

**Hope** SENTAMU  
LEARNING TRUST

Hope Sentamu Learning Trust  
Rawcliffe Drive, Clifton (Without)  
York YO30 6ZS

Telephone: 01904 560053  
Email: [development@hslt.academy](mailto:development@hslt.academy)  
Website: [hslt.academy](http://hslt.academy)

**Hope** SENTAMU  
LEARNING TRUST

**Empowering our workforce  
to flourish and thrive**







We know that great teaching changes lives. At Hope Sentamu Learning Trust, we believe that our workforce is our greatest resource.

# Growing together is at the heart of our development

We are committed to empowering our workforce to flourish and thrive, enabling us to transform both the schools and the lives of the young people we serve. Growing together is at the heart of our development. We are committed to continual personal development – for ourselves and on behalf of others. All of us are learners.

Partnership working within and outside our Trust enables the sharing of best

practice and supports the wider education community. At Hope Sentamu Learning Trust we are committed to working collaboratively with high quality local, regional and national providers and are proud to be an outward facing educational trust.

Our Trust is a central partner of the regional Teaching School Hub providing high quality professional development to teachers at all stages of their

careers. This document is an overview of the opportunities currently available across the Hope Sentamu Learning Trust.

Our Trust is committed to representing the workforce and communities we serve. We will be happy to speak to you about any feedback or thoughts you have which will continue to shape our work together.

**Helen Winn**

CEO, Hope Sentamu Learning Trust





**100% OF COLLEAGUES WHO TOOK PART IN 2019/20 WOULD RECOMMEND COACHING TO ANOTHER COLLEAGUE OR FRIEND.**

# Coaching within a supportive and nurturing network

## COACHING ACROSS OUR TRUST

We believe that our colleagues are our most valuable resource and that empowering them will enable us to transform the learning communities we serve. It's important that the structures and systems we develop are sustainable, flexible and able to respond to change. They must genuinely upskill colleagues and have a positive impact on the Trust long term. This is why we are encouraging colleagues across all subjects, phases and areas of responsibility to engage in coaching.

## COACHING FOR SCHOOL LEADERS

Our school leaders have the opportunity to work with 3D Coaching, focusing on strategic priorities in their setting whilst also supporting them to be increasingly self-sufficient, solution-focused and confident in decision making. Coaching provides school leaders with the time and space to think through the challenges they are facing, as well as the opportunity to explore situations and other perspectives so they can have the most impact in their role.

**WHO IS IT FOR** Middle and Senior Leaders, Headteachers/Principals and Executive Leaders.

## Our partners



3D coaches help you get to the heart of the matter and do the thinking that you need to do. Their work is underpinned by the ICF Competencies for Mastery. Coaching sessions are not focused on coaches imparting knowledge, but on supporting colleagues to draw on their knowledge, to have transformational conversations and transformational impact in their professional setting. [www.3dcoaching.com](http://www.3dcoaching.com)

*"It has made me think and reflect where I wouldn't have reflected if I had not had this opportunity."*

*Senior Leader, George Pindar School*

*"It has supported me to design alternative strategies to solve complex issues and to achieve end goals."*

*Senior Leader, Manor CE Academy*

*My coaching sessions have provided me with opportunities to discuss some of the leadership issues I face in my role and explore potential solutions. I have been able to use these to resolve issues and find new ways forward. I hope to be able to share the benefits of coaching more widely and encourage my colleagues from across the trust to engage in this process.*

*Director of English, School Improvement Team*

# Mentoring and Instructional Coaching

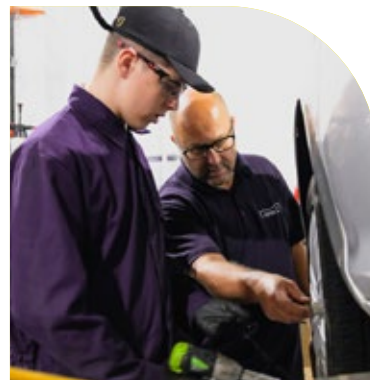
To support colleagues on every step of their career journey, we have developed Instructional Coaching across the Trust.

Many of our colleagues have taken on the role of Early Career Mentor as the two year Early Career Framework is rolled out to support our newly qualified teachers. Instructional Coaching is a central and critical aspect of this role – one that can make a big difference to early career teachers' practice.

