

# Education South West – Supporting Career Development



## Teaching Staff

Years One and Two Early Career Framework	CPD offer for all teachers *	Primary Subject leaders Middle Leaders Secondary Heads of Department	Senior Leaders / Headteachers
<p>In accordance with the Early Career Framework <a href="https://www.gov.uk/government/publications/early-career-framework">Early career framework - GOV.UK (www.gov.uk)</a> all ECTs will be supported in the following ways;</p> <ul style="list-style-type: none"> <li>• Weekly Mentor/Tutor support and coaching</li> <li>• Developmental observations</li> <li>• Visits to other schools</li> <li>• ESW ECT meetings – opportunities to develop links with ECTs across the Trust</li> </ul>	<p>All teaching staff will engage with instructional coaching (through Steplab) to develop teaching</p> <p>All teachers have a paid membership of the Chartered College of Teaching</p> <p>Dependent on experience colleagues are encouraged to engage with the following opportunities;</p> <ul style="list-style-type: none"> <li>• SWIFT programmes and professional communities</li> <li>• Chartered College CPD</li> <li>• Kingsbridge Research School programmes</li> <li>• ITT Mentor training</li> <li>• Train to be an Instructional Coach</li> <li>• NPQ programmes as appropriate for aspiring leaders</li> <li>• ESW Aspiring Middle Leaders Programme</li> </ul>	<p>In addition to the CPD offer for all teachers * there are opportunities to engage in the following programmes;</p> <p>NPQ programmes:</p> <ul style="list-style-type: none"> <li>• NPQLL (Leading Literacy)</li> <li>• NPQLPM (Leading Primary Maths)</li> <li>• NPQLBC (Behaviour and Culture)</li> <li>• NPQSL (Senior Leadership)</li> <li>• NPQEYL (Early Years Leadership)</li> <li>• NPQSEN (Special Educational Needs)</li> </ul> <p>Instructional Coaching Training</p> <p>ESW Aspiring Senior Leader Programme</p>	<p>NPQH (Headship)</p> <p>NPQEL (Executive Leadership)</p> <p>Participation in School Reviews</p> <p>Coaching for senior leaders</p> <p>Opportunity to take part in School Reviews</p> <p>ESW leadership networks for PD, QEL, SEND, Safeguarding, B&amp;A, RSLs</p>
	<p>Secondment/shadowing opportunities in teaching and middle leadership roles across the Trust</p>	<p>Secondment/shadowing opportunities in leadership roles across the Trust</p>	<p>Secondment/shadowing opportunities in headship roles across the Trust</p>
<p><b>Wellbeing</b></p> <p>ESW Wellbeing support Meetings/CPD</p> <p>Access to Medigold and Education Support</p>	<p><b>Wellbeing</b></p> <p>Wellbeing catch up for teachers in Third and Fourth year of career</p> <p>Regular signposting to Wellbeing support and CPD through Medigold <a href="https://www.medigold-health.com">Medigold Health   Occupational Health Service Provider UK (medigold-health.com)</a> and Education Support <a href="https://www.educationsouthwest.org.uk">Education Support, supporting teachers and education staff</a></p> <p><a href="mailto:wellbeing@educationsouthwest.org.uk">wellbeing@educationsouthwest.org.uk</a> email 24/7</p>		<p><b>Wellbeing</b></p> <p>Regular engagement with allocated DSLS Professional Partners <a href="https://www.devonsls.co.uk">Leadership Support - DSLS (devonsls.co.uk)</a> and <b>supervision for Safeguarding leads.</b></p> <p>Regular catch up opportunities for school leaders with Associate Director of School Enrichment and Development.</p>

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## School and Student facing Support Staff

