



# School Support Services & Training Courses

2020 - 2021



“

*Robust, challenging and effective. Grow school improvement visits have been beneficial to my development as a leader, and have provided a positive learning experience.*

# Welcome to Grow Education Partners

Dear Colleagues,

This 2020 - 2021 booklet provides you with an overview of the ways in which we work closely with school leaders to 'cultivate success' in schools.

This last year has demonstrated how rapidly the educational landscape can change. As school leaders, you have dealt with the unprecedented changes with the utmost professionalism and have demonstrated real creativity and positivity in supporting your school communities.

It has been a privilege to work with you all.

We are fully aware that you may wish to increase your already strong focus on staff and pupil well-being this year and we will endeavour to meet your needs by providing a range of options to assist you in delivering the best for your school community.

We will also continue to support you with our:

- School Improvement support packages and add-ons
- HR and Data Protection packages
- High quality in-house, in-school and online professional development

Established in 2011, Grow is a team of outstanding practitioners, headteachers and consultants with a range of expertise and experiences. To ensure high quality foundations, we have evolved slowly, but now collaborate with over 250 schools of all types. We are proud to work in schools across 18 local authorities to help school leaders to deliver the best quality education for all pupils.

As a subsidiary company of the London Diocesan Board for Schools (LDBS) we also continue to offer specific courses related to CE schools. These are listed in a separate section of this booklet.

We look forward to working in partnership with you and playing our part in cultivating success in your school to help you deliver the high-quality education all children deserve.



**Helen Ridding** / Managing Director, Grow Education Partners



# Booking & Ordering

To reserve course places and to order support packages, you will need an account for your school. Registering is quick and easy. Please visit [www.grow-education.org/register](http://www.grow-education.org/register) for more information.

Once registered, you can place, update and keep track of your orders through our website. If you need to discuss a specific requirement, please feel free to contact us:

**Phone: 020 7932 1175**

**Email: [grow@london.anglican.org](mailto:grow@london.anglican.org)**

## Prices and discounts

All prices on our website and in this booklet are quoted exclusive of VAT. There is a 20% discount for every additional place booked on the same course or programme.

## Cancellation policy

We charge 20% of course fees for any cancellations made within the 2 week period before the start of a course. If you cancel after, or on the actual day of the course starting, we will invoice for the full fee. We will refund any course fees if we have to cancel.

## Covid-19

We will continue to build on our offer to best support you, remotely or in person, throughout this period. Due to the ongoing uncertainty however, we may make adjustments to some elements.

Training courses listed in this booklet are scheduled to take place at our venue 36 Causton St, London SW1P 4AU. However, we are prepared to continue to provide online training and to move the longer courses to later on in the academic year, if necessary.

Prices will be reduced to account for any change in delivery.

