 | 10.00am – 12.00pm

Held at the Primary Training Hub

This course covers: Anti-strike laws; Maternity law changes (including redundancy protections and how this will change the redundancy process); Employment relations (flexible working) bill and consideration of how to deal with flexible working requests in general; Draft Code of Practice on Dismissal and Re-engagement (implications and considerations); and Case studies. There will also be a question and answer session.

### Employment Law Updates

P S SS

Led by Browne Jacobson

Thu 28th Mar 2024

Held at the Primary Training Hub

This course covers: Absence management; Employee welfare; Managing disciplinary concerns; Performance management; and Case studies. There will also be a question and answer session.

There are additional courses that will be offered across the year which do not feature in this section. To include, but not limited to: Health and Safety, Risk Management, Business Continuity and Contract Management.

## Leadership

The following courses are aimed at leaders and aspiring leaders in a variety of roles

### BWT Leadership Academy

P S SS

(BWT colleagues only)

From Autumn 2023

The fourth cohort of the BWT Leadership Academy will begin in Autumn 2023.

The Brooke Weston Trust Leadership Academy is an exciting initiative designed to nurture talent and ensure good succession planning across our family of schools. The Leadership Academy's training offer includes bespoke training events, personal coaching and career planning advice as well as opportunities to shadow senior leaders via secondments to other Trust schools in different contexts. If you are interested in joining this new cohort, please speak to your Principal in the first instance.

### Leading Behaviour & Culture: Evidence Based Education

P S

(BWT colleagues only)

Led by Charlotte Hawker-Smith

1 academic year

Are you a leader interested in "fostering a positive and supportive environment for all pupils, without exception"? This programme will help you to lead the development of supportive environments for learning in your school or college and give you the tools to ensure all colleagues can maximise every opportunity for learning. Explore why and how environments and behaviour affect learning, what great leaders and teachers do to optimise them and implement techniques to be confident that your collective approach to behaviour and culture is evidence-based. This programme includes content from Tom Bennett.

£

These courses have an additional charge.  
Please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) for more details

\*

These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.



These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.

## Leading Assessment: Evidence Based Education

(BWT colleagues only)

Led by Charlotte Hawker-Smith

1 academic year

Do you lead assessment at middle or senior level and want to enhance your existing knowledge to affect departmental or whole school impact?

**Understanding Assessment:** Gain a robust understanding of key assessment concepts, including our four pillars of assessment. Lay firm foundations for the practical design and analysis work of Modules 2 and 3.

**Designing Assessment:** Enjoy working through a practical and iterative process of designing and trialling assessments with your pupils.

**Analysing Assessment:** Analyse assessment data and fine-tune questions to improve formative and summative assessments. Develop practice in evidence-based curriculum planning and tracking progress.

**Leading Assessment:** Create an evidence-based school assessment system. Define roles/responsibilities and improve policy and practice across your staff.

## Leading T&L/Curriculum, The Science of Learning: Evidence Based Education

(BWT colleagues only)

Led by Charlotte Hawker-Smith

1 academic year

Are you a middle or senior leader who wants to refine the existing practice in your school to align with latest evidence for what constitutes powerful learning over time?

**Module One:** Explore the scientific evidence regarding the process of learning through reading: the essential cognitive systems, their functions and limitations, and the factors that affect them.

**Module Two:** Understand the benefits and limitations of specific teaching strategies and find out how each strategy can play its part in helping a student move from novice to advanced states.

**Module Three:** Apply concepts and strategies from the Science of Learning to curriculum planning in your subject or phase. Learn how to adjust examples and models to fit your context and your curriculum aims, and map learning activities to the stages of the cognitive development process.

**Module Four:** Develop an implementation plan to help your colleagues apply strategies from the Science of Learning. Prioritise issues and plan how to address them with clearly-defined roles and activities for all involved in students' learning.



These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.

## BWT Subject Pedagogy and Development Networks for Maths, English, Science, MFL, RE and DT

Led by Adam Crawte & Directors of Subject

3 times per year

An opportunity to meet with other subject teachers to discuss different aspects of subject pedagogy, develop subject specific curriculum and content knowledge. These sessions will be led by our subject specialist Directors of Subject, who can exemplify and guide discussion around the conversations and sessions that network members would like to talk about. If you are struggling with a subject specific issue, this is the forum to help with it. The sessions will run three times a year (one per term). Each session will last for two hours.

## Vice Principal/Assistant Principal conference

Led by Andy Burns and Carrie Norman

18th Jun 2024

In this session you will explore your role as a leader of primary school improvement, network with other school leaders and listen to a keynote speaker to inspire you as a leader.

## Step into Vice Principal

Led by Andy Burns

12 months from Jan 2024

This course is for those high performing members of senior team that have the potential and ambition to progress to Vice Principal. It is a practical course that has the following features:

- Tailored to your needs, but also some general best practice.
- Practice in a 'safe' environment
- A VPP (Vice Principal Project) that you can talk about confidently at interview, that demonstrates you are well rounded in experience and in the leadership competencies.

In this course we focus on the practicalities of stepping up from Assistant Principal/Senior Leader – what happens when you're left in charge of the school.



These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.



## OLEVI – Outstanding Leadership in Education (OLE)

P S

See [olevi.com](https://olevi.com) for more details

6 sessions, approx 2 hours each

Aimed at aspiring middle leaders and existing middle leaders, the programme recognises that all people are leaders, and that developing leadership ensures that well balanced challenge and support creates impact. You will engage with evidence-informed leadership pedagogy to discover how to lead and manage individuals, teams, and projects more effectively for greater impact.

This programme consists of 6 sessions, focused on developing your leadership with a series of post session challenges, completed over a term.

