

Flourishing People



People Matter 2023/2024

ST CHRISTOPHER'S MULTI ACADEMY TRUST
CONTINUING PROFESSIONAL DEVELOPMENT
FOR ALL IN PRIMARY EDUCATION



Contents

Introduction	1	For Line Managers and Leaders	21
The Trust's People Strategy	3	Coaching Pilot For Business Support	22
Sharing our Expertise	5	Coaching Masterclass: Resting well and Energy Management	23
Trust Standards and Peer Review	6	Coaching Masterclass: Responding to Overwhelm	23
Christian Distinctiveness Peer Review	6		
Subject Peer Review	6		
Booking a Place at an Event	8		
		Governance	
Leadership Development & Support		Director/Governor Induction	25
Leadership Network	10	Director/Governor Compulsory Training	25
Heads Online	11	Governance - PREVENT DUTY	26
Early and New to Trust Headship Group	11	Governance Keeping Children Safe in Education 2023	26
Headteacher supervision and coaching	12	Governance Briefings	27
Deputy/Assistant Headteacher Leadership Development	13	Governance - Ofsted Ready?	27
Action Plan Evaluation and Writing Workshops	13	Governance - The Role of the Chair	28
Leadership Skills - Action Plan Training	14	Governance - SEND Awareness	29
Trust Standards and Peer Review	14	Governance - Pupil Permium Awareness	29
NPQ - Leading Teaching	15	Governance - Understanding Data	30
NPQ Headship	15	Governance - Behaviour and Exclusions	30
Aspiring Leadership Programme	16	External Governance Training	31
Trust's Annual Conference	17	Devon Education Services (DES)	31
		DES Effective Governance	31
People Management Skills		Key Responsibilities	31
Induction to Absence Management	19	Lunchtime Bite Size Sessions	31
Expectations of Line Managers	19	Diocese of Exeter Training	32
Appraisal Training	19	Governance training	33
For Line Managers	19	Clerks Training	33
Probation Process and Key Dates	20	Governance - Clerks Forums	33
Preparing for my Appraisal	20	DES Effective Clerking	33
Safer Recruitment Training	20	Other Training Options for Governance Clerks	33
For staff who are involved in Safer Recruitment	20		
16 Personalities	21	Curriculum and Assessment	
Managing Difficult Conversations	21	Trust's Annual Conference 2023	35
Active Listening Skills	21	Subject Leader Network: Maths	36
		Mastering Numbers	37

Children as Evidence	37	Learning Not Doing	57
Teaching Times Tables in K2	38	Effective use of TAs	57
Subject Leader Network: Science	38	Reading for Pleasure	57
Subject Leader Network: English	39	Reciprocal Reading	58
English Teaching Sequences	40	History – Knowledge, Chronology, Interpretation, continuity and change, enquiry	58
Securing Sentences - Improving Writing and Grammatical Understanding	40	Drama and Literacy	58
Writing Moderation Training	41	Diving Deeper into Maths	58
Subject Leader Network: Humanities	42	Planning Meaningful Collective Worship	58
Subject Leader Network: EYFS	42	Ready, Steady, Think Science	58
Subject Leader Network: Art	43	Dyslexia Friendly Classrooms	59
Subject Leader Network: Design Technology	44	IEP Writing/Provision Mapping	59
RE and SIAMS Leadership Development	45	Graduated Approach to SEND	59
		Assessment of SEND	59
Inclusion and Welfare		CPOMS Reporting and Recording	59
Assessment and Data - FFT Aspire	46	L2 Safeguarding Refresher	59
Assessment and Data - SIMs	46	PREVENT	60
Trauma-Informed Schools Awareness Session	48	Digital Parenting	60
Inclusion Networks and Review	49	10 Ways to Wellbeing	60
Open PIPs De-Escalation and Positive Handling	50	Developing a Culture of Positive Mental Health and Wellbeing	60
Infant Language Link	51	Circle Time and Circle of Friends	60
Disadvantaged Oracy project Cohort 1	52		
Disadvantaged Oracy project Cohort 2	52		
Disadvantaged Strategic Planning Workshops	53		
Safeguarding Forum	54		
Safeguarding Conference	54		
Lead Practitioners and Subject Champions	55		
CPD Offer			
Action Planning	56		
Beyond Monitoring	56		
Holding Others to Account	56		
Developing a Coaching Culture in your School	56		
Governors Training	56		
Checking for Understanding	57		
Intervening with Notable Impact	57		
Questioning	57		

Welcome

INTRODUCTION - SEAN MILLAR, DIRECTOR OF SCHOOL IMPROVEMENT



INVESTING IN LEADERSHIP

St Christopher's Multi Academy Trust (StC Trust) believes that investing in leadership at all levels is central to enabling our communities to flourish.

The opportunities to attend events, learn with, from and alongside others, both within and beyond the Trust are central to our values of Collaboration, Humility, Respect, Inclusion, Stewardship and Trust.

By outlining the range of leadership opportunities planned throughout the year, we hope to enable schools to plan ahead and make the most of the opportunities on offer. Also, we hope our CPD offer will support staff to reach their individual career aspirations and in turn enable their school and the wider

community of the Trust to flourish. As a rich mix of Church and Community schools, we offer a wide range of opportunities for schools to learn with and alongside each other to develop their teaching, leadership and learning for pupils.

CPD OPPORTUNITIES

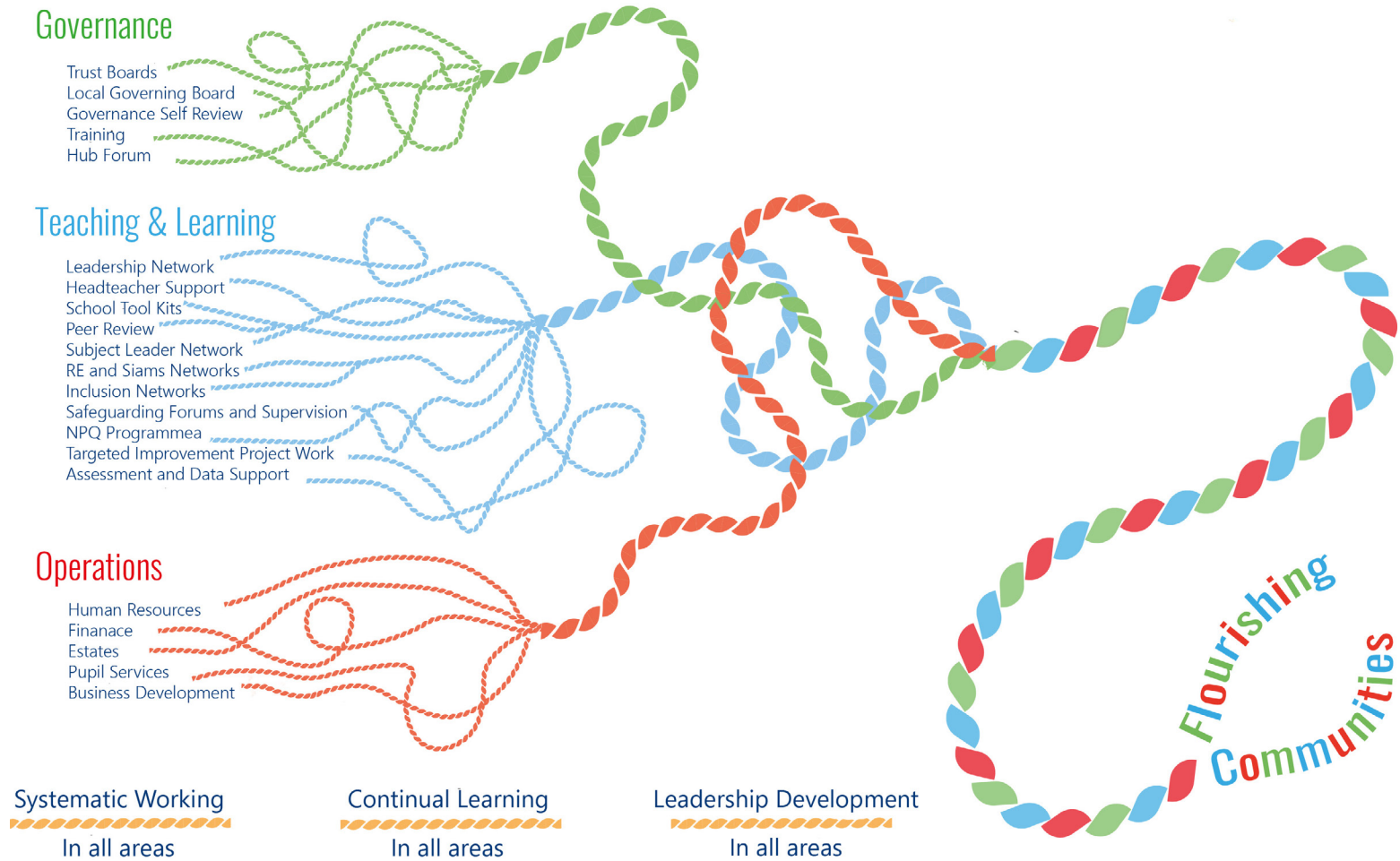
The topics and themes are both specific and wide ranging. They cover the full range of leaders from Headteachers, Deputy Headteachers, Assistant Headteachers, team leaders, SENDCos, subject leaders, governors, support staff, central staff and aspiring leaders who wish to develop their teaching, learning and leadership skills in any way.

Within the Trust there are a wide range of gifts and talents; we believe that the strongest

model for sustainable school improvement maximises opportunities for peer support within and beyond the Trust. As we value CPD highly, every school has an allocation of funding to cover the costs of releasing staff to attend training during the year.

ST CHRISTOPHER'S TRUST SCHOOL IMPROVEMENT MODEL

We believe that every role is fundamental to school improvement and when working in collaboration with shared aims, we can achieve our strategic objective of 'flourishing communities'. Our model, underpins and shapes our development offer as well as our wider Trust strategy.



The Trust's People Strategy

RACHEL MARTIN, CHIEF FINANCE AND PEOPLE



INVESTING IN PEOPLE

Our people are the greatest asset we have. Every person plays a critical role in improving our schools and enabling our pupils to flourish.

At St Christopher's we are being intentional about how we discover and welcome new people and ensure all in the Trust belong and grow.

A FORWARD THINKING ASPIRATIONAL EMPLOYER

We are committed to equality of opportunity and excellence in all our people practices, from our recruitment, induction and welcoming of new staff to our policy setting, employee voice practices and career development opportunities.

Our newly launched St Christopher's People Strategy

has established our commitment to providing a culture that fosters continuous professional development (CPD) and employee engagement. At St Christopher's, we offer a powerful package of CPD to support you in the development of your career, but also in the development of yourself.

We each have different career aspirations, from doing our best in our current role through to career progression. But it's not just about your career, it's also about you; so our offer is being further developed to provide personal development courses. So please have a look through our offer and see what is relevant to you now and what may help you develop further. We look forward to seeing you at the events!

CELEBRATING DIVERSITY

We believe in offering a working environment that celebrates individuality, diversity and inclusion and represents the communities we serve.