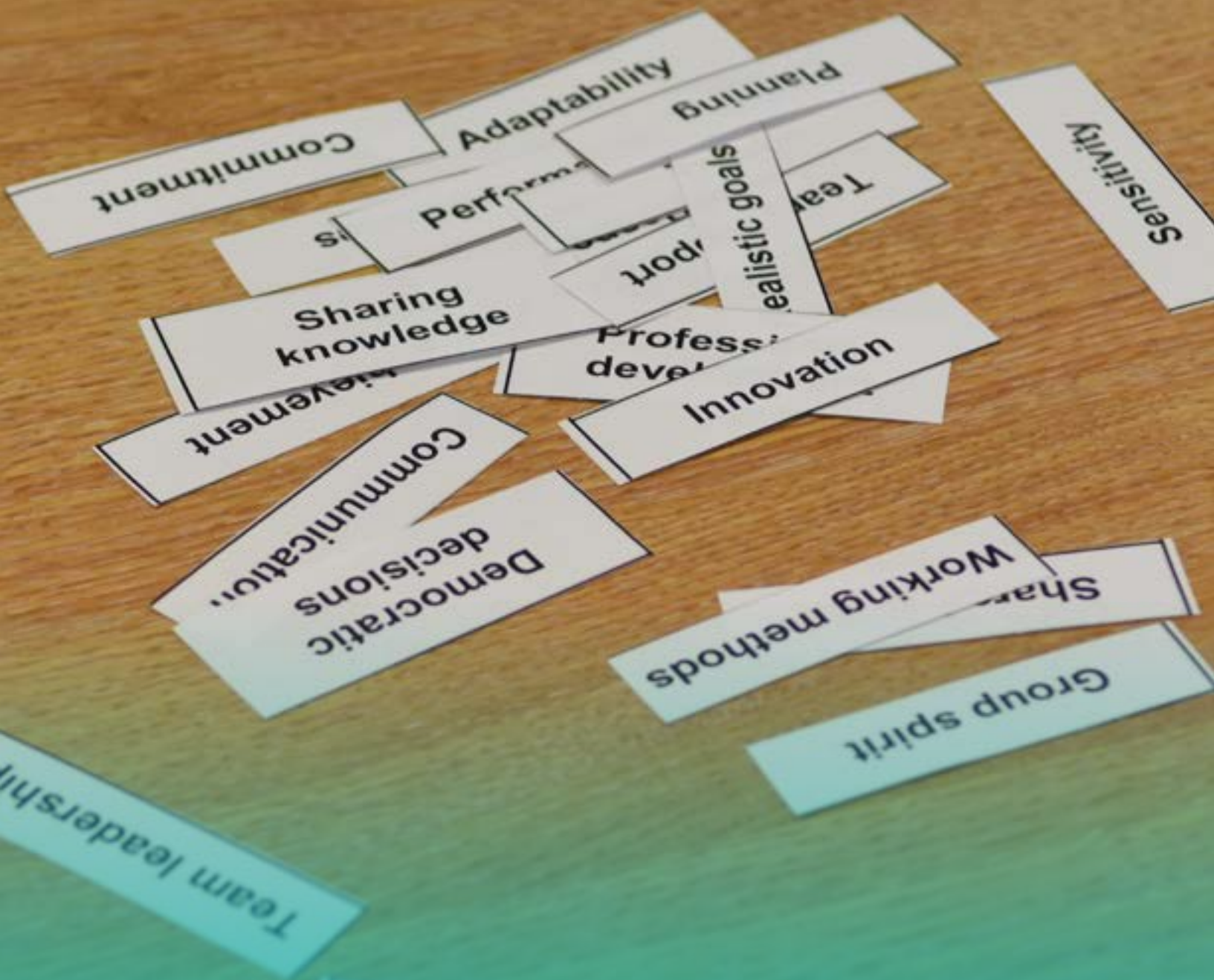
For our full terms & conditions, venue information, current prices and discounts, please visit our website.



*The Grow Leadership Partners reinforced my leadership aims and delivered honest and knowledgeable feedback, which was grounded in a wealth of experience of schools and inspections. The impact of their insightful observations in my school has been a swift change in teaching and learning strategies. These changes over time will enable our children to thrive academically and improve their outcomes.*

# Contents

<b>Booking &amp; Ordering</b>	4	<b>Mental Health</b>	
		<b>NEW</b> Adult Mental Health First Aid training	24
<b>School Improvement Packages</b>	7	<b>SEND</b>	
<b>School Improvement Add-ons</b>		Understanding Autism in the mainstream classroom	25
Support add-on: External focus review	8		
Support add-on: Headteacher appraisal	9	<b>Safeguarding</b>	
Support add-on: Governance	9	CEOP online safety	26
<b>HR Support Package</b>	10	Designated Safeguarding Leader training for existing DSLs	27
<b>Data Protection Support Package</b>	11	New in role Designated Safeguarding Lead training	27
<b>Professional Development</b>	13		
Middle Leadership	14	<b>Data Protection Courses</b>	
Senior Leadership	15	Data breaches	28
The Challenge of Headship	16	Data Protection Impact Assessments (DPIA)	28
NQT Training Programme	17	Rights of access: don't fear the request	28
		Living documents	28
<b>Curriculum Subject Leadership</b>	18		
<b>NEW</b> Curriculum champions	18	<b>HR Courses</b>	
<b>NEW</b> Leading phonics and early reading	18	All you need to know about the School Teachers' Pay & Conditions document	29
<b>NEW</b> Geography subject leader toolkit	19	Handling parental complaints	29
<b>NEW</b> History subject leader toolkit	19	Support staff appraisal	29
Understanding the role of the science leader	19		
Leading RE in primary schools for recently appointed RE leaders	20	<b>CE Schools</b>	
		SIAMS self-evaluation: monitoring the impact of the school's Christian vision	31
<b>Education Inspection Framework</b>		SIAMS self-evaluation: making a case for excellence	31
Getting to grips with the Education Inspection Framework	21	Courageous advocacy: primary and secondary schools	31
Practical tips on how to write an effective SEF	21	Teaching high quality RE	32
		Delivering high quality Collective Worship	33
<b>Science &amp; Mathematics</b>		Developing children's spirituality	33
Effective science assessment	22		
Working scientifically	22	LDBS RE leaders network meetings	33
<b>NEW</b> How to really teach multiplication tables	22		
		<b>Bespoke Support</b>	34
<b>Phonics</b>			
<b>NEW</b> Effective phonics teaching with Letters and Sounds	23		



“

*Grow are the people I always turn to when I need an external overview, whether it is for safeguarding, SEF and SIP scrutiny, teaching reviews or training. They listen and, where possible, make suggestions which will save us money too!*

# School Improvement Packages

We are passionate about helping schools to be the best that they can be, by helping to identify strengths and areas for improvements and ensuring that the right strategies are in place.