The sessions are typically 2 hours and delegates will be expected to attend all six sessions to gain maximum impact from the programme.



## Step into Leadership for Educators

P S

Led by Andy Burns

12 months from Oct 2023

This course is for those identified as a high performing current or future senior leader. Whatever your age, experience or background you have a common thread that runs through all of you – that thread is your moral purpose, your desire to improve the life chances of our pupils. This course is designed to fill in some of those gaps and experiences you do not learn on the NPQs.

# Governance

The following courses are designed for Governors, Principals and SLT. Governor training will generally run as twilight sessions from 5pm – 7pm.

**All courses in this section will be held at the Primary Training Hub venue unless otherwise specified.**

## SEND training for Governors

P S SS

Led by Barney Angliss

4th Oct 2023

The training will enable Governors to increase their knowledge of the SEN legal framework, including input on inclusion duties and limitations, admissions, curriculum and timetable, teaching and learning, additional provision and external services.

## Induction for Governors

P S SS

Led by Monica Juan

17th Oct OR 16th Jan OR 7th May

This session (**repeated 3 times**) will look at relevant information and guidance relating to governance, including how the BWT governance structure works, the role of the local governance and how to access further training and support.

## Does your school offer a broad based compliant curriculum?

P S SS

Led by Giles Osborne

16th Nov 2023

This workshop will look at the responsibility of Governors to ensure that the school curriculum is balanced and broadly based. We will consider:

- An overview of the curriculum
- How to determine whether the curriculum is balanced and broadly based
- Does the curriculum prepare pupils at the school for the opportunities, responsibilities and experiences of later life?
- How to monitor the curriculum as a governor relating to governance, including how the BWT governance structure works, the role of the local governance and how to access further training and support.

Courses marked **SS** are suitable for **support staff** as well as teaching staff  
Courses marked **P** are suitable for **primary** colleagues, and **S** for **secondary**

## Exclusions training for Governors and Principals

P S SS

Led by Richard Freeth

22nd Nov 2023

The exclusion training's aim is to ensure that SLT and the governing board are compliant with exclusions law and guidance and understand what they need to do at all stages of the exclusion process.

By the end of the session we expect the governing board to feel confident when it comes to reviewing exclusion decisions and in attending an Independent Review Panel. The training is also detailed enough that they are able to sit on an Independent Review Panel (for another school) should they so wish.

## Understanding Effective Monitoring & Evaluation to secure better outcomes

P S SS

Led by Jayne McCallum

27th Feb OR 27th Jun 2024

This session (**repeated twice throughout the academic year**) will support governors in really understanding how efficient and impactful monitoring approaches can lead to greater support for teachers and improved outcomes for our learners. Colleagues will be supported in being able to truly fulfil the role of governor in curriculum and teaching and learning monitoring by being able to know what to look for and how to ask the relevant questions. It will enhance governor understanding of Ofsted's approach to monitoring and how our academies align with that best practice model. Lots of opportunity for discussion and debate and exploration in a bid to enhance governors' knowledge and confidence when visiting academies in the Trust.

## Governors – holding leaders to account

P S SS

Led by Giles Osborne

21st Mar 2024

This session helps governors work in partnership with school leaders to develop a strategic plan and monitor all-round performance, not just test results. This will help governors to ask challenging and informed questions confidently.

Courses marked **SS** are suitable for **support staff** as well as teaching staff  
Courses marked **P** are suitable for **primary** colleagues, and **S** for **secondary**

# Coaching

The following courses are designed for BWT colleagues only.

## OLEVI Power of Coaching – all colleagues

P S SS

Led by Rachel Lawrence-Byron

25th Jan, 13th Feb & 5th Mar

An opportunity to follow OLEVI's Power of Coaching across 3 sessions that prepare participants to grow expertise back in their own settings through the use of coaching to empower individuals.

## OLEVI Power of Coaching – teachers

P S

Led by Rachel Lawrence-Byron

30th Apr, 21st May & 13th Jun

An opportunity to follow OLEVI's Power of Coaching across 3 sessions that prepare participants to grow teacher expertise back in their own settings through the use of coaching to empower individuals.

Courses marked **SS** are suitable for **support staff** as well as teaching staff  
Courses marked **P** are suitable for **primary** colleagues, and **S** for **secondary**

# Teacher Educator

## The power of video for visible progress in teaching (IRIS technology)

Led by Charlotte Hawker-Smith

9 months

Do you want to overcome the restrictions of covering lessons to help colleagues share teaching strategies? This is an opportunity to use video clips of lessons to reflect individually and improve granular strands of practice alongside colleagues in a peer group structure of analysing what really makes an impact in our classrooms.

**Reflect and analyse:** See your lesson from a new perspective, completely in private and whenever it suits you. Use the analysis tools to gain deeper insights into the teaching and learning in your classroom and adapt your lessons accordingly to improve student outcomes.

**Share and collaborate:** Recording video clips enables effective coaching over distance, as colleagues can share their choice of teaching extract with their coach over the online platform, with the need for the coach to arrange cover. This is also great for peer group, developmental lesson observations and for giving and receiving valuable, contextualised feedback timestamped to precise moments in the lesson.

**Build and engage:** Over time, and with permission from the individual, schools can build up a bank of concrete clips to demonstrate T&L strategies with your children in your classrooms to share amongst the wider staff as a powerful demonstration of what is possible in your context.

This programme will run as a bespoke pilot at CBA & KSA from September 2023 to April 2024

## BWT Implementation of the ECF

Led by Charlotte Hawker-Smith

3 months

An offer of implementation support for schools to get the most out of the research rich Early Career Framework in both ECT classrooms, whole school practice with mentoring and associated instructional coaching practice.

These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.