The Trust's People Strategy

'Discover' the best education professionals while they discover us and what we can do for them

'Welcome' every staff member and support in a way that enables them to perform from day 1



Ensure our staff feel they 'Belong' to both their school and Trust; feeling valued, supported and heard

'Grow' our staff to enable them to realise their full potential in line with their aspirations

Education Team Traded Work

SHARING OUR EXPERTISE

St Christopher's School Improvement Team can be purchased for traded work to schools and academies outside St Christopher's Trust.

The team are experienced leaders with a proven track record of working with schools to improve the quality of teaching, learning, provision, and outcomes.

Our approach is to work with and alongside schools, rather than doing 'to' schools. Our team comes from a diverse range of backgrounds and have a wealth of experience including undertaking inspections on behalf of OFSTED. The team have a proven track record of improving the OFSTED gradings of schools. .

We offer a competitive day rate, often less than other providers and can negotiate bespoke packages for schools based on their circumstances. Our services include:

- School improvement planning
- Peer reviews
- Reading review visit
- Support with preparing for inspection
- Subject curriculum development visits – helping subject leaders review their curriculum and prepare for inspection
- Inclusion and welfare support
- EYFS advisor support
- Maths advisor support
- Developing a whole school approach to incremental coaching

To find out more, please contact Sean Millar: sean.millar@stcmat.org



TRUST STANDARDS AND PEER REVIEW

A central pillar of the Trust's school improvement and self-evaluation strategy is the Peer Review Framework.

The review process is an opportunity for schools to stop, reflect and take stock of where they are and shape the next phase of their improvement journey. The review is a collaborative process, which serves to validate the school's own self-evaluation by exploring in depth the selected strands from the rubric. The strands of the peer review framework that we will be using this year are: Leadership, Learning Environment, Pedagogy and Curriculum, Assessment for Learning;

CHRISTIAN DISTINCTIVENESS PEER REVIEW

The SIAMs inspection framework now places greater emphasis on the relationship between schools and Trust. How known is each school as a Good Church School? How has the Trust supported this school to become a Good Church School? At St Christopher's we view school and Trust as one entity therefore a peer review model fits this approach perfectly.

The Trust standards are a starting point for a peer review, outlining some of the characteristics of an effective Church school.

Once considered, school leaders, a headteacher from another Trust and Trust leads will explore the self-school's

evaluation through:

- Visiting RE lessons
- Talking to governors and parents
- Talking to pupils
- Reviewing pupils learning
- Observing Collective Worship
- Meeting with leaders

SUBJECT PEER REVIEW

A central pillar of the Trust's school improvement and self-evaluation strategy is the Peer Review Framework. Subject peer reviews are a development of this with a specific curriculum focus for the review.

The review process is an opportunity for schools to stop, reflect and take stock of where they are and shape the next phase of their improvement journey. The review is a

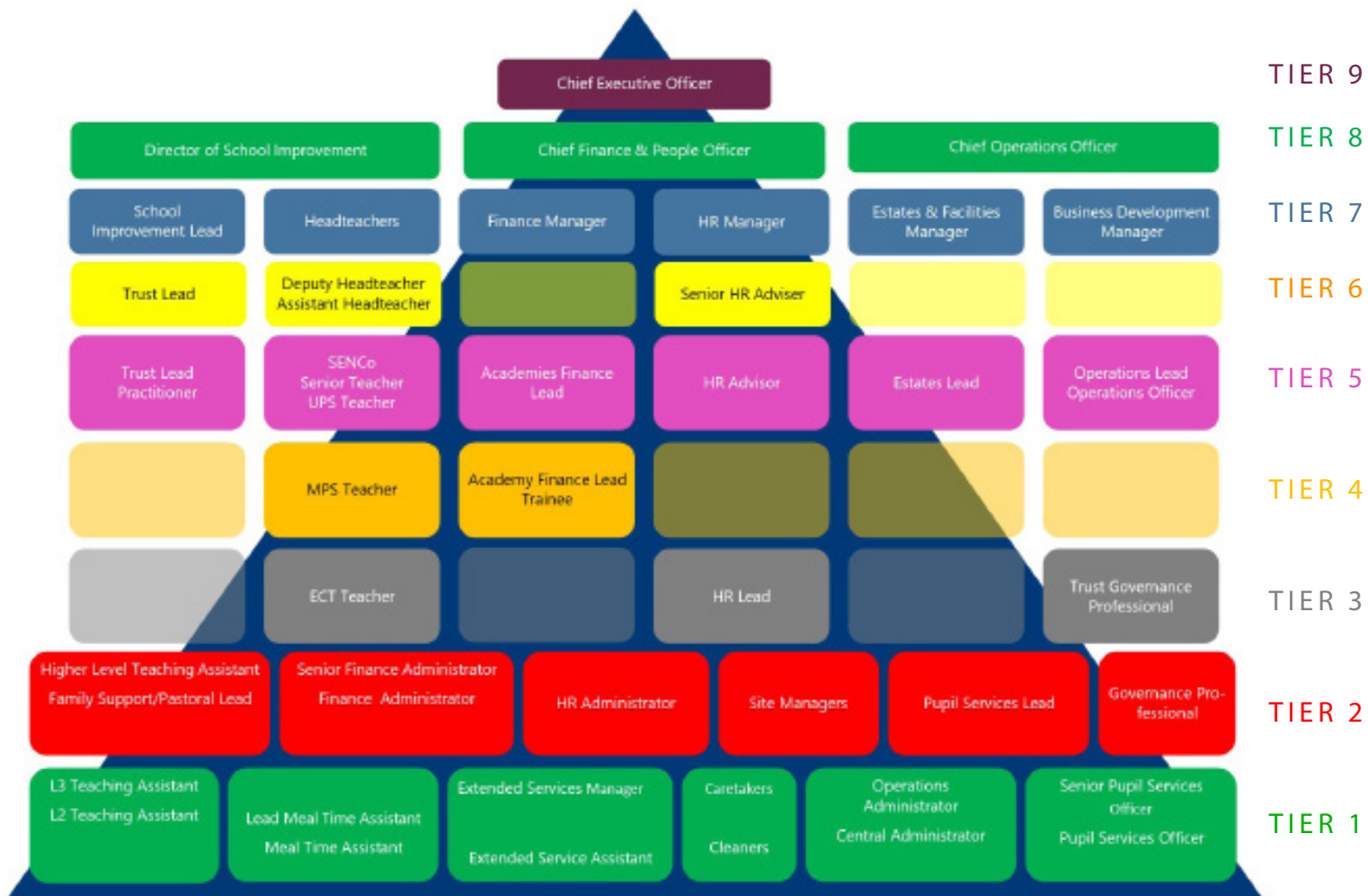
collaborative process, which serves to validate the school's own self-evaluation by exploring in depth the strands from the subject development rubric.

The subject review enables a curriculum leader to work alongside the subject colleague from another school supported by a school improvement leader to undertake a half day subject review. Colleagues then repeat the process in the other school. This mutually developmental visit supports leaders to confirm the strengths and areas for development in a specific subject area.

Whatever their starting point, this process supports schools to develop a process of continual improvement.

St Christopher's Career Pathways

As part of the Trust's investment in our people we have linked each CPD event to job roles within the Trust structure. This gives staff the opportunity to reflect on their interests and the necessary skills they need to develop to succeed in their current role and in their chosen career goals.



In this document we have indicated below the title of each event, which tiers of job roles are most relevant for that training. Although most training is accessible to all. If you have questions about the training event, please get in touch with the contact listed for that event.

Booking an Event

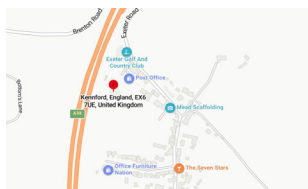
Unless otherwise stated all bookings are made via our online system Ticketsource. This enables us to track numbers and communicate directly with participants as needed. You can view and book for all our forthcoming CPD by visiting www.ticketsource.co.uk/stcmat and individual links are included with the event details throughout this brochure.

OUR VENUES

We are using a blend of online and face-to-face sessions; the location is stated with the event details. Our most regularly used

KENN CENTRE

Exeter Road
Kennford
EX6 7UE



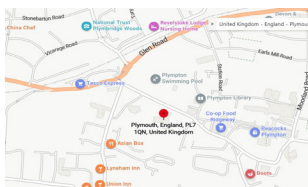
WESTBANK COMMUNITY HEALTH AND CARE

Farm House Rise
Exminster
EX6 8AT



OLD PRIORY JUNIOR

Ridgeway
Plympton
PL7 1QN



In order to minimise our carbon footprint, a number of our events are duplicated in Exeter and Plymouth to reduce travel across the county.

A number of our events are staying online to reduce costs and travel time

For all our events please bring your own reusable cup for refreshments
For booking queries, please email the Central Team
office@stcmat.org

If there isn't a Ticketsource link, please email the contact listed for the event for more details or office@stcmat.org

LEADERSHIP DEVELOPMENT AND SUPPORT



LEADERSHIP NETWORK

Career Pathway: 7 8 9

Whilst maintaining an unwavering focus on improving their own schools, our experienced and highly skilled Headteachers contribute to designing and developing the Trust as a collective.

In our half-termly leadership network days, Headteachers and Business Support Leaders can come together on core aspects of the Trust's work, as well as receive updates about local and national teaching developments.

These networking events are important in shaping priorities, strategy and CPD across the Trust and therefore Trust Headteachers are expected to attend these six days in full and be able to remain until the end of the day.

Target Audience	Headteachers
Cost	Free to Trust Schools
Venue	Kenn Centre
Time	09.15 - 16.00
Dates	Thurs 28 Sep 2023 Thurs 23 Nov 2023 Thurs 25 Jan 2024 Thurs 14 Mar 2024 Thurs 9 May 2024 Thurs 27 Jun 2024
Key Contact	Sean Millar sean.millar@stcmat.org
Booking	Additional leaders attending sessions please book one week in advance.





HEADS ONLINE

Career Pathway: 7 8

Regular briefings for Headteachers and senior leaders help to keep abreast of latest Trust and National developments. Sessions provide opportunities for heads and senior leaders to connect, interact, learn from and with each other, and find solutions to the challenges they face. These sessions take place online.

Target Audience	Headteachers
Cost	Free to Trust Schools
Venue	Online via TEAMS
Time	13.30 - 14.15 Torbay, Exeter and East Devon 14.30 - 15.15 Plymouth and West Devon
Dates	Mon 18 Sep 2023 Mon 6 Nov 2023 Mon 11 Dec 2023 Mon 15 Jan 2024 Mon 26 Feb 2024 Mon 22 April 2024 Mon 10 Jun 2024 Mon 8 Jul 2024
Key Contact	Sean Millar sean.millar@stcmat.org

EARLY AND NEW TO TRUST HEADSHIP GROUP

Career Pathway: 7

Headship is an exciting and rewarding job; however, it can also be daunting and, at times, overwhelming.

Our 'Early and New to Trust Headship Group' is a regular time for heads to come together for mutual support and shared learning; to solve problems collaboratively and build a strong network with peers. The group will have the opportunity to shape the sessions, focusing on the challenges they are facing and selecting aspects of leadership they want to develop.