## About our school support options

Providing the highest level of expertise, advice and guidance, our **Oak**, **Beech** and **Cedar** school support packages can be flexibly tailored to suit your school's context or individual development needs.

All our packages provide you with options for any of the aspects listed below:

- Tailored support at your school with a Leadership Partner
- Support in preparation for inspections
- Headteacher Performance Management - see our support add-on options
- External reviews on the quality of teaching, learning, leadership or governance - see our support add-on options
- Subject reviews and audits e.g. phonics and early reading, maths
- School self-evaluation and improvement planning
- Safeguarding reviews
- Work scrutiny and moderation
- Coaching and mentoring of staff
- Supporting class teachers in identified improvement aspects e.g. EYFS

Whether you choose 3, 6 or 12 days of annual school support, you can also opt to add any of our support add-ons to give you full flexibility in facing the challenges of an ever-changing educational landscape.

“*The Grow Leadership Partner and consultants are committed to enabling school leaders to improve outcomes for children. They recognise and acknowledge the hard work and determination of school staff and provide challenge as critical friends who offer new suggestions.*”

## Details

Package	Cost
Oak 3 days	£1950
Beech 6 days	£3600
Cedar 12 days	£6550

Our Beech and Cedar packages provide options for more focused support on specific aspects.

If your school needs significant additional capacity and support to realise improvements e.g. as a result of changes in leadership or high staff turnover, then our Cedar package will be the best option.

# School Improvement Add-ons / 1

Our support add-ons cost £680 per day with a school improvement support package, or £790 without. They can be included as part of your existing support package if time allows, or purchased separately.

## Support add-on: External focus review

We continue to offer a range of external, highly regarded, focus reviews, which provide leaders with an external overview of chosen aspects.

Our reviews are bespoke to meet the needs of your school. By talking to you about your needs, we ensure that the focus aspect is always of the highest quality. This is why our feedback from schools is always very positive.

## Most reviews will include:

- A pre-visit discussion with the headteacher so that the focus is fully understood
- An audit of any shared information prior to the school visit
- Time in school working with senior and/or subject leaders
- Verbal feedback on main points - strengths and recommendations going forwards
- A written report, which has been quality assured, outlining the above in more detail

## How long does it take?

This is flexible, although as a rough guide (1 form entry school) it will include:

- One ½ day preparation
- One day in school
- One ½ day report writing

“*The review was immensely useful and the consultants' skills were very well matched to our needs. Thank you for finding such experts for us.*”

## Details

Our reviews are conducted by highly experienced consultants. Mini CVs are available on request.

Reviews are likely to take longer if your school is larger. In some situations we may be able to offer 1 day reviews.

Please contact us to discuss your needs.

## Suggested reviews

Early literacy and phonics

Writing

Science

Mathematics

Safeguarding

Self-evaluation

Quality of teaching and learning

Subject specific reviews

Leader discussions and coaching

Curriculum planning



# School Improvement Add-ons / 2

## Support add-on: Headteacher appraisal / 1 day

We can provide schools with an experienced Grow Education performance manager.

They will provide support and guidance throughout the Headteacher Performance Management process and ensure that it is carried out in line with current regulations and supports the development of clear, well-defined objectives and criteria.

“ *It is great to be able to use one of our Grow School Improvement days for Headteacher Performance Management. The consultant went out of his way to help us within a short timescale. He took time to listen to us all and his experience was invaluable in agreeing the objectives.* ”

## Support add-on: Governance

Whatever your school's context, our Governance review and support options can help governing boards identify existing strengths and future areas for improvement.

We can help governors to:

- become more skilled and effective in understanding and carrying out their statutory duties
- understand the appropriate balance of challenge and support while holding leaders to account
- ensure the right range of skills and experience are in place
- have greater clarity and confidence in supporting the shared vision for the school

“ *Having engaged in other providers to conduct GB reviews and training sessions, I keep coming back to Grow. Their knowledge is always up-to-date, the advice dependable and the style of delivery engaging and above all, inspiring. It's good to have that support and validation.* ”

## Details

Our performance managers are accomplished education professionals or former headteachers with extensive experience of working with governing boards and headteachers.

## Options

Full external governing board review:

**2½ days**

Bespoke review / supported self-evaluation:

**1 to 2½ days**

In-school training:

**1 day, ½ day or 2 hours**

# Human Resources Support Package

Offering comprehensive advice and guidance in all aspects of employment across the education sector, our bespoke HR services can help you overcome any challenges you face.