These courses have an additional charge.  
Please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) for more details

# Education Research and Inquiry

These courses are run by the Chartered College of Teaching and are designed for BWT colleagues only. Chartered Status is a professional accreditation recognising the knowledge, skills and behaviours of highly accomplished teachers and school leaders.

## Chartered Teacher: Development of Teaching Practice Award

Led by Rachel Lawrence-Byron

3-6 months

Are you committed to developing effective evidence-informed teaching practice in your classroom or school in order to achieve the best possible outcomes for the pupils you teach? During this course you will:

- Explore the evidence around the development of teacher expertise
- Evaluate existing practice and choose a focus that is meaningful to you to refine or develop further
- Demonstrate your expertise and share effective practice in the unit assessment
- Focus on developing evidence-informed approaches that will make a difference to pupils within your context.

There are three pathways to achieving the Development of Teaching Practice Award, meaning you can select the pathway that is most relevant for your role.

These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.





These courses have an additional charge.  
Please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) for more details

## Chartered Teacher: Professional Knowledge Award

Led by Rachel Lawrence-Byron

3-12 months

Do you want to be recognised for excellent professional knowledge?  
This course will give you the opportunity to:

- Demonstrate your strong professional knowledge around teaching and learning and/or school leadership in three 'Professional Knowledge Examinations'
- Engage with wider reading and core content to deepen your understanding of assessment principles, ready to showcase how you would apply this knowledge to support the development of classroom practice
- Connect research to practice, explaining how you would interpret key ideas from education research within your area of specialism

There are three pathways to achieving the Professional Knowledge Award, meaning you can select the pathway that is most relevant for your role.

## Teaching to create a supportive environment and maximise opportunity to learn

Led by Charlotte Hawker-Smith

6 months

This course provides an evidence-based overview of how and why a supportive environment and maximising the opportunity to learn helps both teachers and students, and what great teachers do to create it. You will connect this evidence to practical classroom techniques, and then practise selecting and adapting individual teaching strategies for different contexts to prepare for the next steps of your personalised professional development.

Taking part in this programme would involve a mixture of online self-study and collaborative group delivery of theory, working together as leaders to contextualise the research for our contexts.



These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.



These courses have an additional charge.  
Please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) for more details

## Chartered Teacher: Certificate in Evidence-Informed Practice

Led by Chartered College of Teaching

3 months

Do you want to build and demonstrate your expertise in using evidence to inform your practice?

- Engage with articles and video content from renowned experts and practising teachers, and explore wider reading lists to deepen your understanding of evidence-informed pedagogy
- Find out where to locate trustworthy research and how to navigate its use
- Consider key education research and its implications for practice in our context

Designed for teachers and school leaders as well as those supporting teaching and teacher development, including mentors and teacher educators.

## Chartered Teacher: Certificate in Educational Research and Inquiry

Led by Rachel Lawrence-Byron

10-12 months

Are you ready to take the next step in your research engagement journey?

- Learn about practitioner inquiry and how this can be utilised to support teacher professional learning and school development
- Be guided through each stage of the process – undertaking a literature review, choosing research methods, analysing data and sharing findings
- Undertake an evidence-informed inquiry project to gain deeper insights into your teaching or leadership practice, with the ultimate aim to improve outcomes for the pupils you work with
- Have choice and freedom to focus your inquiry on an area of classroom or school practice that is meaningful and relevant to you and your context

There are two pathways to achieving this, meaning you can select the pathway that is most relevant for your role/career pathway.



These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.

These courses have an additional charge.  
Please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) for more details

## Teaching to activate hard thinking (adaptive teaching, building to independence, metacognition)

Led by Charlotte Hawker-Smith

6 months

This course provides an evidence-based overview of why and how teachers can help their students to become independent and self-actualised learners. You will explore how this can be applied in the classroom, before practising selecting and adapting individual teaching strategies for different contexts to prepare for the next steps of your personalised professional development.

## BWT & University of Leicester Master's in Education

Led by University of Leicester

1 year

BWT is working in partnership with the University of Leicester to deliver the Master's in Education degree. Two modules will be delivered in-house at BWT schools, by colleagues in the trust. This will be an opportunity for colleagues on the programme to form a 'community of practice' and support each other throughout the programme. The remaining modules and the dissertation will be delivered by the University of Leicester. BWT will fund half the master's fees for this programme.

## Teach First Master's upgrade

Led by Rachel Lawrence-Byron

2 – 3 years

Teachers who have completed the Teach First Diploma have gained 120 master's credits, and only need a further 60 credits to gain the 180 credits needed for a master's degree. Teach First Ambassadors who would like to upgrade to a full master's programme can apply to any university to complete their dissertation and may choose to complete the master's upgrade that is designed for Teach First Ambassadors. BWT will fund half the fees for the 60 credits required to upgrade to a full master's degree.

These programmes will run after consultation with school leaders to ensure that capacity can meet the areas of greatest demand from across all our schools.

# The Golden Thread

We are very fortunate to include the **Northamptonshire Teaching School Hub** as part of our training offer.



At Brooke Weston Trust, we take great pride in our rich expertise in teacher development, with Brooke Weston Academy designated as the lead school for the Northamptonshire Teaching School Hub. Our exceptional teacher development system enables us to attract, develop, and retain the very best teachers and leaders.

Northamptonshire Teaching School Hub (NTSH) provides the golden thread of evidence-informed training and development, supporting teachers throughout their career. As a Teacher at Brooke Weston Trust, you have access to, and opportunities to deliver regionally, the following expert programmes:

- **Initial Teacher Training** with 'Outstanding' provider Teach First
- **Early Career Framework** with 'Outstanding' provider Teach First
- **National Professional Qualifications** with Ambition Institute
- **Appropriate Body services** that support schools with Statutory Induction of ECTs
- **A wealth of high-quality CPD** through trusted partners

Our mission is to grow teacher and leader expertise, in every school, to the advantage of every child.