Target Audience	Headteachers in first two years of headship (incl. Acting Headteachers)
Cost	Free to Trust Schools
Venue	Online via TEAMS
Time	13.30 - 16.00
Dates	6 Sessions to be agreed with the group each term
Key Contact	Jo Evans jo.evans@stcmat.org
Booking	Please book directly with Jo Evans for these sessions



HEADTEACHER SUPERVISION AND COACHING

Career Pathway: 7

The wellbeing of school leaders is a priority for St Christopher's. Following two years of support in our New to Trust Headship group, all Headteachers are offered a choice between 3 routes of further support – professional supervision, Devon ahead service and leadership coaching. Being in supervision and coaching requires humility and an openness to learning and serving others, which is central to the values of St Christopher's Trust.

SUPERVISION

St Christopher's was one of the first Trusts in the country to trial supervision in 2020 and are pleased to be able to continue to offer this to our Headteachers. Supervision is provided by Talking Heads, an independent organisation which has recently collaborated with Leeds Beckett University to establish the first ever National Hub for Supervision in Education (NHSE). Talking Heads was established 'to meet the needs of all children by supporting those who lead in schools'.

Supervision provides an opportunity for leaders to think and talk about their role and its demands in a confidential, safe, yet positively challenging way. It creates time for reflecting deeply on actions, behaviours, reactions or thoughts; leaders are supported to learn from these reflections, so that mistakes are seen as opportunities for learning and growth. Supervision enables leaders to gain a deeper understanding of themselves and the ways that they respond to the challenges of their role, and how they impact on the children, staff and the community they serve.

COACHING

The Trust recognises that supervision may not be the preferred option for all Headteachers, so offers an alternative route of professional reflection, development and learning through leadership coaching. The Trust have appointed Catherine Rees to lead this for the Trust, as well as leading the New to Trust Headship Group.

Target Audience
Cost
Key Contact

Headteachers
Free to Trust Schools
Sean Millar
sean.millar@stcmat.org

Booking

Arranged directly with supervisor and coach, for much information please contact Sean Millar - sean.millar@stcmat.org

DEPUTY/ASSISTANT HEADTEACHER LEADERSHIP DEVELOPMENT

Career Pathway: [6](#)

Deputy Headteachers and Assistant Headteachers have a key role to play in the development of a school. This leadership development programme will provide opportunities for those undertaking the same role to network, share practice and discuss challenges as well as further develop their leadership thinking. The sessions content will be directed by those taking part and will involve input for Trust leaders and current headteachers as well as reading, reflection and discussion.

Target Audience	Deputy Headteachers/Assistant Headteachers/Senior Teachers	
Cost	Free to Trust Schools	
Time	13.30 - 16.30	
Venue/Date	Old Priory	
	Tue 7 Nov 2023	BOOK HERE
	Kenn Centre	
	Tue 9 Jan 2024	BOOK HERE
	Tue 21 May 2024	BOOK HERE
Key Contact	Sean Millar sean.millar@stcmat.org	

ACTION PLAN EVALUATION AND WRITING WORKSHOPS

Career Pathway: [6](#) [7](#)

These popular days enable school leaders, alongside their senior leadership teams to have some dedicated space away from school to identify and celebrate success, evaluate their current action plans and draft their new ones. School Improvement Leaders are available and alongside during the day to support colleagues as needed.

Target Audience	All School Leaders	
Cost	Free to Trust Schools and all maintained schools. Other Academies £50 pp	
Venue 1	Kenn Centre	
Time	9.30 - 16.30	
Date	Thu 11 Jul 2024	BOOK HERE
Venue 2	Old Priory	
Time	9.30 - 16.30	
Date	Fri 12 Jul 2024	BOOK HERE
Key Contact	Sean Millar sean.millar@stcmat.org	
Booking	Ticketsource	

LEADERSHIP SKILLS - ACTION PLAN TRAINING

Career Pathway: 6 7

A school's plans (both strategic and operational) are key documents during inspection and give inspectors a lot of information about the quality of leadership (often before they pass through the school gates). Ensuring that plans are of the highest quality and are driving school improvement, will be a key theme for the day.

Action plans, if well-constructed, can:

- ensure that time is focused correctly and effectively drives improvement (potentially reducing monitoring activities)
- ensure rigorous self-evaluation processes
- cut time and effort in constructing the SEF
- make it more likely to achieve the outcomes you want
- make it easier to hold leaders/teachers to account (supporting PM processes)
- reduce time and effort in reporting to governors
- help governors to fulfil their monitoring role effectively
- be a vehicle for deeper communication with parents

In this session we will be covering how to do all of the above with reference to the Ofsted handbook. We will also look at how rigorous analysis of information leads to effective prioritisation (including cost-benefit analysis, risk assessment etc).

Training materials will be provided, but have available copies of your school's Quality of Teaching / Responsive Teaching plan and your own action plans, as we will have time to review or write your plans.

Target Audience	All School Leaders
Cost	Free to Trust Schools and all maintained schools.
	Other Academies £50 per person
Venue	Kenn Centre
Time	9.30 - 16.30
Date	Wed 13 Sep 2023
Key Contact	Sean Millar
	sean.millar@stcmat.org
	BOOK HERE

TRUST STANDARDS AND PEER REVIEW

A central pillar of the Trust's school improvement and self-evaluation strategy is the Peer Review Framework.

The review process is an opportunity for schools to stop, reflect and take stock of where they are and shape the next phase of their improvement journey. The review is a collaborative process, which serves to validate the school's own self-evaluation by exploring in depth the selected strands from the rubric. The strands of the peer review framework that we will be using this year are: Leadership, Learning Environment, Pedagogy and Curriculum, Assessment for Learning; Learner and Family Support.

NPQ Programme with Church of England

NPQH - Career Pathway: 6 7

NPQLT - Career Pathway: 4 5 6 7

NPQ - LEADING TEACHING

We will be offering a unique opportunity within St Christopher's Trust next year – which is the NPQ in Leading Teaching. This NPQ will be free of charge and supply is also funded.

- This NPQ is designed for teachers who are leading subjects or specific phases in school.
- The NPQ provides the opportunity for teachers to engage with the most up to date research and benefit from high quality facilitation around a broad number of leadership challenges.
- The Leading Teaching NPQ provides a formal leadership qualification that supports teachers to take their next steps in school leadership.
- Targeted at M3 teachers through to UPS3 teachers who are subject or phase leaders.
- The programme is free and is fully funded with between £500 and £1100 (small schools less than 150 pupils) paid in supply for staff to attend.
- Most sessions are delivered as twilight programmes with minimal disruption to the school day.
- Access to the CEFEL NPQ portal with a bank of research to draw upon back in school.

NPQ HEADSHIP

For those aspiring to headship the Trust will be facilitating the NPQH programme again in 2023/24.

- Aspiring to headship
- Senior leadership position in school.
- Ready to engage with a wide research base and be well prepared for leadership.
- Access to the most recent research
- High quality facilitation and coaching.

For an informal discussion about this programme – contact Chris Briggs.

SUITE OF NPQS

For those who want other NPQs such as the NPQ for Leading Behaviour and Culture. You can find out more by using the contact below.

Target Audience	Aspiring middle and senior leaders
Cost	Course specific funding available; please see Chris for more information.
Venue	50/50 online and at schools/venues in the locale – to be confirmed
Time	To be confirmed - there are three days of facilitated training, supported by other activities
Dates	NPQH February cohort runs from October 2022
Key Contact	Chris Briggs chris.briggs@stcmat.org
Booking	Deadline for the NPQH October Cohort is mid-September.



THE CHURCH
OF ENGLAND

ASPIRING LEADERSHIP PROGRAMME

NPQLT - Career Pathway: 4 5 6 7

The Aspiring Leaders Programme at St Christopher's Trust is a course designed for Main Scale and Upper pay scale school leaders within the trust who aspire to advance their careers and take on the most senior of leadership roles in our schools. This dynamic programme focuses on developing essential leadership skills, fostering effective teamwork, understanding school governance, driving curriculum innovation, leading change, and promoting school improvement. The programme is developed through a combination of Face to face delivery and Teams Mentoring and Coaching.

Some key features include:

1. **Leadership Skills Development:** The programme offers workshops and training sessions to enhance leadership skills, including strategic planning, team management, communication, problem-solving, and decision-making.
2. **Curriculum Development:** The programme explores strategies for curriculum design, implementation, and evaluation, fostering innovation, creativity, and engagement among students.
3. **Team Building and School Culture:** Participants learn principles of team-building, creating a positive school culture, and fostering professional growth among staff.
4. **Leading Change and School Improvement:** Aspiring leaders develop skills in leading change, change management theories, effective implementation, and evaluating impact for sustainable school improvement.
5. **Mentoring and Networking:** Participants have access to experienced mentors and networking opportunities to foster ongoing professional growth and collaboration.

The Aspiring Leaders Programme at St Christopher's Trust aims to empower and equip school leaders with the necessary skills, knowledge, and confidence to make a positive impact on their schools within the Trust. By developing effective leaders committed to driving innovation, collaboration, and continuous improvement, the programme contributes to the success and well-being of pupils within the St Christopher's Trust community.

Target Audience	MPS3 to UPS3 Teachers – Current subject leaders or phase leaders
Cost	Free to Trust Schools
Venue	Face to face sessions at the Kenn Centre (an additional 3 x mentoring sessions TBC)
Dates	Thu 19 Oct 2023 Thu 8 Feb 2024 Thu 20 Jun 2024
Key Contact	Chris Briggs chris.briggs@stcmat.org

TRUST'S ANNUAL CONFERENCE DAY 2024 EARLY YEARS AND LEADERSHIP

Following the success of last years Early Years and Leadership Conference Day we shall be repeating this event as part of our Trust Leadership Network. We are fortunate to be joined by three speakers who are nationally recognised expertise in their field.

Career Pathway [1](#) [2](#) [3](#) [4](#) [5](#) [6](#)



GREG BOTRILL

An experience Early Years practitioners who is passionate about the role of true play. He is committed to enabling children to be at the centre of their own development and their learning. Greg's session will focus on play and the 3Ms: making conversation, mark making and maths.



PHILLIP MINNS

Phil is a Senior HMI for Early Years. He has been both an Early Years Class Teacher, Headteacher, Local Authority Adviser and CEO. He will be presenting research on the importance of the Prime Areas in the Early Years Curriculum and his session will draw on recent OFSTED research.



RACHEL HIGGINSON

Rachel has been in education for 25 years. Her aim is to support young people to develop the knowledge, skills and character to make a difference in the modern world. She is an experienced Senior Leader including central trust leadership, and her work experience spans across all settings EYFS-FE in both mainstream and Special Schools.

Thurs 14 March 24
Kenn Centre
9.15am - 4.30pm

Book Here before 29 Feb 2024

Free to Trust schools and all maintained schools to attend the morning. £30per person to attend Greg Botrill's afternoon session.

Key Contact Mel Johns - mel.johns@stcmat.org



People Management Skills



INDUCTION TO ABSENCE MANAGEMENT

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

If you are a line manager and would like to strengthen your understanding of how to manage employee absence, this session will deliver understanding of Trust processes in more depth, how HR can and will support you and how to navigate complex absence circumstances effectively.

Target Audience	Line Managers
Cost	Free to Trust Schools
Venue	Online
Time	15.45 - 17.15
Dates	Thu 18 Jan 2024 BOOK HERE Tue 30 Apr 2024 BOOK HERE
Key Contact	Natalie Evans natalie.evans@stcmat.org Kelly Smith kelly.smith@stcmat.org

EXPECTATIONS OF LINE MANAGERS

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

This course will cover record keeping, using Trust forms and processes and will also train you in the varied and important skills needed to be a strong people leader.