Instructional coaching is

about providing teachers with frequent, one-to-one feedback, along with the opportunity to 'practise' regularly in a low-stakes environment (i.e. not 'live' in front of pupils). Part of this involves identifying a bite-sized action, called a 'precise target', for a colleague you are coaching, and providing feedback during a one-to-one meeting to help them improve.

Instructional Coaching is not designed solely for coaching training or Early Career Teachers. It is effective and relevant for all teachers and support staff at any stage in their career. It provides colleagues with the confidence, skills and self-awareness needed for a long and successful career in the education sector. Researchers and educators have emphasised the importance of teacher and support staff coaching for decades, describing it as an essential component of effective continuous professional development. Through the use of WalkThrus and ongoing and



regular Instructional Coaching, school colleagues can build a shared understanding of what is best practice and identify development priorities based on pupils' needs and the learning challenges they may face.

*"The ideas and methodology of Instructional Coaching has not only helped me improve my coaching skills as a mentor, but also my pedagogy as a teacher."*

*ECT Mentor, Vale of York Academy*

## MENTOR DEVELOPMENT SERIES

Our Mentor Development Series was designed in response to feedback from colleagues wanting to develop their understanding of the role of the mentor and to connect with others to share best practice in mentoring.

The sessions are open to all colleagues, at any stage of their career. The mentor series:

- enables mentors to share best practice across our network of schools (within and outside the Trust)
- signposts opportunities to further develop and become an 'expert' in mentoring
- enables colleagues interested in mentoring to develop knowledge of different training programmes, requirements to be prepared to mentor the following year
- enables colleagues to keep up to date with the latest research and evidence informed practice.



The focus of the sessions is dependent on the needs of mentors and what we feel will be most beneficial for mentors and those being mentored at the time. You can join live to take part in discussion or watch them in your own time.

**INTERESTED?** Find out more via [development@hslt.academy](mailto:development@hslt.academy)

← [Click here to access past sessions on the Workforce Development Opportunities Google Drive.](#)



**"The Trust provides very effective support to the school in many ways, including subject-specific training for teachers and leadership training for subject leaders."**

*Vale of York, Ofsted Report Autumn 2019*



## THOUGHT-PROVOKING AND MOTIVATING SUPPORT

**“Working in a School to School Support role both within Hope Sentamu Learning Trust and further afield is a real privilege. Not only is it interesting and thought-provoking to support and motivate other leaders and teams, it is also an opportunity to constantly reflect on your own practice and be inspired to challenge your own views. The chance to collaborate with other professionals outside your own echo chamber is the best CPD I know of.”**

Director of English, School Improvement Team.

# Empowered educational expertise

## SCHOOL TO SCHOOL SUPPORT

Hope Sentamu Learning Trust and the Workforce Development Team support the wider education system by providing additional capacity to other schools. This involves identifying colleagues who possess extensive professional knowledge and have proven track records in highly effective school improvement to form a network of professionals who are available to work with colleagues in similar positions in other schools.

In particular, we are looking for experienced middle or senior leaders with a particular area of expertise who are able to develop the leadership capacity of others. While other roles focus specifically on developing classroom expertise, this role is about developing the capability of other leaders so that they have the skills to lead their own teams effectively and improve practice

in their own schools. This may be done through one-to-one or group support and could involve a variety of activities, such as data analysis; coaching; facilitating training; joint action planning.

To become part of our School to School Support network:

- You need to have been in a leadership role other than Headteacher for at least two years. Your Headteacher will be asked to confirm that you're in an appropriate role.
- You can be from any type or phase of school.
- You do not need to be in an outstanding school but your school will need to have the capacity to release you to work in other schools.
- You must have at least one specialism based on the area of focus from the Ofsted Education Inspection Framework

**INTERESTED?** To find out more email [development@hslt.academy](mailto:development@hslt.academy)

## GIFTING – SHARING BEST PRACTICE

We are committed to sharing best practice to ensure quality first teaching across all schools. Opportunities to work alongside colleagues within our teams, across schools, across the Trust and with external schools and organisations is vital in ensuring we keep developing as professionals and ensure we engage with, and contribute to, the wider education system. Colleagues have the opportunity to share their skills and experience to develop a wider understanding of different school systems and ways of working through our 'gifting' approach. This is for both teaching and non-teaching staff.

Gifting also supports colleagues to gain the experience and evidence needed in order to undertake School to School Support, if this is of interest to them. If you'd like to find out more about this opportunity, please contact your Headteacher.