Proud to work in partnership with



For more information and to book your place, visit  
[www.northamptonshireteachingschoolhub.org](http://www.northamptonshireteachingschoolhub.org)

## Initial Teacher Training (QTS and PGCE)



Led by Northamptonshire Teaching School Hub  
in partnership with Teach First

12 months

The School-Centred Initial Teacher Training (SCITT) programme is a one year teacher-training course which enables you to train and develop your skills in the classroom. The course is ideal for unqualified teachers working in our schools, who are eager to learn on the job and make a difference in their community from day one. As a trainee, you'll be interacting every day with pupils and be placed in a school within the Brooke Weston Trust.

Our 'Outstanding' (Ofsted May 2023) research-led programme is designed to give you plenty of practical experience as well as subject-specific training and a deep understanding of effective teaching methods.

You'll be in the classroom from September 2024 and will benefit from the support of a trained mentor throughout your training. At the end of our programme, you'll be awarded qualified teacher status (QTS) by Teach First and postgraduate certificate in education (PGCE) by Sheffield Hallam University. Visit our website for more info, or email [itt@northantsTSHub.org](mailto:itt@northantsTSHub.org)

## Teach First SCITT Mentor



Led by Northamptonshire Teaching School Hub  
in partnership with Teach First

12 months

**All mentors supporting trainees through SCITT must complete this programme.**

Mentors play a critical role in supporting novice trainees build their confidence and practice. As a SCITT Mentor, you will support your trainee by:

- Modelling pedagogical content knowledge, linking teaching to pupils' subject knowledge development.
- Helping the Trainee to translate and apply taught content into classroom practice, contextualising theory into practice, using guidance, reading and materials provided.
- Developing the Trainee's understanding of the Placement School and local community.
- Ensuring the Trainee has sufficient school-based support.

You will complete a rich, evidence-based programme of mentor development with Teach First, to enable you to become a highly effective mentor.

## Teach First Early Career Framework – Early Career Teachers



Led by Northamptonshire Teaching School Hub  
in partnership with Teach First

2 years

**All ECTs must complete this programme.**

Nurturing new teachers to grow their expertise is a key priority for Brooke Weston Trust. We are proud to offer a high-quality programme rated 'outstanding' by Ofsted in all areas. ECTs will receive:

- a structured two-year package of support, training and resources
- flexible online and face to face training modules
- access to expert resources
- high-quality mentor support and instructional coaching
- free membership to the Chartered College of Teaching

During year one, you'll cover six modules. These modules have been written by experts in their fields and are underpinned by cutting edge research. During year two, the focus will become your subject / phase specialism.

## Teach First Early Career Mentor



Led by Northamptonshire Teaching School Hub  
in partnership with Teach First

2 years

**All new ECF mentors must complete this programme.**

As a mentor, you are in the privileged position to guide teachers to the profession, and we want to make sure you have all you need to make you feel comfortable and confident carrying out your role. You may have been a mentor for many years, or you may be new to the role. Our content will provide the building blocks to new teachers, but crucially, you will provide the context – to your school, your subject and your BWT community.

The mentor's role in developing ECTs is vital. The qualities of a highly effective mentor may include strong subject knowledge, the ability to demonstrate impactful teaching practice, strong intrapersonal and interpersonal skills, and knowledge of appropriate and effective professional development.

## Specialist NPQs with Ambition Institute

Specialist NPQ are 12-month programmes, designed for classroom teachers and leaders and can help you: **improve your skills | progress in your career | increase your confidence in your role**

### NPQLT – National Professional Qualification Leading Teaching



**For | Classroom teachers and middle leaders**

**Lead the teaching and learning of a subject, year group or phase**

On this programme, you will learn how to:

- explain important ideas about the science of learning
- understand what good teaching practice is and how to implement it
- support colleagues to design a broad and coherent curriculum
- plan effective lessons and stimulate your pupils' thinking
- help colleagues adapt their teaching to different needs
- contribute to the design of school assessment systems
- align your professional development with wider school improvement priorities

### NPQLTD – National Professional Qualification Leading Teaching Development



**For | Teachers and leaders interested in developing others**

**Become a teacher educator and support teachers in your school to expand their skills**

On this programme, you will learn how to:

- make sure professional development in your school is focused on a shared responsibility for improving outcomes for all pupils
- diagnose what teachers know and can do, starting professional development from that point and adapting the approach based on their expertise
- help teachers improve through evidence-based professional development focused on improving classroom teaching
- gain an understanding of what teachers have learned by reviewing patterns of performance over a number of assessments
- develop and lead a team of colleagues who can facilitate a range of professional development approaches
- contribute to a programme of professional development for mentors, trainees and early career teachers

### NPQLBC – National Professional Qualification Leading Behaviour & Culture



**For | Teachers and leaders – and non-teaching staff in pastoral or similar roles**

**Create a culture of good behaviour and high expectations where staff and pupils can succeed**

On this programme, you will learn how to:

- create a culture of high expectations across your school and support the development of a positive, safe environment for pupils
- assist pupils with complex behavioural needs
- nurture improvement through evidence-based professional development
- put new approaches to leading behaviour and culture into practice

### NPQLL – National Professional Qualification Leading Literacy



**For | Teachers and leaders**

**Teach / promote literacy across a whole school, year group, key stage or phase**

On this programme, you will learn how:

- to support all staff to develop pupils' language and literacy skills
- pupils develop aspects of literacy and how to support and teach pupils using evidence-informed approaches
- to lead literacy through curriculum, culture and motivation
- to understand how effective literacy education can support your school
- to contribute to effective professional development for literacy, linking it to teaching, the curriculum and assessment across the school