Target Audience	Line Managers
Cost	Free to Trust Schools
Venue	Kenn Centre
Time	09.15 - 12.15
Dates	Thu 13 Mar 2024
Key Contact	Rachel Martin rachel.martin@stcmat.org Rachel Hingston rachel.hingston@stcmat.org

APPRAISAL TRAINING FOR LINE MANAGERS

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

This course covers setting performance management goals, an effective performance management culture and giving impactful feedback.

Target Audience	Line Managers
Cost	Free to Trust Schools
Venue	Kenn Centre
Time	13.00 - 16.00
Dates	Thu 13 Mar 2024
Key Contact	Rachel Martin rachel.martin@stcmat.org Rachel Hingston rachel.hingston@stcmat.org



PROBATION PROCESS AND KEY DATES

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

Learn more about our probation process and how to effectively manage this for new employees in your team, including key dates and timelines

Target Audience	Line Managers
Cost	Free to Trust Schools
Venue	Online
Dates/Time	Thu 2 Nov 2023 12.30 - 13.00 BOOK HERE 15.45 - 16.15 BOOK HERE Tue 16 Jan 2024 12.30 - 13.00 BOOK HERE 15.45 - 16.15 BOOK HERE Wed 24 Apr 2024 12.30 - 13.00 BOOK HERE 15.45 - 16.15 BOOK HERE
Key Contact	Natalie Evans natalie.evans@stcmat.org Kelly Smith kelly.smith@stcmat.org

PREPARING FOR MY APPRAISAL

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

Ensuring you have appropriate thought and planning time to give to your appraisal, in advance of meeting with your line manager, is an important part of an effective appraisal cycle. This training will cover how and why this is important and how to support your appraisal being meaningful for both your professional development and for the role you hold in your team.

Target Audience	All Trust Staff
Cost	Free to Trust Schools
Venue	Online
Time	15 minute slot
Dates	Available on Hub from Jan 2024
Key Contact	Rachel Martin rachel.martin@stcmat.org Rachel Hingston rachel.hingston@stcmat.org

SAFER RECRUITMENT TRAINING FOR STAFF WHO ARE REGULARLY INVOLVED IN SAFER RECRUITMENT

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

If you regularly undertake recruitment as part of your role, shortlisting applications and sitting on recruitment panels, this course will enable you to fully understand your obligations to follow KCSIE and ensure a thorough and compliant process at all times. HR can also arrange an online course which is approximately 3 hours. Please contact the HR team for access to this course.

Target Audience	All Trust Staff	Venue	Online
Cost	Free to Trust Schools	Time	3 hour sessions
Venue	Kenn	Dates	As required
Time	9.30 - 16.30	Key Contact	Rachel Hingston
Dates	Fri 10 Nov 2023	Booking	Please contact rachel.hingston@stcmat.org to set up a session
Key Contact	Rachel Hingston BOOK HERE		



16 Personalities

16 PERSONALITIES FOR ALL STAFF

Career Pathway: 1 2 3 4 5 6 7 8 9

16 Personalities is a personality framework that gives insight into why you are, how you process information, make decisions and interact with the world. Understanding this will provide greater insight into how you operate in all parts of your life and significantly, how your personality impacts upon who you are in the workplace. In this session, you will be facilitated to explore the 16 personalities tool in more depth, understand your own individual type and reflect on how knowing this shapes your professional experiences and achievements in your role.

16 Personalities is an empowering tool, recognised worldwide and based on supportive and evaluated psychological research.

Target Audience	All Staff
Cost	Free to Trust Schools
Venue	Kenn Centre
Time	13.00 - 16.00
Dates	Mon 3 Jun 2024
Venue	Online
Time	13.00 - 16.00
Dates	Tue 17 Oct 2023 BOOK HERE Thu 18 Jan 2024 BOOK HERE
Key Contact	Rachel Hingston rachel.hingston@stcmat.org Chris Briggs chris.briggs@stcmat.org

MANAGING DIFFICULT CONVERSATIONS FOR LINE MANAGERS, SENIOR LEADERS OR STAFF WHO REGULARLY FIND THIS IS A PART OF THEIR ROLE

Career Pathway: 3 4 5 6 7 8 9

Managing difficult conversations can be a complex part of working life. This session will equip delegates with greater confidence, using a range of proven and evaluated tools and techniques.

Target Audience	All Trust Staff
Cost	Free to Trust Schools
Venue	Kenn Centre
Time	09.15 - 12.15
Dates	Tue 30 Apr 2024 BOOK HERE
Key Contact	Rachel Hingston rachel.hingston@stcmat.org

ACTIVE LISTENING SKILLS FOR LINE MANAGERS AND LEADERS

Career Pathway: 3 4 5 6 7 8 9

Learn more about how to listen to others in a meaningful way to shape productive working lives, engage employees and lead staff culture in your team to a high standard.

Target Audience	Line Managers
Cost	Free to Trust Schools
Venue	Kenn Centre
Time	13.00 - 16.00
Dates	Tue 30 Apr 2024 BOOK HERE
Key Contact	Rachel Hingston rachel.hingston.org rachel.hingston@stcmat.org



COACHING PILOT FOR BUSINESS SUPPORT

Career Pathway: 1 2 3 4 5 6 7 8 9

Do you have a goal you would like to work towards as part of your career development in the 23-24 academic year? Perhaps there is an aspect of your job that you would like to strengthen your skills in or maybe you would like to grow your confidence in a particular area of your role?

Coaching is a development approach based on the use of one-to-one conversations to enhance an individual's skills, knowledge or work performance. Conversations focus on specific professional skills and goals, and may also have an impact on an individual's personal attributes.

Some of the generally agreed characteristics of coaching in organisations are:

- It's a non-directive form of development focusing on improving performance and developing an individual.
- Personal factors may be included but the emphasis is on performance at work.
- Coaching can involve both organisational and individual goals, allowing individuals to assess their strengths and focus on development areas.
- It's a skilled activity, delivered by those qualified and accredited in coaching skills.

This pilot is being offered to colleagues in Business Support

teams. You can book up to six, one hour coaching sessions in the academic year with Rachel Hingston, HR who is a qualified Coach and Mentor through the Institute of Leadership and Management.

Please discuss this opportunity with your line manager first and contact Rachel for an informal conversation about the principles of coaching and how this can empower you to lead a productive professional life.

If you are a line manager in Business Support wanting to understand how Coaching may empower members of your team, you are also welcome to contact Rachel. Enquire direct to Rachel Hingston rachel.hingston@stcmat.org



COACHING MASTERCLASS: RESTING WELL AND ENERGY MANAGEMENT

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

Explore types of rest and how to improve your energy levels in a short, questions focussed presentation, full of hints and tips to enhance your wellbeing and led by a qualified and accredited Coach.

Target Audience	All Staff
Cost	Free to Trust Schools
Venue	Online Webinars
Dates/Time	Tue 3 Oct 2023 15.45 - 16.15 BOOK HERE Thu 8 Feb 2024 12.30 - 13.00 BOOK HERE
Key Contact	Rachel Hingston rachel.hingston@stcmat.org

COACHING MASTERCLASS: RESPONDING TO OVERWHELM OPEN TO ALL STAFF

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

Explore how you can better manage feelings of overwhelm in the workplace and build your toolkit for resilience. This session is led by a qualified and accredited Coach.

Target Audience	All Staff
Cost	Free to Trust Schools
Venue	Online Webinars
Dates/Time	Thu 16 Nov 2023 15.45 - 16.15 BOOK HERE Tue 23 Apr 2024 12.30 - 13.00 BOOK HERE
Key Contact	Rachel Hingston rachel.hingston@stcmat.org



TIME MANAGEMENT TOOLS AND TECHNIQUES FOR ALL STAFF

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

Time at work can often seem in short supply. This session will strengthen your awareness of how you manage time and prioritise, using different tools and techniques to support you in the workplace.

Target Audience	All Staff
Cost	Free to Trust Schools
Venue	Online
Time	15.45 - 16.45
Dates	Tue 16 Jan 2024 BOOK HERE Tue 23 Apr 2024 BOOK HERE
Key Contact	Rachel Hingston rachel.hingston@stcmat.org

Governance

Governors are a crucial element of a school's strategic leadership. Woven through this document are a number of key events and training opportunities for Directors & Governors.



DIRECTOR/GOVERNOR INDUCTION

Career Pathway: 7

Our induction will provide Directors/Governors with an introduction to our Trust. It will share key messages around Trust Vision & Values and will help ensure Directors/Governors set out on the right foot and get to grips with their role as part of the Trust. It will clarify the key roles in governance and look at the principles of corporate/strategic governance, delegation, & confidentiality.

This training should be combined with the Devon Education Service (DES) or Diocese Induction.

Target Audience	Directors / Governors
Cost	Free to Trust schools and all maintained schools.
Key Contact	Kirsty Forbes kirsty.forbes@stcmat.org

GOVERNOR INDUCTION VIDEO 2023

DIRECTOR/GOVERNOR COMPULSORY TRAINING

Career Pathway: 7

Safeguarding & Compliance is the highest level of priority in the Trust and therefore we ask that all Directors, Governors, and Clerks complete the below training at least once every 2 years.

DATA PROTECTION

This course introduces Data Protection responsibilities, the principles of data protection, the ability to identify data breaches and the key risks to privacy compliance. This training should be completed by everyone involved with Governance.

Target Audience	Directors/Governors/Clerks
Cost	Free
Venue	Online - GDPR Training (a login for GDPRis will be required to access this training)
Key Contact	Jo Wilkey jo.wilkey@stcmat.org

GOVERNANCE - PREVENT DUTY

Career Pathway: 7

As part of Safeguarding, all Directors, Governors, and Clerks must complete the Prevent Duty Training. The aim of Prevent is to:

- tackle the causes of radicalisation and respond to the ideological challenge of terrorism
- safeguard and support those most at risk of radicalisation through early intervention
- enable those who have already engaged in terrorism to disengage and rehabilitate

In this training course, you will learn about; the Prevent duty, different forms of extremism and terrorism, the risk around radicalisation and your supportive role, making a Prevent referral that is both informed and made with good intention & the interventions and support available.

Target Audience	Directors/Governors/Clerks
Cost	Free
Venue	Online
Link	Prevent duty Training - GOV.UK
Key Contact	Iain Randall iain.randall@stcmat.org

GOVERNANCE KEEPING CHILDREN SAFE IN EDUCATION 2023

Career Pathway: 7

It is a key function of governance to support and challenge the leadership of their school(s) to ensure that their school is operating within the statutory guidance of Keeping Children Safe in Education 2023. Our Safeguarding training is designed to equip all Directors & Governors to successfully fulfil their monitoring role.

This session is run by PHP Law and will cover:

- Key changes
- KCSiE Overview
- What to watch for!