*“Gifting has been a hugely valuable process for all the staff who have taken part. For the 'gifter' it has supported reflection around aspects of their practice that are effective, and how these can be shared and transferred into another setting. For the recipient, it has given opportunities to work with staff outside their immediate team which is always refreshing. For all participants and settings, new networks and professional connections have been able to develop, resulting in development with a direct and positive impact on learning in school”.*

Headteacher – Forest of Galtres Primary School

# Staying connected and up to date

## TEACHING & LEARNING 'KNOWZONE' BULLETIN

Our Trust Teaching and Learning Bulletin has been developed for staff across Hope Sentamu Learning Trust to enable colleagues to keep up to date with what is going on and how they can get involved. There is so much going on in all of our schools as well as in our Trust networks and this is a tool to develop, share and signpost best practice from each other. It is also an opportunity to share development opportunities across the trust, find and explore external development opportunities and know what's going on in the wider education community.

We want to share as many opportunities as possible with colleagues and **we'd love you to contribute to our bulletin which is published each half term.**

## KEEP COLLEAGUES UPDATED

Share internal development opportunities (What's going on across Hope Sentamu Learning Trust? When is it and how can I get involved?)

- Link to Workforce Development Calendar and Google drive, including how to access
- Teaching and Learning 'Insights'
- Workforce Development offer inc NPQs etc.
- Career podcasts

## SHARE BEST PRACTICE

Share and signpost best practice across our Trust

- Link to colleague directory
- Sharing what phases/teams/ subjects are working on across the Trust including link to colleague email and/ or underpinning research.

## SHARE DEVELOPMENT OPPORTUNITIES

Share practice/feedback from development opportunities across our Trust

- Feedback from development opportunities (short pre-recorded webinar or podcast).  
Eg. colleagues sharing what they've learnt from engaging in NPQ programme
- Requests for best practice.  
E.g. Team is looking to peer-review their marking strategy, are any other colleagues/ teams able to support?

## EXTERNAL OPPORTUNITIES

Signpost external development opportunities and what's going on in the wider education community

- Research School, Maths Hubs, English Hubs etc.
- Teaching School Hubs
- Chartered College
- Links to education research or news articles

**WANT TO CONTRIBUTE?** Contact [development@hslt.academy](mailto:development@hslt.academy)

## GIVE THE GIFT THAT KEEPS ON GIVING...

**"The use of gifting has been incredibly useful for our staff. As an SLT team, we have created bespoke CPD packages for every member of staff and then planned for them to visit staff within their school and other schools within the Trust. We have also shared resources across the schools and asked teachers to support others through team teaching. We have shared our school environment with a number of practitioners and supported other schools in how to incorporate provision areas in Year One. Another success of gifting has been the support that we have been able to support NQTs (ECTs)".**

Headteacher, Burton Green Primary School



# Leading the way in leadership

Hope Sentamu Learning Trust has a legacy of investing in leadership development at all stages of colleagues' careers. In 2021/22 the Trust will support the delivery of the reformed National Professional Qualifications (NPQs) and colleagues will be able to engage with these.

👉 **More information about these programmes can be found here.**

*"Completing my NPQML developed my skill set to enable me to confidently and effectively establish partnerships with various stakeholders from across and outside of the school when setting up and delivering my project. The programme developed my leadership confidence over time, helping me to secure the role of ITT Lead within our Trust."*

*Secondary NPQML participant 2018/19*

**WHO IS IT FOR** Aspirant and existing Middle and Senior Leaders, Headteachers/ Principals and Executive Principals. To share an expression of interest for the new programmes please contact [development@hslt.academy](mailto:development@hslt.academy)

**UCL**  
Institute of Education  
Colleagues currently involved with the legacy NPQML, SL, H and EL will continue with their programmes, supported by our development team and UCL IoE.

56 colleagues engaged with NPQML and NPQSL between 2019 and 2021. Here's what some of them have to say about their experience to date and the impact it has had on them:

*"The NPQML programme has helped with my confidence to be a middle leader. I sometimes felt I would not make a 'good' middle leader because I wasn't the loudest character, however the programme has helped me realise that there are lots of different types of managers and you don't need to be 'loud' to be a great manager or leader."*

*Primary NPQML participant, 2019/20*

## Middle Leader Development Opportunities

Every year we design and deliver development opportunities to meet the needs of our schools and the interests of our colleagues.