### NPQLPM – National Professional Qualification Leading Primary Maths



**For | Primary teachers and leaders with responsibility for leading maths across a key-stage or school, or those who want to have this responsibility**

**Help your school use mastery approaches and teach maths effectively**

On this programme, you will learn how to:

- develop a school culture with a positive attitude to maths
- develop systems which support children to overcome maths anxiety, build resilience and develop problem-solving strategies
- create a culture of high expectations where teachers can challenge and motivate pupils and give pupils high quality feedback
- design maths curricula and develop leadership skills to help introduce them
- support maths teachers in your school with planning, using consistent maths vocabulary and meeting individual pupil needs

## Leadership NPQs with Ambition Institute

Leadership NPQs are 18-month programmes, designed for teachers and leaders in leadership roles or wanting to achieve leadership skills.

### NPQSL – National Professional Qualification Senior Leadership



For | Experienced classroom teachers, middle and senior leaders

#### Develop leadership expertise to improve outcomes for teachers and pupils

On this programme, you will learn how to:

- set clear goals and communicate shared values that improve the culture in your classrooms and school
- establish a safe and positive environment for pupils
- support colleagues to meet individual needs and make sure all pupils have access to a rich curriculum
- lead school-wide professional development for staff
- make and act on evidence-informed decisions
- work well with parents, carers, other schools and the wider community
- lead by example, be accountable for decisions and make sure colleagues know their responsibilities

### NPQH – National Professional Qualification Headship



For | School leaders and head teachers

#### Learn how to become an expert school leader and outstanding headteacher

On this programme, you will learn how to:

- set clear goals and communicate shared values that improve school culture
- transform pupils' knowledge, capabilities and beliefs about learning
- create a fair and structured approach to learning and testing
- establish a safe and positive environment for pupils
- support colleagues to meet individual needs and make sure all pupils have access to a rich curriculum
- lead school-wide professional development for staff
- establish good financial, human and educational resource management
- make and act on evidence-informed decisions
- work well with parents, carers, other schools and the wider community
- lead by example, be accountable for decisions and make sure staff know their professional responsibilities

### NPQEL – National Professional Qualification Executive Leadership



For | Executive school leaders

#### Run a multi-school organisation and effectively lead change and improvement

On this programme, you will learn how to:

- create a positive and effective culture across your schools or trust
- support school leaders and your senior team to put in place an evidence-informed approach to designing the curriculum
- give clear feedback to teachers and make sure they are well supported
- create and sustain a positive, safe and predictable environment
- work with your senior leadership team to make sure professional development priorities are aligned with plans to improve your school or trust
- work in partnership with parents, the community and other schools and trusts
- participate in governance and be fully transparent and accountable

### NPQEYL – National Professional Qualification Early Years Leadership



For | Headteachers / leaders of school-based nurseries; early years foundation stage leaders, such as reception class teachers; or early years coordinators.

#### Manage your staff and organisation to provide high-quality early years education and care

On this programme, you will learn how to:

- set a strategic direction for your early years setting, apply ambitious standards for all children and champion evidence-based practice
- plan and deliver care and a high-quality curriculum to support children's development in a welcoming and safe environment for all
- establish communication, language and literacy approaches to support children's learning and make sure all children experience success
- identify children who need support and make appropriate referrals

### Early Headship Coaching Offer with Ambition Institute



#### Are you a new headteacher in Brooke Weston Trust?

Our EHCO provides you with tailored, personalised support to apply knowledge from the NPQH to your school context. We have designed this support offer for new headteachers to accompany the NPQ in Headship, to help you put the evidence and expertise from your NPQH into practice in your school setting.

Over three terms you will benefit from expert guidance from an experienced, serving headteacher who works in a similar setting or phase, to help you apply expertise from the NPQH, to overcome the challenges and complex problems you face in your day-to-day role.

# Booking Information

## Booking a course (BWT colleagues)

For more information or to book a course please visit the **BWT CPD Toolkit** and use the **"BOOK A COURSE"** button.

Alternatively, you can visit the **"Careers and Training Opportunities"** page on the Brooke Weston Trust website and follow the link to **"VIEW AND BOOK COURSES"**. [www.brookewestontrust.org/careerstraining](http://www.brookewestontrust.org/careerstraining)

If you wish to engage in a training programme which does not have a specified date please email [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org)

If you cannot access the booking system, please email: [primarytraininghub@brookewestontrust.org](mailto:primarytraininghub@brookewestontrust.org) or [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) with details of the course you would like to book and we will process your booking.

**Before booking a course, delegates should seek approval from their Principal or CPD Lead. Approval will also be requested via the booking form.**

All of the courses in the Golden Thread section of this brochure, and with this key **N** will be run by our partners **Northamptonshire Teaching School Hub**. They will be held at the newly designed **Teaching School Hub at the CPD Centre on the site of Brooke Weston Academy**. For booking and more information please visit [www.northamptonshireteachingschoolhub.org](http://www.northamptonshireteachingschoolhub.org)

# Information for External Schools

Schools outside of the Trust are invited to access this CPD offer and we welcome the opportunity to network with staff from other schools and Trusts.

## Booking a course (external schools)

Visit the **"Careers and Training Opportunities"** page on the Brooke Weston Trust website and follow the link to **"VIEW AND BOOK COURSES"**. [www.brookewestontrust.org/careerstraining](http://www.brookewestontrust.org/careerstraining)

If you cannot access the booking system, please email: [primarytraininghub@brookewestontrust.org](mailto:primarytraininghub@brookewestontrust.org) or [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org) with details of the course you would like to book and we will process your booking.