Target Audience	Directors/Governors/Clerks
Cost	Free for Trust schools and all maintained schools. Other Academies £50.
Venue	Online
Date	Thu 28 Sep 2023
Time	10.30 - 11.30
Key Contact	Iain Randall iain.randall@stcmat.org

GOVERNANCE BRIEFINGS

Career Pathway: 7

Previously the Hub Forum, our Governance Briefing is open to all Governors/Directors across the Trust. This is a chance for Governors/Directors to link together to understand the Trust Strategy and how this relates to their schools.

Areas for discussion will include; School Improvement, Finance, Operations and Governance.

Target Audience	Directors / Governors	
Venue	Online	
Time	18.00 - 19.15	
Dates	Wed 18 Oct 2023	BOOK HERE
	Thu 22 Feb 2024	BOOK HERE
	Tue 11 June 2024	BOOK HERE
Key Contact	Kirsty Forbes Kirsty.forbes@stcmat.org	

GOVERNANCE - OFSTED READY?

Career Pathway: 7

Governors have a key role to play in inspection and will always meet with an inspector. Governors are part of the Leadership and Management of the school and therefore contribute to the leadership grading.

This session will focus on preparing for Ofsted, covering the key questions governors will be asked. Whenever you are expecting an inspection, even if not imminently, this session will be of use to help Governors understand and fulfil their statutory duties and deepen their understanding.

Target Audience	Directors / Governors/Clerks
Cost	Free for Trust schools and all maintained schools.
Venue	Online
Key Contact	Sean Millar sean.millar@stcmat.org

[OFSTED READY TRAINING VIDEO 2023](#)

GOVERNANCE - THE ROLE OF THE CHAIR

Career Pathway: 7

This session is specifically for Chairs of Governors or those who are aspiring to become Chairs of LGBs within our Trust. Topics will include agenda setting, running the meeting, understanding the scheme of governance, and supporting the Headteacher.

Target Audience	Chairs of LGBs (or aspiring chairs)
Cost	Free for Trust schools and all maintained schools. Other Academies £50.
Venue	Online
Key Contact	Kirsty Forbes kirsty.forbes@stcmat.org



GOVERNANCE - SEND AWARENESS

Career Pathway: 7

Some of the topics will include:

SEND - How is it funded? Do we get value for money? EHCPs and key questions

- What is the relationship between inclusion and exclusion?
- Related themes, including Children in Care, EAL and disadvantaged

Target Audience	Directors and Governors
Cost	Free for Trust schools and all maintained schools.
Venue	Online VIDEO LINK
Key Contact	Iain Randall iain.randall@stcmat.org

GOVERNANCE - PUPIL PERMIUM AWARENESS

Career Pathway: 7

Some of the topics will include:

- SEND - How is it funded? Do we get value for money? EHCPs and key questions
- What is the relationship between inclusion and exclusion?
- Related themes, including Children in Care, EAL and disadvantage

Target Audience	Directors and Governors
Cost	Free for Trust schools and all maintained schools.
Venue	Online
Date	Wed 13 Dec 2023
Time	18.00 -19.00 BOOK HERE
Key Contact	Sian Lane sian.lane@stcmat.org

GOVERNANCE - UNDERSTANDING DATA

Career Pathway: 7

This session will equip Directors & Governors to understand statutory data in relation to performance and pupil welfare and to understand how to monitor and support school performance by asking key questions at meetings and during visits to schools.

Target Audience	Directors and Governors
Cost	Free for Trust schools and all maintained schools.
Date	Tue 7 Nov 2023
Time	14.30 - 16.30
Venue	Online
Key Contact	Iain Randall iain.randall@stcmat.org

[BOOK HERE](#)

GOVERNANCE - BEHAVIOUR AND EXCLUSIONS

Career Pathway: 7

This session will support governors to understand their role in relation to monitoring behaviour and their responsibilities in relation to the DfE Exclusion Guidance.

Target Audience	Directors and Governors
Cost	Free for Trust schools and all maintained schools. Other Academies £50
Date	Thu 14 Sep 2023
Time	13.30 - 15.30
Venue	Online
Key Contact	Iain Randall iain.randall@stcmat.org

[BOOK HERE](#)

EXTERNAL GOVERNANCE TRAINING DEVON EDUCATION SERVICES (DES)

The following training is available via Devon Education Services in the Autumn Term and can be booked through your Clerk. Training for the Spring & Summer Terms will be advertised in the Governor Newsletter.

*Much of the training is free to our schools through our service level agreement however, those marked with a star are available at a reduced cost.

DES EFFECTIVE GOVERNANCE

Introduction for Trustees	11 Oct 2023, 09.30-13.00 (Exeter) or 28 Nov 2023, 17.30-19.30 (online)
Introduction for LGB Members	19 Oct 2023, 09.30-13.00 (Exeter) or 23 Nov 2023, 17.30-19.30 (online)
Leadership of the Governing Body	31 Oct 2023, 10.00-11.30 (online)
Developing your Governing Skills (the next step)	5 Oct 2023, 10.00-11.30 (online)
Governance Updates	26 Sept 2023, 18.00-19.30 (online) or 27 Sept 2023, 10.30-12.00 (online)

KEY RESPONSIBILITIES

Governance of Safeguarding	26 Sept 2023, 10.00-11.30 (online)
Pupil Exclusion Procedures	3 Oct 2023, 10.00-11.30 (online)
Understanding the Primary Curriculum*	16 Nov 2023, 10.00-11.30 (online)
Ofsted: What to expect & how to prepare	1 Nov 2023, 17.30-18.30 (online)

LUNCHTIME BITE SIZE SESSIONS

Securing great outcomes for disadvantaged children	3 Oct 2023, 12.30-13.15 (online)
Parent engagement: A governance perspective	30 Nov 2023, 12.30-13.15 (online)
Visiting your school	5 Dec 2023, 12.30-13.15 (online)

Bookings can be made at: Training, conferences and professional development | DES (devoneducationservices.co.uk)

DIOCESE OF EXETER TRAINING

Governance Refresher	4 Oct 2023, 10:00 – 12:00 (Online)
Governor/Director Induction	9 Oct 2023, 09:30 – 14:45 (Old Deanery, Exeter)
Governance Forum	17 Oct 2023, 16:00 – 17:00 (Online)
MAT Members Training	8 Nov 2023, 16:00 – 17:30 (Online)
Governor/Director Induction	25 Nov 2023, 09:15 – 13:00 (Old Deanery, Exeter)

Bookings can be made at: <https://exeter.anglican.org/schools/training-and-events/>



GOVERNANCE TRAINING CLERKS TRAINING

GOVERNANCE - CLERKS FORUMS

Career Pathway: 2

These regular briefings for Clerks will help to keep them abreast of the latest Trust, local and National developments. These sessions provide opportunities for Clerks to connect, interact, learn from and with each other, and find solutions to the challenges they face.

Target Audience	Clerks
Cost	Free for Trust schools
Venue	Kenn Centre
Date/Times	Mon 9 Oct 2023 13.00 - 15.00 * Mon 22 Feb 2024 10.00 - 12.00* Mon 6 Jun 2024 13.00 - 15.00*

Key Contact Kirsty Forbes
kirsty.forbes@stcmat.org

* No booking required - calendar invites sent directly to clerks

The following external training for clerks is also available

DES EFFECTIVE CLERKING

Induction for New Clerks	28 Sept 2023, 10.30-12.30 (online) or 7 Nov 2023, 10.00-13.00 (Exeter)
Clerking for a LGB	8 Nov 2023, 10.30-12.00 (online)
Effective Minute Taking*	21 Nov 2023, 10.30-12.00 (online)
Appeal Panels:	
The role of the Clerk	29 Nov 2023, 10.30-12.00 (online)
Clerks Briefings	19 Sept 2023, 10.30-12.00 (online), 20 Sept 2023, 10.00-12.00 (Exeter) or 21 Sept 2023, 17.00-18.30 (online)

DIOCESE CLERKS TRAINING

Clerks Update 8 Nov 2023, 10:00 – 11:30 (Online)

OTHER TRAINING OPTIONS FOR GOVERNANCE CLERKS

The National College Certificate in the Role of a Governing Board Clerk - This online training course will provide you with the knowledge and skills to understand the role and responsibilities of the governing board clerk.

NGA Level 3 Certificate in Clerking (Cost £530) – This training is for Clerks who have been in post for at least one year. The programme aims to develop;

- understanding of the key elements of effective governance
- understanding governance structures, delegation, effective communication, regulation, and compliance
- demonstration of the skills, knowledge & behaviours expected of an effective clerk
- planned and recorded meetings and the annual business of the board
- clarity about your role in providing information, advice, and guidance to the board

Curriculum and Assessment



TRUST'S ANNUAL CONFERENCE 2023

Actively Advantaging

As we come together as an entire Trust for the first time since COVID, we will be thinking about how as teachers, we are crucial to the life chances of the most disadvantaged in our school. Through both simple day to day interactions, building relationships as well as a positive mindset we can make a difference to those children who most need it in our society and shape their futures.

EXETER RACE COURSE

8.45 - 12.30

30 OCTOBER 2023

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#)

JIM ROBERSON

Jim is an Assistant Headteacher and author living on the South Coast. The lessons Jim shares are lessons hard earned, growing up in New York's Bronx, being the only Black kid in a high-flying White school where he had a sports scholarship to play his beloved America Football, something he did at professional level until injury took its toll. For Jim, drawing on his experience as a professional sportsman and coach and his many years' experience working both in school and outside with some of the country's most vulnerable and demanding young people.



SIR STEVE LANCASHIRE

Founder and former Chief Executive of REACh2 Academy Trust, the largest primary MAT in England, with 60 schools located in some of the most deprived areas of the country. Sir Steve has been involved in education for over 35 years, including as a Headteacher for 20 years, specialising in schools in the most challenging contexts. Steve is now an executive coach, mentor, and leadership development consultant.



BOOK HERE

Key Contact Sean Millar - sean.millar@stcmat.org



SUBJECT LEADER NETWORK: MATHS

Career Pathway: 3 4 5

St Christopher's Trust Maths Leadership networks are an opportunity to keep up to date with the latest thinking and developments in maths and network with colleagues. Maths briefings will be led by Greg Chantler, Trust Maths lead.

Subject leaders will have access to cutting edge thinking and research, as well as guidance on managing their subject leadership role. They will be updated on national and local developments in their relevant curriculum area and these events will also focus on developing a shared understanding of high-quality maths teaching and looking at teaching in action.

For all 4 sets of dates, there are repeated sessions in Exeter and Plymouth for you to choose the most convenient location.

Target Audience	Leaders of Maths	
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.	
Dates	Session 1 - Tue 3 Oct 2023 13.30-16.00 Kenn Centre	BOOK HERE
	Session 1 - Thu 5 Oct 2023 13.30-16.00 Old Priory	BOOK HERE
	Session 2 - Wed 17 Jan 2024 9.00-12.30 Old Priory	BOOK HERE
	Session 2 - Wed 24 Jan 2024 9.30-12.30 St Leonard's	BOOK HERE
	Session 3 - Tue 5 Mar 2024 13.30-16.00 Old Priory	BOOK HERE
	Session 3 - Tue 19 Mar 2024 13.30-16.00 Kenn Centre	BOOK HERE
	Session 4 - Wed 5 Jun 2024 9.00-13.30 Kenn Centre	BOOK HERE
	Session 4 - Wed 12 Jun 2024 9.00-13.30 Old Priory	BOOK HERE
Key Contact	Greg Chantler greg.chantler@stcmat.org	



MASTERING NUMBERS

Career Pathway: 3 4 5

Greg Chantler will be leading Teacher Research Group (TRG) sessions focused on developing number sense and fluency for children in reception and KS1. We will visit Mastering Number sessions in action in reception and either Year 1 or Year 2. This is a valuable opportunity to observe how others are teaching Mastering Number sessions. After visiting the sessions, we will engage in discussion about the elements of the programme that support children to develop fluency and number sense. We will also clarify the key aims of the programme which will support you and your colleagues to deliver the sessions as effectively as you can, maximising the impact on your children's understanding and developing number sense.