### DIFFICULT CONVERSATIONS TRAINING

This series of twilight training sessions was designed for line managers, mentors and coaches at any stage of their career. No conversation is the same and this training aims to equip participants with a better toolkit to enable productive, professional conversations.

Facilitated by Headteachers and senior colleagues from the Trust, participants engage with appropriate research, models and approaches; reflect on their current practice and consider how they can use their learning from the sessions to have better conversations, share best practice, engage with the Teachers Standards and other relevant policy and ensure all conversations are purposeful and ultimately lead to improved progress for pupils.

*"Colleagues will benefit from conversations that are clearer and more focused. This will help support them in their development which will have an overall beneficial outcome for the students they teach."*

*Difficult Conversations Participant*

*"The opportunity to discuss something that you want to improve with colleagues facing similar challenges in different schools is beneficial. I feel more confident following this CPD. I'd recommend similar sessions because the environment was both supportive and confidential."*

*Difficult Conversations Participant*

### APPLYING FOR MIDDLE AND SENIOR LEADER ROLES

This programme has been specially designed for Hope Sentamu Learning Trust colleagues interested in, or actively seeking, a middle or senior leadership role within or outside of the Trust. The sessions will be delivered by existing Headteachers and



Senior Leaders and will include a combination of information sharing about the assessment and recruitment process based on research and good practice. There will also be opportunities to hear from current middle, senior and executive leaders about what they are looking for during the assessment process.

They will share top tips and practical examples at each stage of the process and participants will have a chance to practice interview questions with a panel of leaders and receive feedback on these in a safe, professional environment.

Moreover, hearing from colleagues about their experiences will enable participants to consider how this could support them in their development, as well as providing



time to consider and discuss their next career steps and actions they might take to achieve these with current school leaders.

■ If you'd like to find out more about designing, delivering or attending similar training please contact [development@hslt.academy](mailto:development@hslt.academy)

# Extra support for Early Career Teachers

## ECT DEVELOPMENT OPPORTUNITIES

We are committed to providing the best start to your career at Hope Sentamu Learning Trust. Our Trust provides a wide range of development opportunities to support colleagues to have the best possible start to their teaching careers. ECTs will be supported in their own school context through mentoring and school-specific induction programmes.

They will also engage with the Early Career Framework, through our partnerships with Ambition Institute and Teach First.

In addition to this, ECTs are also supported to work across the Trust to observe best practice and connect with other

colleagues. This can be arranged through an in-person visit or a series of meetings over Zoom.

## ECT RECRUITMENT

Training to teach doesn't end when you complete your PGCE. At Hope Sentamu Learning Trust, we actively support our training teachers to apply for ECT positions both inside and outside our schools.

Every year we recruit at least a third of our training teachers to work in our schools in York, Barlby, Scarborough and Hull, and engage with other schools across the region to enable our training teachers to secure ECT positions elsewhere.

Over the last two years we have successfully recruited 16 School Direct teachers to teach in our Trust schools. These 16 ECTs teach Geography, English, Maths, Science, Drama, Modern Foreign Languages and PE.



We recruit early in the Spring Term each academic year. If you'd like to hear more about our application process or working in a Trust school as an ECT please contact us at [development.hslt.academy](mailto:development.hslt.academy) and we will be happy to connect you with a current ECT.

*"The sessions over the two years have impacted my teaching, the Kubler Ross curve has certainly changed my mindset when things go wrong/not to plan. I've also really enjoyed learning about our colleagues' pathways into leadership."*

*Maths Teacher,  
Hope Sentamu Learning Trust*

## A COLLABORATIVE AND SUPPORTIVE NETWORK

**"Our early career teachers (ECTs) benefit from regular networking opportunities. This helps them to develop their expertise and share experiences with their peers. This collaborative approach is both enriching and reassuring. It is a privilege to see newly qualified teachers flourishing and growing as they learn from each other and from more experienced colleagues across the Trust. As they embrace new opportunities and get involved in projects, it is clear to see where the next generation of school leaders will be coming from. The future is bright!"**

Principal, Graham School

ECTs WITHIN OUR TRUST ENGAGE WITH THE EARLY CAREER FRAMEWORK THROUGH OUR PARTNERSHIP WITH THE AMBITION INSTITUTE AND TEACH FIRST







# Train to teach with Hope Sentamu Learning Trust

## SCHOOL DIRECT SECONDARY PGCE

As a teacher from day one, our year long secondary teacher training programme provides a truly school-centred experience. Our ITE provision is informed by the core content framework, a statutory curriculum which we provide to our School Direct PGCE training teachers.