We have kept the cost of our courses to a minimum to enable as many staff as possible to benefit from this programme of professional development.

**A half day course will be £75 and a full day course will be £110 (a light lunch is included)**

Please remember to include your finance officer contact details for invoicing purposes.

## Subscription Packages

We are pleased to offer a subscription package to external schools. By paying an upfront fee, schools can access our courses at a vastly reduced cost.

### Level 1 – £1000

1 place on every course\* and a 20% discount for any extra places.

### Level 2 – £1500

2 places on every course\* and a 20% discount for any extra places.

**The school subscription package does not include courses that are exclusive to BWT colleagues or courses run by Northamptonshire Teaching School Hub. To arrange a subscription package for your school, or to find out more information, please email [primarytraininghub@brookewestontrust.org](mailto:primarytraininghub@brookewestontrust.org)**



# CPD Leader Profiles

This CPD programme has been led by Jane MacDonald, Rachel Lawrence-Byron, Charlotte Hawker-Smith and Gemma Marks.

## Jane MacDonald

Director of Primary Training Hub

I am proud to have worked in the Brooke Weston Trust since 2013 and in that time I have worked as Vice Principal and Principal in two of our Primary schools. I have now changed role so that I can focus more specifically on leading the Primary Training Hub. I also Chair the steering group of the BWT Leadership Academy which delivers a programme to upskill leaders of the future within our Trust. I am delighted to be leading on the Primary Training Hub as I am passionate about staff development and understand the importance of high quality professional development for staff as a key driver for school improvement. *Teachers' professional development is crucial to a high-quality education system.* (Ofsted research & analysis May '23).



## Dr Rachel Lawrence-Byron

Director of Professional Development (Secondary)

I have worked in the Brooke Weston Trust since 2022. Prior to this role, I was Curriculum Development Director at Researchers in Schools, a programme run by the Brilliant Club a UK-wide charity whose aim is to support less advantaged children to access the most competitive universities and succeed when they get there. Before that, I was the Researchers in Schools Hub Director for London West Alliance SCITT, and a senior leader and Head of Religious Studies at Lampton Academy in West London. I have a doctorate in education from King's College London, and my research focuses on how teachers use evidence from research to inform their teaching practice. As Director of Professional Development for BWT, it has been a pleasure to work with colleagues in both primary and secondary phases and the Central team, to develop our Professional Learning offer. We are committed to providing high-quality, evidence-informed professional learning, that will enhance the development of colleagues and ultimately lead to improved outcomes for students.



*Delivering ambition for all*

## Charlotte Hawker-Smith

Director of Professional Development (Secondary)

My experience is in developing expert teaching in individuals and teams in schools. This was in my role as an Advanced Skills Teacher and then as a Senior Leader at large secondary schools. It is exciting to use this experience to help shape the Brooke Weston Trust professional learning offer. My long-term goal is to support the Trust in building on its excellent reputation by promoting the outstanding professional development offer that we have in place, ensuring that classroom teachers and leaders have access to the best possible evidence-based learning and are supported through every step of their career, to be the best they can be in any role.



## Gemma Marks

Director of Teaching School Hub

I have a long relationship with Brooke Weston Trust, after many years as a senior leader at Brooke Weston Academy, with a focus on professional and leadership development. I returned to Brooke Weston Trust in 2020, following seven years leading transformational change as a Deputy Principal at a large secondary school in Northampton. The values of the Trust, its outstanding colleagues and strong commitment to people development are exceptional. I am privileged to lead the Teaching School Hub for Brooke Weston Trust and Northamptonshire schools. Teaching School Hubs deliver the DfE's world-class teacher development system by transforming the training and support teachers and school leaders receive at every stage of their career. The 'golden thread' now provides evidence-based programmes and qualifications, helping to support teachers to progress from their initial teacher training (ITT) through to whichever career pathway they choose. I am optimistic and aspirational for the young people in the communities we serve and believe that high-quality teacher and leader expertise can positively shape a bright future for all.



# About the Course Leaders

**Nicole Andrews** is Vice Principal at Compass Primary Academy, County Moderator and leads on disadvantage across the primaries.

**Barney Angliss** is an autistic trainer, writer and education consultant with experience of leadership in education, including community-based alternative provision, SEND provision in schools and colleges and LA management.

**Becky Annetts** is Assistant Principal and SENDCO at Oakley Vale Primary School. She is also the SEND network lead for schools across BWT.

**Athene Communications** is an award-winning PR, marketing and communications agency with more than 12 years' experience in the education sector. Athene's specialist education team supports more than 100 academies and trusts throughout the region.

**Nigel Barrett** served as a Royal Marine for 22 years, then retrained as a teacher, being with the Brooke Weston Trust since 2003. Now passionate about leading BWT's Combined Cadet Force and is also responsible for training First Aiders and minibus drivers.

**Jennifer Barrow** is a member of the Royal College of Occupational Therapists and has worked in a range of specialist and mainstream school settings to reframe behaviour, improve self-regulation and build resilience. She encourages and promotes the use of sensory strategies to enhance mental health, wellbeing, and participation in everyday life.

**Lisa Blackwood** is Assistant Head Teacher and Outreach Lead at Rowan Gate Primary School. She has worked within primary special and mainstream settings and is a qualified SENCO. Lisa has a special interest in ASC and Attachment Aware Trauma Informed Practice.

**Tracy Bryant** started her career in recruitment before going down the generalist HR route. Tracy has worked at all levels in HR and in a variety of industries across the private sector including financial services, wellness, travel and digital marketing.

**Declan Byrne** is Vice Principal at Beanfield Primary school. Since working for BWT, he has led maths across the five primary schools, alongside inspirational leaders.