Induction	Ongoing Training and Career Opportunities
<p>Following appointment at interview and the relevant employment checks, all new colleagues joining Education South West Schools undergo a full induction process in line with the Education South West induction protocols.</p> <p>The following areas are covered (as appropriate);</p> <ul style="list-style-type: none"> <li>• Curriculum, Teaching &amp; Learning and Assessment</li> <li>• School/College Behaviour and Rewards system</li> <li>• Staff Handbook and relevant policies</li> <li>• Safeguarding procedures</li> </ul>	<p><b>Safeguarding Training</b> – Annual Keeping Children Safe in Education/ Hays Online safeguarding training</p> <p><b>Staff Meetings</b> – Opportunities to attend relevant school and trust staff meetings/training.</p> <p><b>INSET training</b> – Opportunities to engage in professional development based on school and trust priorities.</p> <p><b>Bespoke professional development and training</b> according to your role e.g. SEND courses for TAs, CLEAPPS training for science technicians</p> <p><b>Secondments/ Career Opportunities</b> – Opportunities for secondments in different ESW schools are offered</p> <p><b>Role specific Networks</b></p> <p>Support staff colleagues are also encouraged to engage with the following opportunities;</p> <ul style="list-style-type: none"> <li>• <b>SWIFT</b> – training programmes and professional communities <a href="http://SouthWestInstituteforTeaching.org.uk">South West Institute for Teaching SWIFT (sw-ift.org.uk)</a></li> <li>• <b>The Aim Group</b> – Online qualifications and training programmes <a href="http://OnlineQualifications-TheAIMGroup-TheAIMGroup.com">Online Qualifications - The AIM Group - The AIM Group</a></li> </ul>
<h3>Wellbeing Support</h3>	
<p>Regular signposting to Wellbeing support and CPD through Medigold <a href="http://Health OccupationalHealthServiceProviderUK.com">Health   Occupational Health Service Provider UK (medigold-health.com)</a> Counselling and a 24-hour helpline to discuss the following issues;</p> <ul style="list-style-type: none"> <li>• Stress and anxiety</li> <li>• Work advice</li> <li>• Family issues</li> <li>• Medical information</li> <li>• Legal issues</li> <li>• Financial wellbeing</li> <li>• Addiction issues</li> <li>• Relationship advice</li> </ul> <p>Support staff colleagues are also encouraged to engage with the following opportunities;</p> <ul style="list-style-type: none"> <li>• Hays Online Wellbeing Training - <a href="http://UKSchoolAdministrationandSupportRoleJobs Hays.com">UK School Administration and Support Role Jobs   Hays</a></li> <li>• Education Support Training and Resources <a href="http://EducationSupport,supportingteachersandeducationstaff.com">Education Support, supporting teachers and education staff</a></li> <li>• <a href="mailto:wellbeing@educationsouthwest.org.uk">wellbeing@educationsouthwest.org.uk</a> email 24/7</li> </ul> <p><b>Annual Wellbeing and staff surveys</b> – Opportunities to have your say on wellbeing and workload issues</p>	



## Shared Services staff

Induction	Ongoing Training and Career Opportunities
<p>Shared Services are trust-wide centrally managed services supporting all schools in the Trust and includes:</p> <p>Finance, Payroll, HR, IT, Data Systems &amp; Reporting, Compliance, Sustainability, Student Recruitment, Admissions, Operations: Estates Management and Catering, Procurement.</p> <p>Following appointment at interview and the relevant employment checks, all new colleagues joining Shared Services undergo a full induction process, including trust wide organisation as well as department specific aspects:</p> <p>The following areas are covered (as appropriate);</p> <ul style="list-style-type: none"> <li>• Trust wide, and shared services organisation</li> <li>• Department/team protocols, processes and procedures</li> <li>• Specific training/briefing bespoke to department and role</li> <li>• Health &amp; Safety specific to the department/team</li> <li>• Relevant trust policies</li> <li>• Safeguarding procedures</li> </ul>	<p><b>Bespoke professional development and training</b> according to your role, for example</p> <p>Finance staff can opt to pursue professional accountancy training, funded by the trust, including AAT, CIPFA, ACCA, CIMA and similar qualifications.</p> <p>IT staff can access training by external providers, acquiring certified professional qualifications, e.g., Microsoft Certified qualifications</p> <p>Staff in all teams can access apprentice courses where appropriate to the role and the business need and operation.</p> <p>Systems and Process courses, and internal training is provided to roles across all teams; include bespoke data management and compliance training (e.g., data protection, risk assessments, database development)</p> <p>Operational training in/development of maintenance skills, catering qualification (including kitchen management and food hygiene is provided)</p> <p><b>Training and specific certifications relevant to roles</b>, e.g., health and safety training and cyclical refreshers/re-accreditations are provided by the trust, within normal working hours.</p> <p><b>Role specific Networks, for example</b></p> <ul style="list-style-type: none"> <li>• <b>Confederation of Schools Trusts</b> professional communities <a href="http://cstuk.org.uk">CST professional communities (cstuk.org.uk)</a></li> <li>• <b>Queen Street Group</b> <a href="#">Welcome to the Queen Street Group</a></li> <li>• <b>Academy sector-wide</b> forums and networks including Finance, IT, Data, Compliance, Estates Management and Sustainability</li> <li>• <b>SWIFT</b> – training programmes and professional communities <a href="http://sw-ift.org.uk">South West Institute for Teaching SWIFT (sw-ift.org.uk)</a></li> <li>•</li> </ul> <p><b>Safeguarding Training</b> – Annual Keeping Children Safe in Education/ Hays Online safeguarding training</p>
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