Training teachers will spend 80% of their time in school, working in a diverse range of schools across the region, each with an excellent training record. They will also have dedicated mentors to support them to become a qualified teacher.

For 20% of the time, training teachers will engage in rigorous academic sessions on best practice in teaching led by both school and university colleagues. We are proud to

design and deliver this through our outstanding partnership with York St John University.

We currently offer the School Direct PGCE in the following subjects: English, Maths, Religious Education, History, Geography, Drama, Music, Modern Foreign Languages, PE, PE with Ebacc, Biology, Chemistry and Physics. We are looking for training teachers who:

- have a passion for teaching and a love of learning
- are committed to ensuring that all pupils can succeed no matter what their background or starting point
- are enthusiastic and have excellent organisational skills
- have the ability to reflect and develop as critical professionals
- have a high level of

resilience and respond well to constructive feedback

- show personal initiative and can work well with peers, pupils, tutors, staff and parents alike
- can express ideas clearly and succinctly

If you, or someone you know, is interested in applying to train to teach with us, contact us at [development@hslt.academy](mailto:development@hslt.academy)

*"I would encourage others to train with Hope Sentamu Learning Trust because it offers you a route directly into the classroom where you can learn as you teach, and you are supported really well by colleagues from the Trust, your placement schools and York St John University".*

*Science Training Teacher*





## SCHOOL DIRECT MENTOR TRAINING AND DEVELOPMENT

Support is an integral part of developing and nurturing trainees to be outstanding teachers. Through weekly mentor meetings, as well as regular feedback on their teaching, training teachers will be supported by their School Mentor as well as their York St John University Link Tutor. Training teachers will also have a Professional Mentor who will provide them with support. In addition, they will also be allocated an academic tutor from the York St John University to support writing at Masters Level.

In partnership with York St John University, we deliver Mentor Training and Development sessions throughout the year to enhance our mentors' mentoring and coaching skills. We are fortunate to have such a range of willing and experienced mentors from both Hope Sentamu Learning Trust schools and other schools outside of the Trust.

*"It is a programme which provides unlimited support... I have had a really positive experience so far, the link with the university and school is seamless. The department I am in is very welcoming and the support I am getting is great. My mentor is also very experienced and knowledgeable which is great when I need help or advice."*

Training Teacher



## SCHOOL EXPERIENCE DAYS

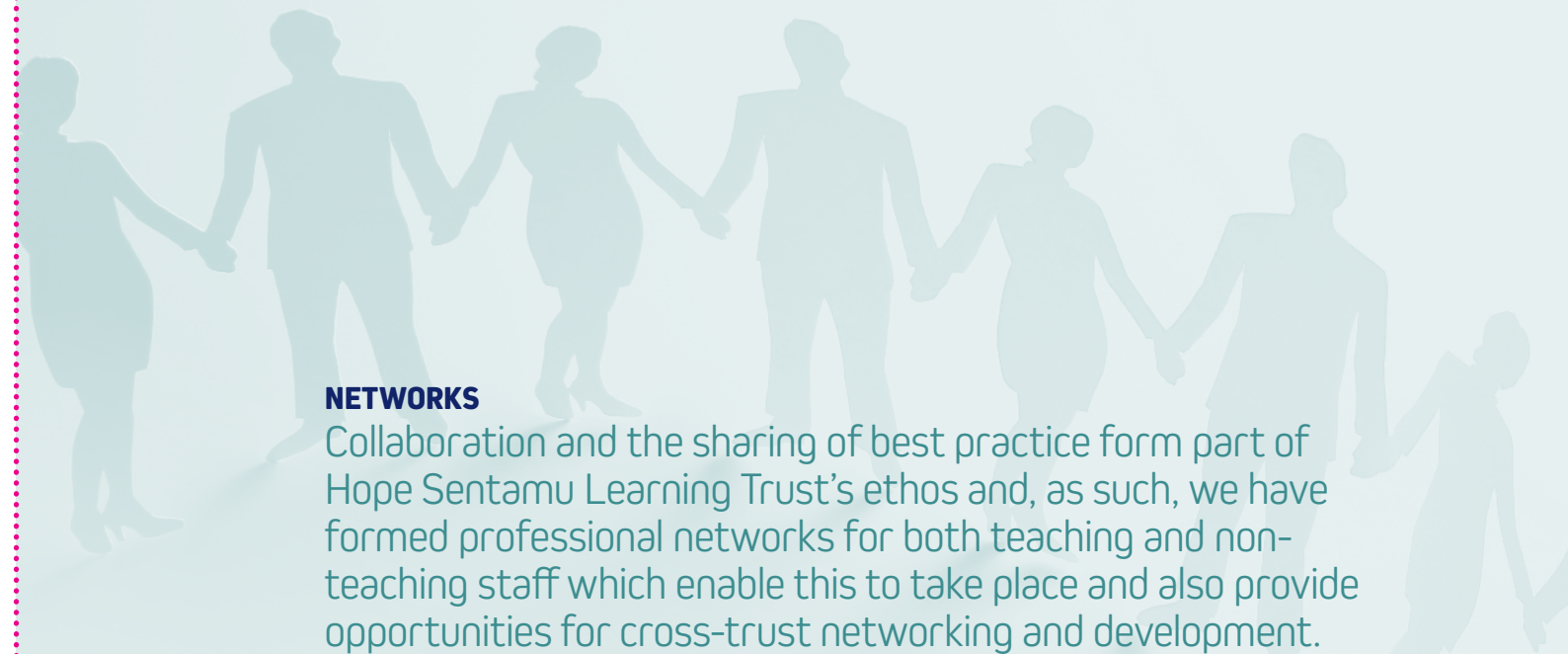
Gaining real school experience is vital in deciding whether you want to be a teacher. The School Experience Programme (SEP) gives you an opportunity to meet and observe the teachers and pupils we work with. Our school experience is bespoke to meet your needs and will include opportunities to:

- observe a range of lessons in your chosen subject
- talk to teachers about school life
- gain more information about our School Direct programme

- speak to a lead practitioner about career progression within teaching
- support from our School Direct Lead to apply on DfE Apply

All experience days take place at Hope Sentamu Learning Trust schools and additional days within our partner schools may be possible.

**INTERESTED?** If you or someone you know is interested in gaining further school experience, contact us at [development@hslt.academy](mailto:development@hslt.academy) and we can arrange this for you.



## NETWORKS

Collaboration and the sharing of best practice form part of Hope Sentamu Learning Trust's ethos and, as such, we have formed professional networks for both teaching and non-teaching staff which enable this to take place and also provide opportunities for cross-trust networking and development.

### NON-TEACHING STAFF NETWORKS

Professional networks for our non-teaching staff exist and are used to share best practice, discuss role-specific developments, seek advice and receive support in order to ensure colleagues are empowered to carry out their roles effectively.

**INTERESTED?** Contact us at [development@hslt.academy](mailto:development@hslt.academy) to find out more.

### SKILLS NETWORK

Hope Sentamu Learning Trust has partnered with global training provider The Skills Network so colleagues now have the opportunity to unlock their full potential by enrolling on a nationally accredited qualification of their choice, for free. In partnership with The Skills Network, we offer a suite of

level 2 qualifications to develop colleagues' skill set, further their professional development and enhance their career.

These courses are delivered via distance learning methods, either online or using paper-based learning materials, and can be completed within 12-16 weeks. With a dedicated Learner Support Advisor and Subject Specialist Tutor, you are supported through every step of your learning journey.

**INTERESTED?** Select your course, complete the online enrolment form and begin your learning journey! [Visit hope.theskillsnetwork.com](https://www.hope.theskillsnetwork.com)

### PHASE/SUBJECT NETWORKS

These networks provide a perfect forum for phase/subject leaders and teachers to share best

practice, discuss key curriculum developments, seek advice and receive support in order to facilitate outstanding learning and teaching across the Trust.

Phase/Subject Networks for teaching staff take place termly and the dates of these can be found in the 21/22 Workforce Development Calendar.

[Click here to find details of the next session](#)

■ For further information about **secondary** subject networks, please contact Katherine Humpleby, Secondary School Improvement Lead: [k.humpleby@hslt.academy](mailto:k.humpleby@hslt.academy)

■ For further information about **primary** phase/subject networks, please contact Shan Brough-Jones, Primary School Improvement Lead: [s.brough-jones@hslt.academy](mailto:s.brough-jones@hslt.academy)





## SECONDMENTS & HONORARIUMS

At Hope Sentamu Learning Trust, we believe that enabling the sharing of best practice and collaborative working is a key priority to delivering high quality first teaching across all of our schools, in every learning session, without exception.