**Rachel Clews** is Maplefields SEMH Outreach Lead Teacher.

**The Conversation Stamford – Gemma Holbird and Sarah Sauntson** For the past 8 years Gemma and Sarah have been delivering external PSHE provision to around 45 local schools and colleges. Their mission is to equip children and young people with knowledge, as well as the emotional and practical tools they need in order to thrive on their journey to adulthood. Previously, Gemma worked as a secondary English teacher and pastoral lead, whilst Sarah worked as a special needs teacher and trained in areas of sexual health.

**Lol Conway** has been a Design and Technology teacher for 12 years and during her time as Head of Department she took a department that was struggling to a thriving and outstanding faculty within the school.

**Debbie Craddock** is Vice Principal at Beanfield Primary School, and has been at the school for over 11 years. She is head of KS1, English and Phonics for the whole school and also a KS1 County Moderator.

**Matt Cunningham** has worked with NDAS for over 3 years and is now a Team Leader. He is our representative for MARAC and is the main creator of our CPD certified training, Domestic Abuse Awareness. Matt has many years of domestic abuse experience; he has worked with the police and is an active member of a task group designed to support young people affected by gangs and County Lines.

**Julia Dickinson** is the Principal at Gretton Primary Academy and has been involved in school leadership for 16 years. Her particular passions are in curriculum design and implementation and developing teaching pedagogy.

**Angela Dix** has been teaching primary and secondary pupils for over 20 years. She is the "Classics for All" Network Coordinator for the East of England, a Classics trainer and consultant.

**James Down** is the BWT Head of Safeguarding and member of the Northamptonshire Safeguarding Partnership Learning and Development Sub-Group.

**Claire Farthing** is a Reception class teacher, working predominantly within the Early Years sector for over 15 years. She started using Makaton many years ago to promote an inclusive environment.

**Amanda Fitton** is RE Adviser for Cambridgeshire, Peterborough and Rutland. Previously, she was the RE lecturer at the University of Northampton for the Primary BA and PGCE, having left a role as Head of Humanities in a large city school in Leicester.

**Sarah Fleming** is the Safeguarding and Behaviour Manager at Beanfield Primary.

**Esther Fletcher** is Vice Principal at Peckover School and is the computing and EAL lead as well as a DSL.

**Paul Fox's** background is with the Autism Outreach Team which has morphed into the SEND Support Service for 10 years. Prior to this he spent four years working in a SW Response team where he largely worked with families and individuals who had complex SEN or Trauma backgrounds. He has also delivered an alternative education package to children with multiple complex vulnerabilities who were living in a children's home.

**Richard Freeth** is a partner at Browne Jacobson and has over 23 years' experience of advising on education law issues. He's recognised by Chambers and Legal 500 as a leading individual for advice on education law. Richard advises on a range of issues including admissions, exclusions, SEND and equality issues. He is also Chair of Elm Tree Multi-Academy Trust.

**Sukhraj Gill** is a multi-sector, procurement and supply chain expert with global experience. With a hands-on understanding of the unique challenges faced by educational institutions, Sukhraj is well-equipped to guide stakeholders through the intricacies of procurement in the multi-academy trust context.

**Sally Anne Hart** is a qualified teacher who spent 20 years working in Northamptonshire for a county-wide service specialising in inclusion. She now works as a freelance trainer, (PBUK Accredited 2003) and regularly works with adults working with children, young people and families nationally and internationally. Sally Ann is a founder of the Protective Behaviours Training Partnership and Secretary of the Protective Behaviours Association.

**Browne Jacobson** is a leading firm in the education sector with a 70 strong multi-disciplinary team ranked Band 1 nationally in all 5 offices in England. They advise over 1,500 different education providers every year and are 7 times winners of the Education Investor Award for legal advisors to education institutions.

**Theresa Jackson** is the Head of Catering at BWT. She has worked in the catering trade for over 30 years and much of this has been in the world of education catering.

**Louise Jeffries** is Senior Practitioner for the SEND Support Service.

**Adam Jennings** is the science co-ordinator for the Brooke Weston Trust and is an experienced teacher based at Compass Primary Academy.

**Monica Juan** is BWT Head of Governance. She has more than 15 years experience serving as a governor, mainly as a chair and is currently serving as a trustee of a MAT in Northamptonshire. Monica is also a consultant for the NGA and a National Leader of Governance. She has robust expertise supporting school governance and school leaders through mentoring and coaching. She is also a Safer Recruitment accredited trainer.

**Kate Kendal** has been the Principal of Peckover Primary School for 2 years and, prior to this, was a Year 6 teacher for approximately 10 years.

**Sarah Leahy** has been an education officer in Northamptonshire Virtual School since 2017.

**Gina Llanqj** is a program/portfolio manager with a multitude of different industries, engaged in structural transformation programmes and has helped organisations to develop and grow. Gina has vast experience in digital transformation, business digital propositions and customer journey.

**Matt Loftus** spent 16 years working in education, across all sectors and is an advocate for mental health training and a licensed instructor for MHFA England.

**Alan MacKenzie** is an Ambassador for the Centre for Child Exploitation and Online Protection Centre, founding member of the Association for Adult and Child Online Safety Specialists (AACOSS) and an associate member of the UK Council for Internet Safety (UKCIS). Alan is also an accredited assessor for the 360Safe Online Safety Self-Review Tool.

**David Maguire** has almost 20 years experience in the education sector. After 10 years teaching in primary and middle school settings, he has spent the last 8 years in primary Headship until recently moving in consultancy and training with a particular focus on the role of technology in education both for his own consultancy (Bailey Digital Classroom) and on behalf of Tablet Academy.

**Tracy Marshall** is a People Business Partner at BWT. She has been in HR for approx. 5 years working in various manufacturing industries. Prior to this she has had 18 years in various recruitment roles.