Target Audience	Maths Leads - Reception Yr 1 & 2 Teachers	
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.	
Time	9.00-12.00	
Dates/Location	Mon 18 Sep 2023	BOOK HERE
	All Saints Primary, Babbacombe	
	Thu 21 Sept 2023	BOOK HERE
	Plympton St Mary, Plymouth	
	Mon 9 Oct 2023	BOOK HERE
	St Leonard's Primary, Exeter	
Key Contact	Greg Chantler greg.chantler@stcmat.org	

CHILDREN AS EVIDENCE

Career Pathway: 3 4 5

Children as Evidence is an approach developed by the Devon Maths team which can be used to assess precisely children's depth of understanding in key mathematical concepts. The outcomes of this assessment, ideally carried out on a small group of pivotal children, can inform future planning. Additionally, this approach can also be used to support and validate teacher assessments.

The Children as Evidence training is a half day event, and will run for teachers in Year 1 - 6. Teachers will become familiar with the resource and have the opportunity to try it out on pupils during the session. This event will take place online as staff will be given time to go away during the session and try out the materials with their class.

Target Audience	Headteacher, leaders who undertake validation and moderation, Maths Leaders, Senior Leaders, assessment Leaders	
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.	
Time	13.30-15.30	
Dates	Thu 7 Mar 2024 On line	BOOK HERE
Key Contact	Greg Chantler greg.chantler@stcmat.org	

TEACHING TIMES TABLES IN K2

Career Pathway: 3 4 5

Supporting children to become fluent with times tables facts by the end of Year 4 is crucial for enabling children to be confident and successful in mathematics in Year 5 and 6 and beyond. In this session, we will explore why rapid recall of times tables are so important for our learners; how this connects to other areas of maths; how you can teach times tables effectively and efficiently so that all children can achieve this important learning milestone. This session is aimed not only at Year 4 teachers but also KS2 teachers as we know there are many pupils in Year 5 and 6 that are not yet fluent and the teaching of times tables is not just a job for Year 4 teachers! We will discuss strategies for helping pupils in Year 5 and 6 catch up.

Target Audience	Headteacher, senior leaders, maths leads & KS2 teachers
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.
Time	13.00-15.30
Dates/Location	Thu 21 Sep 2023 BOOK HERE
Location	Online
Key Contact	greg.chantler greg.chantler@stcmat.org

SUBJECT LEADER NETWORK: SCIENCE

Career Pathway: 3 4 5

Our network meetings for Science ensure subject leaders have access to up to date thinking and research. Our networks will take place twice during the year with one full day of face to face training in the Autumn term, and one half day, online session in the Spring term.

Allie Beaumont is an independent primary science consultant who has extensive knowledge and experience of working within primary schools. She was a primary school teacher for 20 years and has led the Primary Professional Learning Department for STEM Learning within Bristol, supporting primary science teachers throughout the Southwest. More recently, she has worked with Bath Spa University on the Thinking, Doing, Talking Science project based on research from Oxford Brookes University and Science Oxford and also the Focus4TAPS research project led by Bath Spa University. She has also provided CPD for the Ogden Trust facilitating their Talk for Science EYFS CPD partnership programme. She currently holds the senior facilitator CPD quality mark badge for STEM learning.

Target Audience	Science Teachers
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.
Time	09.30-15.30
Dates/Location	Thu 21 Sep 2023 Kenn Centre BOOK HERE Thu 1 Feb 2024 On line BOOK HERE
Key Contact	claire.hepher claire.hepher@stcmat.org



SUBJECT LEADER NETWORK: ENGLISH

Career Pathway: [3](#) [4](#) [5](#)

St Christopher's Trust, in conjunction with the Devon English Team, is offering a termly briefing for English leads. The English advisory team have a strong reputation locally and nationally for their work in English.

Subject leaders will have access to cutting edge thinking and research, as well as guidance on managing their subject leadership role. They will be updated on national and local developments in their relevant curriculum area.

The Spring (Term 2) briefing is a full day for everyone to attend. Term 1 and 3 have repeated sessions in Exeter and Plymouth for you to choose the most convenient location.

Target Audience	Leaders of English	
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.	
Dates	Wed 1 Nov 2023 13.30-16.00 Kenn Centre	BOOK HERE
	Mon 6 Nov 2023 13.30-16.00 Old Priory	BOOK HERE
	Mon 28 Feb 2024 09.30-15.30 Old Priory	BOOK HERE
	Mon 20 May 2024 13.30-16.0 Old Priory	BOOK HERE
	Mon 22 May 2024 09.00-12.00 Kenn Centre	BOOK HERE
Key Contact	Sean Millar sean.millar@stcmat.org	

ENGLISH TEACHING SEQUENCES

Career Pathway: 3 4 5

Are you new to using Book Writes Sequences for Writing (previously Babcock Sequences)? Or are you a teacher who would like to refresh your understanding of how to plan, using the writing sequence approach?

These two half day sessions will cover both the theoretical principles that underpin the sequences and provide an opportunity to plan (with support from an English adviser) a sequence of learning and evaluate the impact on pupils' writing. Participants will need to attend both half day sessions.

Target Audience	English teachers	
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.	
Time	13.30-16.00	
Dates	Mon 18 Sep 2023	BOOK HERE
	Thu 19 Oct 2023	BOOK HERE
	Old Priory	
Key Contact	Sean Millar sean.millar@stcmat.org	

SECURING SENTENCES - IMPROVING WRITING AND GRAMMATICAL UNDERSTANDING

Career Pathway: 3 4 5

The intention is to support teachers with effective strategies to assess and improve children's grammatical understanding, as well as application of skills in writing. The training will link closely with Devon Writes sequences but the publication is not essential. The sessions are aimed at using effective diagnostic assessment and using this to identify barriers to learning and plan effective whole class or group teaching or intervention.

There will be two sessions with an expectation of teachers completing activities with children between the sessions. The sessions will be run by Babcock LDP English Team.

The course will:

- Introduce high value assessment activities
- Reinforce core grammatical subject knowledge
- Support analysis of outcomes from assessment
- Consider ways to adapt planning to meet the identified needs of children
- Focus on assessment of pupils, especially disadvantaged

Target Audience	Teachers and Subject Leaders
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.
Dates/Time	Mon 2 Oct 2023, 13.30-15.30, Old Priory BOOK HERE Tue 7 Nov 2023, 9.00 - 12.00, Old Priory BOOK HERE
Key Contact	Sean Millar sean.millar@stcmat.org

WRITING MODERATION TRAINING

Career Pathway: 3 4 5

This one day training event is aimed at supporting leaders and teachers to be able to moderate judgements, especially at the end of key stages with accuracy and in line with STA criteria and expectations. We are seeking those leaders and practitioners who wish to improve their own skills in moderation to benefit their own schools but who also can support, when needed, Trust wide as a lead practitioner in this area. Supply funding in addition to the usual 10 days allocated to each school is available given that this will lead to some further Trust wide working (up to one colleague per school). There is no limit to the number of staff each school can send. Those participating must have a suitable level of experience. They will also learn how to lead local area moderation for their hub going forward.

Target Audience	Senior Leaders, English Leaders and Teachers	
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.	
Time	9.00-16.00	
Dates	Mon 20 Nov 2023	BOOK HERE
Location	Old Priory	
Key Contact	Sean Miller sean.millar@stcmat.org	



SUBJECT LEADER NETWORK: HUMANITIES

Career Pathway: [3](#) [4](#) [5](#)

We are delighted that David Weatherly will be continuing to inspire us this year, working with our humanities leads to develop the fieldwork aspects of our geography curriculum. This will involve us applying our fieldwork skills whilst exploring Dartmoor with David and an experienced ranger, Orlando Rutter.

Alongside Sheena Wright, David will also deliver a day of training focused upon the development of humanities within the early years. This will provide a valuable opportunity for early years and humanities leads to access high quality training together, to strengthen the quality of teaching and learning in history and geography in their schools.

Target Audience	Humanities Leads all network meetings. Early years leads to attend 4 Oct 2023
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.
Date/Time	Wed 4 Oct 2023 9.15 - 16.00 BOOK HERE
	Exminster Tue 12 Mar 2024 9.15 - 16.00 BOOK HERE
	Kenn Centre Fri 27 Jun 2024 All Day BOOK HERE
Key Contact	Dartmoor Sian Lane sian.lane@stcmat.org

SUBJECT LEADER NETWORK: EYFS

Career Pathway: [3](#) [4](#) [5](#)

Our popular EYFS network brings together EYFS leads from across the Trust. It is an opportunity to network with your peers and share good practice. We will have a focus on improving outcomes for our Pupil Premium pupils in Early Years. Other areas will include developing best practice in communication and language and teaching Maths through storybooks. We always make time for supporting each other, asking questions and solving challenges together.

One meeting each term is for EYFS leads (or their representative) and the other meetings are conferences or additional meetings where speakers have been invited to share their expertise. The group are really positive and keen to provide the best possible provision for all of our children. Please come and join us.

Target Audience	EYFS Leads
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.
Location	Online
Dates	Thu 16 Nov 2023 13.00-15.00 BOOK HERE Tue 16 Jan 2024 13.00-15.00 BOOK HERE Mon 17 Jun 13.00-15.00 BOOK HERE
Location	Exminster
Date	Wed 4 Oct 2023 9.15 - 16.00 BOOK HERE
Location	Kenn Centre
Date	Thu 14 Mar 2024 9.15 - 16.00 BOOK HERE
Key Contact	Mel Johns mel.johns@stcmat.org

SUBJECT LEADER NETWORK: ART

Career Pathway: 3 4 5

A full day session, with a practical hands-on workshop in the morning, focused on 3D working, followed by a more strategic planning and subject leader focused afternoon, to help raise the standards of provision in Art within schools.

The morning workshop will be led by Nic George:

'After a long and successful career as a teacher and head teacher in a number of Devon primary schools, Nic set up his Art Consultancy in 2021 to support schools with his specialist knowledge, skills and interests within the visual arts.

Nic has extensive experience as both a teacher and leader of the visual arts in education and this includes several posts as an art leader in a variety of primary schools. He has a B.Ed (Hons) in Primary Art Education, several master modules in Primary and Secondary art education plus qualifications in coaching / mentoring. Nic is also a practising artist when he is not supporting schools, leading various art projects, mentoring students and running adult art classes.

Nic has led a huge range of projects in art and the response to his Art Consultancy has been fantastic from numerous schools / organisations. You can find out more about Nic's work at his website www.nicgeorgeart.com or take a look at his Instagram account – [nicgeorgeartist](https://www.instagram.com/nicgeorgeartist), to see a range of the work he undertakes.'