As such, we have created a series of time-limited, internal secondment and honorariums, each lasting no longer than one academic year, which involve cross-trust working to support particular strands of work, such as subject/phase networks, teaching and learning and disciplinary literacy.

These roles are designed to grow talent within and across the Trust and act as a stepping stone for career development by enabling colleagues to develop their skills and experience in a given time frame. Moreover, these roles support school and Trust succession planning and grass roots development.

■ If you'd like to find out more about our secondment or honorariums and dates of the next recruitment cycle, contact [development@hslt.academy](mailto:development@hslt.academy)

## APPRENTICESHIPS

Every individual within the Hope Sentamu Learning Trust now has the opportunity to develop professionally within their workplace through the Government's Apprenticeship scheme.

From April 2017, the Government reformed the way apprenticeship training is offered and funded to create this new learning and development scheme. This forms part of the apprenticeship system in England that will enable all employers (including schools) to support the professional career development for existing staff as well as new recruits. This provides every individual within the Trust an opportunity to develop professionally within their workplace, depending on their job role and subject to approval from their Line Manager.

For teachers within the Trust, there may be the chance to develop other skills outside of their core expertise, for example, in leadership. For non-teaching staff, including teaching assistants, facilities, office support, finance and HR staff, there are a wide range of training programmes and qualifications available to enhance your career within the Trust.

The government scheme has been set up so the Trust can access training through an online portal, [click here to find out more](#)

There are a selection of training programmes from Level 2 to Level 6 (undergraduate degree) and 7 (Masters degree) along with nationally accredited training providers who will provide the service. Anyone interested must discuss the opportunities with their line manager in the first instance, as they need to agree to the training and then complete an expression of interest form.

■ To find out more email [development@hslt.academy](mailto:development@hslt.academy)  
➡ [Click here to read our FAQs](#)

*"Being able to study for an MBA this year has been a fantastic opportunity to study a subject which I know will benefit my career and also the service I provide to the school and our students. It has also benefited me enormously by giving me the opportunity to network with educators from all sectors from across the country. I feel really privileged to have been given this opportunity."*

*Assistant Vice Principal at Archbishop Sentamu Academy who completed a Masters through the Apprenticeship scheme (via BeReady)*



## EXAMINERS

At Hope Sentamu Learning Trust, we encourage and support teachers to become examiners as there are many personal and professional benefits to this role, for individuals, schools and the Trust.

Examining a breadth of papers enables teachers to better understand how behaviours under exam conditions affect pupils and identifying common errors means teachers are better placed to be able to guide their own students to avoid these in future exam series.

Moreover, it creates natural opportunities for CPD; examiners are able to share their expertise within their own team or school

to improve colleagues' and pupils' understanding of the exam and support with the standardisation and moderation of assessment leading to more accurate predictions of pupil performance.

Finally, the skills and confidence which teachers develop as examiners not only influence their own teaching practices but demonstrate qualities to senior leaders which might not otherwise have been demonstrated.

**INTERESTED?** Contact the exam board directly for more information, including how to apply.  
➡ [You can also watch this video to find out more](#)

*"Exam marking is an extremely valuable CPD opportunity because it helps teachers develop their subject expertise and establish experience of common misconceptions and successful approaches to the curriculum content and delivery. It also enables teachers to network with other colleagues or experts (nationally) and it enables teachers to see how other centres approach the curriculum or teach and assess a specific question, topic or item".*

*Head of 6th Form at Archbishop Sentamu Academy and Principal Examiner for Eduqas English A Level*



# Life in all its fullness, a place to thrive...

We are a growing multi-academy trust with an exciting future. We succeed because we all hold the belief that by growing together as a family, belonging to a community where young people are at the heart of everything we do and putting others' needs before our own, we can all thrive. Since the Trust was established, we

have drawn on the experiences of each member school – we recognise wholeheartedly that each brings with it experience and valuable wisdom which can help to shape our life together. But what truly makes us strong is our people and so we are committed to empowering our workforce to see them succeed and flourish.

## FIND OUT MORE

If you would like further information on any of the workforce development opportunities at Hope Sentamu Learning Trust you can:

**VISIT** <https://hslt.academy>

**CALL** 01904 528661

**EMAIL** [development@hslt.academy](mailto:development@hslt.academy)