**Chloe Martin** has worked with NDAS for 2 years and is our Children's Domestic Abuse Specialist for the West of the County. Chloe previously worked for the Specialist Support Service, so has an in depth knowledge of working with Children and Young people with additional needs. Her current role is to help young survivors of abuse understand what has happened to them and support them with managing their behaviour and expressing themselves safely. Chloe's passion led to her being the main creator of our 'Impact on Children and Young People' training.

**David McNally** is Head of Estates and Sustainability at BWT. Long-term serving Fire Marshal and Safety Steward, he is qualified in Facilities Management, Health & Safety and Environmental Management and is a chartered member of IOSH.

**David Morgan** has been working in literacy since 1999 when he helped found The Shannon Trust, which helps prison inmates to teach each other to read. He is also the founder of All Aboard Learning and is the designer of the Easyread System and All Aboard Phonics.

**Rachel Mortlock** is an Education Adviser who works with LAs, schools and academies across the country. Since 2011 she has also worked as an Adviser for the DfE supporting mainstream and special academies and free schools. She has particular expertise in Early Years Education.

**Sue Nicholls** worked as a music subject leader in many EYFS and primary settings during her teaching career, achieving the status of an Advanced Skills Teacher – a role which allowed her to develop her particular passion: the support of generalist teachers. She has published several music resource books with Collins and contributed material to other books. Sue works nationwide as a music education consultant delivering workshops, seminars and CPD sessions.

**Giles Osborne** is currently a School Improvement Partner, National Leader of Governance and an Ofsted Inspector. As a former Executive Headteacher and a university lecturer, he combines research and the practice of hundreds of schools he has worked with.

**Kathryn Pithey** is the Head of People at Brooke Weston Trust. She has previously worked as an HR Account Manager, supporting hundreds of schools and Trusts across the country in addressing a whole range of complex HR issues

**Grainne Purkiss** is Curriculum Lead and Year 6 teacher at Oakley Vale.

**Read, Write Inc. consultant trainers** work with schools to develop a systematic and consistent approach to the teaching of reading. The trainers provide high-quality training and personalised Professional Development to deliver long term success for your school.

**Callum Reilly** is a Safeguarding Officer at Compass Primary Academy and Primary Attendance Lead for the Brooke Weston Trust. He has worked for the Trust since 2017.

**Lisa Robinson** is Senior Practitioner for the SEND Support Service. She has extensive knowledge and experience of Autism and has worked with children and young people with SEN for over 25 years.

**Elizabeth Rose** is an independent safeguarding consultant and the director of So Safeguarding. She has worked in education for more than 15 years and is a former secondary designated safeguarding lead and local authority safeguarding in education advisor.

**Alan Russell**, a secondary English teacher by trade, is a team manager in the Virtual School for children in care.

**Steve Sludden** joined the Virtual School Team as an Education Officer in November 2020 having previously worked in the Education Inclusion and Partnerships Team.

**Kristina Smith** is a specialist Speech and Language Therapist who has worked in both mainstream and special school settings supporting children aged 0-19 with a range of speech, language and communication needs for over 10 years.

**Jess Steele** specialises in English – from phonics and early reading in the early years to reading and writing at KS2. She currently works alongside the team at Roade English Hub as a Literacy Specialist as well as working across a number of other trusts.

**Tablet Academy** is an independent organisation created to support educational institutions in transforming teaching and learning by integrating new and existing technologies.

**Debbie Tysoe** is Chief Finance Officer at BWT. She controls all aspects of finance for all Trust schools.

**Jenny Wheeldon** is a strong advocate for PiXL, working as an associate for several years, as a Regional Leader and on the English Team. She is also a qualified leadership coach and runs a leadership training program for building teams in the workplace.

**Sarah Wicks** is a Specialist Teacher and Dyslexia Assessor with over a decade's experience in the classroom at all levels.

**Liz Willis** is an EYFS Lead at a Primary School with up to 200 EYFS pupils age 2-5.

**Kelly Wood** has over 12 years leadership experience, most recently as the Head of Primary and the strategic Director of Excellence and Learning at Roundhay School in Leeds

**BWT Curriculum Group** are Curriculum Leaders from across BWT Primary Schools, who have developed and implemented the BWT curriculum into their schools.

## 2022-23 Course Feedback

“  
Informative and relevant discussions  
amongst colleagues  
”

“  
Great opportunity to reflect on my own practice  
”

“  
One of the best courses I've ever been on  
”

“  
Purposeful and high quality training  
”

“  
The session was extremely well structured  
”

“  
Very knowledgeable facilitator  
”

“  
Professional discussion was extremely useful  
”

“  
The PTH has been amazing this year  
and delivered lots of courses which has had  
an impact on staff's pedagogy, teaching  
and learning. Thank you!  
”

A valued member of the

**Brooke Weston Trust**



Brooke Weston Trust  
Kettering Science Academy,  
Deeble Road  
Kettering  
Northants  
NN15 7AA

 01536 397000

### Centre for Professional Development

 01536 397013

 [cpd@brookewestontrust.org](mailto:cpd@brookewestontrust.org)

 Brooke Weston Academy, Coomb Road, Corby, NN18 8LA

---

### Primary Training Hub

 07730 130 314

 [primarytraininghub@brookewestontrust.org](mailto:primarytraininghub@brookewestontrust.org)

 Oakley Vale Primary School, Cheltenham Road, Corby, NN18 8RH

---

### Northamptonshire Teaching School Hub

 01536 397013

 [hello@northantsTSHub.org](mailto:hello@northantsTSHub.org)

 CPD Centre within Brooke Weston Academy, Coomb Road, Corby, NN18 8LA

*Delivering ambition for all*