Target Audience	AM Art Subject Leaders and teachers requiring support in gaining confidence to deliver 3D aspects of Art PM Art Subject Leaders
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.
Time	9.15-16.00
Date	Thu 18 Jan 2024 BOOK HERE
Location	Kenn Centre
Key Contact	Claire Hepher claire.hepner@stcmat.org



SUBJECT LEADER NETWORK: DESIGN TECHNOLOGY

Career Pathway: 3 4 5

A half-day session, aimed at DT subject leaders or teachers who would like to access specialist DT leader input in the practical aspects of the DT curriculum. Participants will be able to make examples of different aspects of the DT curriculum to create a concept board to take back to school for further dissemination and support for staff.

The sessions will be led by Caroline Walshaw, Specialist Leader in Education for DT in Devon schools.

‘Caroline Walshaw trained as a Primary School teacher with a specialism in Design & Technology and has been a D&T subject leader for most of her 20 year career. She is immensely passionate about the benefits of Design & Technology education, from the Early Years onwards. She is also committed to providing high quality CPD to support all teachers and schools to deliver an excellent Design & Technology curriculum. Caroline has led many well received CPD sessions within schools, both in person and online, and has been training ITT students on the DPSCITT for 5 years now. As a teacher and senior leader, Caroline understands completely what life in school is like and believes in training that has an immediate, practical and purposeful impact.’ The impact on your children’s understanding and developing number sense. Take place online as staff will be given time to go away during the session and try out the materials with their class.

Target Audience	DT Subject Leaders and teachers requiring support in gaining confidence to deliver practical aspects of the DT curriculum	
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.	
Time	13.15-16.00	
Date	Thu 16 Nov 2023	BOOK HERE
Location	Kenn Centre	
Key Contact	Claire Hepher claire.hepner@stcmat.org	

RE AND SIAMS LEADERSHIP DEVELOPMENT

Career Pathway: 4 5

In conjunction with the Diocese of Exeter, we are offering a SIAMS SEF writing workshops with Tatiana Wilson. This is an opportunity to work alongside Diocesan and Trust offers to write or revisit your SEF for SIAMS. In the past, these events have enabled focused and dedicated times for staff and governors to work with support and without distraction, so we are continuing with this approach in 2023/2024. There will be further sessions in the spring term.

Target Audience	Headteachers, RE and SIAMS Leaders, Governors
Cost	Free to Trust schools and all maintained schools. Other Academies £50 per person.
Location	Old Priory
Time	9.00 - 12.00
Dates	Tue 28 Nov 2023 BOOK HERE
Key Contact	Sean Millar sean.millat@stcmat.org



ASSESSMENT AND DATA - FFT ASPIRE

Career Pathway: [4](#) [5](#)

Our Trust's termly data collection cycle provides useful intelligence on pupils' achievement and school performance. CPD is available throughout the year in the following systems:

FFT ASPIRE

FFT Aspire is a centrally-funded online system useful for teachers in target-setting for individual pupils and to support leaders/Governors in self-evaluation of statutory data. These sessions are early in the term as target-setting is a key September task.

Target Audience	Heads and other senior leaders, assessment leads
Cost	Free to Trust schools
Location	Online
Dates/Time	Fri 8 Sep 2023 9.30-11.00 or BOOK HERE Tue 12 Sep 2023 15.30 - 17.00 BOOK HERE
Key Contact	Iain Randall iain.randall@stcmat.org

ASSESSMENT AND DATA - SIMS

Career Pathway: [4](#) [5](#)

SIMS hosts our core data tracking package, which is useful for teachers and leaders in identifying pupils and groups at risk of making less progress. We are offering workshops throughout the year:

Target Audience	Heads and other senior leaders, assessment leads
Cost	Free to Trust schools
Location	Online
Dates/Time	Fri 17 Nov 2023 9.30-11.00 or BOOK HERE Tue 21 Nov 2023 15.30 -17.00 BOOK HERE Fri 8 Mar 2024 9.30-11.00 or BOOK HERE Tue 2 Mar 2024 15.30 -17.00 BOOK HERE Fri 7 Jun 2024 9.30-11.00 or BOOK HERE Tue 11 Jun 2024 15.30 -17.00 BOOK HERE
Key Contact	Iain Randall iain.randall@stcmat.org

Inclusion and Welfare



Inclusion and Welfare

TRAUMA-INFORMED SCHOOLS AWARENESS SESSION

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#)

On average children wait 10 years to get help for a mental health problem. (The Centre for Mental Health Report: Missed Opportunities: Children and Young People's Mental Health 2016). So schools are left holding the baby. Yet research shows that many teachers feel frightened and de-skilled about working with child mental health issues. Two out of three teachers for example, are worried that if they talk to children who self-harm, it will make things worse. (Talking Self Harm Report, 2015) Furthermore 50 percent of teachers say their job is causing them severe stress (mostly because of children's mental health problems) and many are leaving the profession as a result. This training, supported by over 1000 evidence-based research studies, is designed to empower school staff to understand the needs of children and teenagers who have suffered a trauma or have a mental health issue. Delegates will also learn what happens in Trauma and Mental Health Informed schools in terms of key relational approaches and interventions to positively impact the whole school culture

The neuroscience and psychology of child and adolescent mental health and mental ill-health: what every teacher needs to know.

Model One: ACE (Adverse Childhood Experience) study and Protective Factors in schools that change children's lives

Model Two: Professor Jaak Panksepp's model of mental health, mental ill-health and theory of change

Model Three: PROTECT/RELATE/REGULATE/REFLECT

The role of emotionally available adults in schools: Benefit to staff and students

'I wish my teacher knew' They want to tell us. Are we ready to hear

Key skills in responding to and understanding challenging and/or trauma triggered behaviour.

Target Audience	All Staff and governors
Cost	Free to Trust schools
Location	Online
Dates/Time	Thu 14 Sep 2023 9.00-12.00 BOOK HERE
Key Contact	Iain Randall iain.randall@stcmat.org

INCLUSION NETWORKS AND REVIEW

Career Pathway: [5](#) [6](#) [7](#)

As a Trust, we take a holistic and aspirational approach to inclusion, and are passionate about bringing leaders together to support all groups of vulnerable pupils to flourish.

Our termly Inclusion Networks enable leaders to learn and plan collaboratively, with support from expert speakers from the fields of psychology SLCN, SEMH and more.

Target Audience Heads, SENCOs, Pupil Premium Leads, Family Support Workers, and other inclusion leaders

Cost Free to Trust schools

Location Kenn Centre

Times 9.00 - 16.00

Dates Wed 11 Oct 2023 [BOOK HERE](#)

Wed 31 Jan 2024 [BOOK HERE](#)

Wed 1 May 2024 [BOOK HERE](#)

Key Contact Iain Randall or Louise Brown
iain.randall@stcmat.org
louise.brown@stcmat.org

NETWORKING & SUPPORT

Alongside the networking offer above, we are able to offer [SEN Peer Reviews](#) and [Pupil Premium Reviews](#) upon request, in order to support leadership to evaluate and develop the effectiveness of provision for SEND and/or Pupil Premium. These can be half-days or full-days, bespoke to every setting, and sometimes drawing on the knowledge and skills of other inclusion leaders in the Trust.

We will also be continuing our supportive monthly online [SENCO Social meetings](#), which enable collaboration and group coaching for SENCOs in small groups. Invites to this will be sent out direct.

Finally, all leaders of inclusion are welcome to access [direct support](#) from Iain Randall or Louise Brown by phone or email, and can request on-site support visits with the agreement of their Headteacher.

OPEN PIPS DE-ESCALATION AND POSITIVE HANDLING

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#)

PIPS training is aimed at all staff working in Primary Schools, Secondary Schools, Special Schools and Alternative Provisions. It aims to support staff in developing a consistent, effective and acceptable team approach to managing behaviour, while, crucially, maintaining positive relationships and minimising risk for all.

We are offering this day to up to 20 staff in any of our schools who wish to be upskilled in managing difficult behaviour and tricky situations. This will be especially beneficial to staff working 1:1 with pupils at risk of exclusion, or any staff who have missed out on whole-school PIPs training in their settings.

The day is split into two parts:

Module 1 (morning) – This explores the key issues surrounding challenging behaviour and emphasises the importance of positive, preventative verbal and non-verbal de-escalation strategies.

This module includes work on: Values

- The Emotional Impact of Challenging Behaviour
- Help Protocol
- The Prevention Continuum
- Positive Prevention Strategies/Strategies to Avoid
- Systems and Structures in School
- Individual Behaviour Care Plans

Module 2 (afternoon) – This promotes the least intrusive, most caring handling strategies and explores a continuum of passive techniques designed to keep both pupils and staff as safe as possible based on “making movement safe” rather than “overpowering”.

This module includes: Legislation and Guidance

- Reporting and Recording
- Principles Underpinning Passive Intervention
- Moments of Crisis • Personal Space
- Following Movement
- Guiding and Escorting
- Standing, Sitting, Kneeling

Target Audience	All school staff working with pupils with SEMH needs, especially TAs/LSAs and SENCO
Cost	Free to Trust schools
Location	St Matthew's, Plymouth
Times	9.00 - 16.00
Dates	Mon 6 Nov 2023 BOOK HERE Mon 3 Jun 2024
Key Contact	Iain Randall iain.randall@stcmat.org

INFANT LANGUAGE LINK

Career Pathway: [1](#) [2](#) [3](#) [4](#) [5](#)

For a third year we are centrally-funding licences for all schools to screen pupils in Early Years and KS1 for underlying language development needs.

Infant Language Link is an innovative online package used to identify and support children with mild to moderate SLCN and those new to English. The assessment will also identify any children who may have more severe language needs, such as Developmental Language Disorder (DLD), so that these children can be considered for further investigations and diagnostic assessment with your local Speech and Language

SPEECH AND LANGUAGE TRAINING 2024

SAVED Recordings of Training you can watch anytime:

Interpreting and using Language Link data

Includes:

- where to access reports and provision plans on Speech & Language Link
- how to interpret the data
- who might find the data helpful and for what purpose.

VIDEO LINK

An introduction to Language Link in Primary: Whole School Approach

Includes:

- Understanding SLCN and it's impact
- What is Language Link?
- Setting up classes and adding pupils
- Carrying out a Language Link assessment

VIDEO LINK

Using Language Link in the Classroom for Teachers and SENCOs

Includes:

- Language Link progress measures
- Classroom resources
- Information about high quality teaching strategies
- An overview of the Language Link intervention groups and supplementary teaching.

VIDEO LINK

If you have any questions about the training, please don't hesitate to contact the SpeechLink Help Desk.

Delivering Language Interventions for TAs

Includes:

- Setting up intervention groups
- Session plans
- Intervention tracking sheets and calculating session outcomes
- Supplementary teaching
- Involving parents

VIDEO LINK

Sounds Fun: Using Speech Link (part 1)

Includes:

- How speech sounds are made
- Speech sound development, including information about speech delay vs disorder
- How to complete the Speech Link assessment

VIDEO LINK

Sounds Fun: Using Speech Link (part 2)

Includes:

- Completing intelligibility ratings
- The steps of a speech sound programme
- Examples of activities
- Working with parents

VIDEO LINK

DISADVANTAGED ORACY PROJECT COHORT 1

Career Pathway: [5](#) [6](#) [7](#)

As a follow on from our project this year, schools will continue to work together to embed their learning from the Disadvantaged Oracy training. The focus will be upon establishing a whole-school, sustainable approach and will include two half day sessions and an optional school visit in the Summer term.

Target Audience	Disadvantaged Leaders	
Cost	Free to Trust schools £250 other academies	
Time	9.00 - 12.00	
Location	Kenn Centre	
Dates/Time	Wed 20 Sep 2023	BOOK HERE
	Tue 23 Apr 2024	BOOK HERE
Key Contact	sian.lane@stcmat.org	

DISADVANTAGED ORACY PROJECT COHORT 2

Career Pathway: [5](#) [6](#) [7](#)

This is an exciting opportunity to access a programme of high quality training which has had proven impact upon outcomes for disadvantaged pupils. The Plymouth Oracy Project has been running for over 5 years with a focus on tackling disadvantage and promoting quality talk for learning. This work stems from School 21 and builds on the Trust vocabulary project. The Trust is now pleased to offer a version of the project once again this year, to all schools within the Trust. The project will be delivered in 3 sessions by Sian Lane and will provide resources, knowledge and expertise for delegates to take back and implement in their schools.

Target Audience	Disadvantaged Leaders	
Cost	Free to Trust schools £250 other academies	
Time	9.15 - 16.00	
Location	Kenn Centre	
Dates/Time	Tue 10 Oct 2023	BOOK HERE
	Tue 16 Jan 2024	BOOK HERE
	Tue 18 Jun 2024	BOOK HERE
Key Contact	sian.lane@stcmat.org	

DISADVANTAGED STRATEGIC PLANNING WORKSHOPS

Career Pathway: [5](#) [6](#) [7](#)

In order to support the completion of the DFE Strategy Statement Sian Lane will be holding two open workshops sessions on Friday 15th September. Disadvantaged Leads may choose to join either the morning or afternoon session where they can complete their statement and finalise their action plans with the support of a trust SIL and other peers.

Target Audience	Disadvantaged Leaders
Cost	Free to Trust schools
Location	Kenn Centre
Dates/Time	Fri 15 Sep 2023 9.15-12.00 BOOK HERE 13.00-15.45 BOOK HERE
Key Contact	sian.lane@stcmat.org



SAFEGUARDING & WELFARE

The safety and wellbeing of all our pupils is our highest priority. A key part of our offer this year is continuing our successful Safeguarding Forum, designed as an opportunity for leaders of safeguarding and welfare to gather together for local/national updates or CPD, and also participate in group coaching around the challenges of this role, including difficult cases.

SAFEGUARDING FORUM

Career Pathway: [5](#) [6](#) [7](#)

Target Audience	DSLs, DDSLs, FSWs and other staff with L3 training eg SPSOs	
Cost	Free to Trust	
Time	10.00 - 11.00	Local/National Updates/CPD
	11.00 - 12.00	Group coaching
Location	Online	
Dates/Time	Fri 29 Sep 2023	BOOK HERE
	Fri 1 Dec 2023	BOOK HERE
	Fri 2 Feb 2024	BOOK HERE
	Fri 22 Mar 2024	BOOK HERE
	Fri 21 Jun 2024	BOOK HERE
Key Contact	Nikki Prentice nikki.prentice@stcmat.org	

SAFEGUARDING CONFERENCE

Career Pathway: [5](#) [6](#) [7](#)

Target Audience	DSLs, DDSLs, FSWs and other staff with L3 training eg SPSOs	
Cost	Free to Trust	
Time	9.30 - 14.30	
Location	Old Priory	
Dates/Time	Thu 18 Apr 2024	BOOK HERE
Key Contact	Nikki Prentice nikki.prentice@stcmat.org	

LEAD PRACTITIONERS AND SUBJECT CHAMPIONS

Career Pathway: 4 5 6

Phonics Little Wandle Read Write Inc	Jane Dowrick-Kessell April Cromwell Rebecca Timmins	St Edward's Primary and Nursery St Leonard's Primary Beer Primary
Writing	Jackie Taylor Hazel Hawken	St Michael's Primary Old Priory Junior
Vocabulary & Oracy	Yasmin Atkinson	Old Priory Junior
Early Years	Jane Weatherston	Plympton St Mary Infant
Maths	Andrew Daitz	St Leonard's Primary
Dual Coding	Sam Marker	St Matthew's Primary
Humanities	Sarah Hetherington Simon Fisher	All Saints Primary, Babbacombe St Leonard's Primary
Science	Charlotte Bower	St Matthew's Primary
Incremental Coaching	Chris Murray	Old Priory Junior
Music	Sarah Sowden	St Michael's Primary
History	Yvonne Vincent	Plympton St Mary & Old Priory Junior
Geography	Camilla Evans	St Peter's, Tavistock
RE	Sophie Daykin	St George's Primary
PE	Melissa Curtis	St Matthew's Primary
PSHE	Sarah Shipton	St Matthew's Primary

Our team of Lead Practitioners and Subject Champions are based in their own school and can provide support to another school, subject leader or teacher in a particular curriculum area, though modelling effective practice, coaching, joint planning and mentoring.

Our Lead Practitioners and Subject Champions have a passion for their subjects and keep up to date with latest thinking and research.

Target Audience

Headteachers, Senior Leaders, Teachers

Cost

Free to Trust schools (The receiving school will pay for travel expenses only for the visit)

Venue In school support, teams meetings, phone calls as applicable

Key Contact

Chris Briggs (Chris.briggs@stcmat.org)

Booking

Please contact your linked School

Improvement Leader or Chris for more information

Menu of CPD

Leadership

The Education Team can deliver a range of despoke training for schools and the menu below gives an example of the range and breadth of topics

ACTION PLANNING

Are your action plans OFSTED ready? An opportunity to ensure plans are rigorous, support you in reducing monitoring, and lead to improved outcomes and focused self-evaluation.

BEYOND MONITORING

Developing effective monitoring strategies that lead to impactful actions. Develop skills in observing teaching and learning, book looks, triangulating evidence and ensuring effective action planning which promotes school improvement across the curriculum.

HOLDING OTHERS TO ACCOUNT

Strategies to develop self-reflection, give clear feedback, and manage difficult conversations with colleagues.

DEVELOPING A COACHING CULTURE IN YOUR SCHOOL

Coaching is a powerful tool for developing self-awareness and creating a culture in which people take responsibility for their actions and improvements. How can we effectively introduce and embed this into our school's learning culture?

GOVERNORS TRAINING

CPD in all aspects of governance so that LGBs can be truly strategic in their roles.

Menu of CPD

Curriculum and Assessment

CHECKING FOR UNDERSTANDING

How can we plan effectively for next steps unless we have checked carefully pupils' understanding at a knowledge, skills and conceptual level? Do teachers need support to do this more effectively in all subjects for all groups? Are they using a wide range of assessment for learning strategies?

INTERVENING WITH NOTABLE IMPACT

All adults have a role to play in developing children's early language skills. How we talk and interact with young children can have a huge impact on outcomes.

QUESTIONING

Effective questioning deepens learning and thinking, enables the teacher to gain a better insight into pupils' understanding. How can we support teachers to ask more effective questions?

LEARNING NOT DOING

Developing a focus on showing pupils what good learning looks like (clear success criteria). How can you involve pupils more in the learning process, knowing and articulating their learning, with a clear understanding of what success looks like? Drawing on the work of Shirley Clarke and John Hattie.

EFFECTIVE USE OF TAs

When supported and deployed effectively, TAs are a very effective resource and can have notable impact on learning. We will explore ways to achieve this in your school.

READING FOR PLEASURE

Class and whole school approaches. Not being able to read is linked to our motivation to read. If we can find pleasure in reading, we will experience a willingness and success. Sessions can explore a range of exciting class-based strategies to engage pupils in reading for pleasure.

Menu of CPD

Curriculum and Assessment

RECIPROCAL READING

Who does all the work in your class reading sessions – the teacher or the children? Turn the tables through this approach to get the children working hard, asking their own questions and becoming more active learners and readers. Guided and whole class strategies and approaches

HISTORY – KNOWLEDGE, CHRONOLOGY, INTERPRETATION, CONTINUITY AND CHANGE, ENQUIRY.

CPD opportunities that aim to stimulate thinking and provide practical strategies to develop both pupils' historical knowledge alongside their sense of chronology and the skills of interpretation, continuity, change and enquiry. Assessment for Learning in History with practical activities to explore pupils understanding from which future planning and learning can take place.

DRAMA AND LITERACY

Looking to bring some energy and sparkle to the Teaching of English? Through the use of story, a variety of approaches to engage children, develop their oracy, comprehension and engagement with texts.

DIVING DEEPER INTO MATHS

Challenging quick graspers! What provision can we make for those quick graspers in maths that challenge pupils and deepen thinking?

PLANNING MEANINGFUL COLLECTIVE WORSHIP

An opportunity to reflect and consider planning of school wide themes as well as individual acts of collective workshop.

READY, STEADY, THINK SCIENCE

Developing conceptual understanding in Science is at the heart of good science learning. A practical session aimed at providing strategies for teaching to support pupils in asking their own questions which supports the development of their conceptual understanding.

Inclusion and welfare

DYSLEXIA FRIENDLY CLASSROOMS

Quality first provision is what makes the difference. Explore a range of strategies and approaches through this session.

IEP WRITING/ PROVISION MAPPING

Support for teachers to make provision maps and IEPs as effective as they can be to help learners make the best possible progress.

GRADUATED APPROACH TO SEND

Support with using and embedding the Graduated Response Toolkit on a plan-do-assess-review cycle

ASSESSMENT OF SEND

Introducing a range of diagnostic approaches to support teachers and leaders to be less reliant on external experts

CPOMS REPORTING AND RECORDING

How to use CPOMS to its full potential, and ensure reporting and recording are timely, accurate and useful.

L2 SAFEGUARDING REFRESHER

Covering all the key points of KCSIE2023 with other themes woven in to suit the context and needs of the school. Suitable for all audiences.

Inclusion and welfare

PREVENT

How to identify and support vulnerable children who may be at risk of radicalisation

DIGITAL PARENTING

Workshop for staff and parents on working together to promote e-safety and understand the risks faced by young people through their devices.

10 WAYS TO WELLBEING

We talk with pupils a lot about our physical health. How can we establish a whole school approach to mental health and wellbeing? The 10 ways to wellbeing approach is a great start to this.

DEVELOPING A CULTURE OF POSITIVE MENTAL HEALTH AND WELLBEING

This session can be tailored to the needs of the school. We can explore what creates a positive culture of wellbeing and mental health, as well as a culture of 'listening with care', so that children's experiences are valued and feelings understood. We can explore strategies to involve children more fully in finding positive solutions to the challenges they are facing.

CIRCLE TIME AND CIRCLE OF FRIENDS

Circle Time is a powerful vehicle through which the class community can speak and listen and reflect on a wide range of themes in a highly-structured and enjoyable environment.

Circle of Friends is an intervention, using circle time to support individual pupils whose relationships with the class are in danger of breaking down, or who need peer support to overcome barriers to flourishing.



St Christopher's Multi Academy Trust

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