## About our HR support

Our overall aim is to help you embed good and lasting HR practices. This cost effective support package offers focused advice and flexible support to ensure that the right practical solution is put in place.

## Outline of service

- A named link adviser, unlimited telephone and email advice and access to policies and updates
- Attendance at governors' HR hearings, including pay appeals
- Comprehensive advice and guidance on employment law, discipline and grievance, managing organisational change and performance, capability and attendance management
- Establishing effective working relationships with trade unions
- Terms and conditions for teaching and non-teaching staff
- Negotiation of settlement agreements
- Mediation between members of staff, parents and the school
- TUPE in relation to outsourcing services

### **NEW** Parental complaints

- Support with informal stages, investigation advice, mediations and attendance at formal hearings

## We also offer, for an additional fee

- Investigations
- **NEW** Equality audits
- Preparation of contracts of employment
- DBS checking and counter signatory service

“ Our HR adviser has gone over and above to assist us this year. The guidance, time and dedication provided by the HR team is invaluable.

## Details

Our HR support costs are dependent on school group size.

### Primary schools:

From £850 to £2380

### Secondary schools:

£5780

## Contracts

### Primary schools:

From £70 to £180

### Secondary schools:

£400

## DBS checking

£46 per application

# Data Protection Support Package

Our Data Protection team currently supports over 200 schools across London in meeting their statutory duties by providing data protection and privacy guidance, advice and training.

## About our data protection support

Our comprehensive support package is provided by qualified data protection consultants and is overseen by our Head of Data Protection to ensure we provide a consistent approach across all schools.

It has been tailored to offer you complete peace of mind, allowing you to focus on your core role.

Buying into this support package will also give you free access to our focused data protection training courses.

## Outline of service

- A named designated Data Protection Officer (DPO) who will be the point of contact for the ICO and data subjects
- DPO to lead on data breach management issues, data request responses and impact assessments
- Unlimited telephone and email advice on data protection issues
- Access to data protection policies, procedures and documents (updated annually)
- Up to two ½ day visits a year related to compliance monitoring
- One ½ day visit for a governor visit or training session
- Free attendance at the bespoke Grow data protection training sessions
- Monthly newsletter with data protection updates and news

“Grow offered the best value data protection service and right from the start, instilled confidence with sound, practical advice. Thank you for adapting so quickly to the lockdown and for carrying out a virtual review of our documentation and procedures. Your advice and expertise has been very welcome this year and we will definitely be signing up for next year.”

## Details

We have changed the renewal date for this service. To align with the academic year, the service is now priced at and valid for 15 months.

**Price:**

**£1437**

**1 Jun 2020**

**to 31 Aug 2021**

We offer discounts to multi-academy trusts of 4 or more schools.



“

*Your leadership courses are very informative, thought-provoking and encouraging. Makes you think especially about what works well and where improvements can be made. It's really good to have so much time to discuss topics and ideas with other leaders.*

# Professional Development

We understand the importance of ongoing professional development for school leaders and staff. Our courses support all levels of experience across a range of aspects so that your whole team can provide the best for your pupils.

**Our professional development training courses are split into three categories:**

## Leadership Programmes

Our popular leadership programmes range from 3 to 6 days and are designed to cater for teachers at all stages of their career.

It is a testament to their success that a high proportion of school leaders return to complete the 'next stage' programme. With high numbers of applicants, please book early to avoid disappointment.

## NQT programme

We appreciate how vital it is for NQTs to feel supported in their first years as teachers. To support your NQTs we provide a tailored programme of 17 training courses spread evenly across the academic year. We also offer the option to attend individual sessions.

## Short courses

Our short courses (½ day to 2 days) include a range of topical aspects to support you in delivering high quality education in your school.

Aspects include subject leadership, curriculum, SEND, safeguarding, specific focus for CE schools, well-being, HR and Data Protection.

“*Having attended the Senior Leadership and Challenge of Headship programmes myself, I know when I send staff on courses, or when I arrange a Grow INSET, that they are going to receive quality CPD. I know this will impact positively on their own practice, the practice of others and ultimately benefit the children in my school.*”

## Details

Our programmes are led by highly regarded specialist consultants, outstanding practitioners and headteachers.

They bring together their skills, knowledge and practical experience to help teachers to flourish.

Mini CVs are available on request.

If you are interested in booking a training course in school or to a local cluster of schools and multi-academy trusts, we will arrange this for you where possible.

Please contact us to discuss your needs.

# Leadership Programmes / 1

This programme covers a range of leadership aspects to support middle leaders and is suitable for subject leaders who have 2 or more years class teaching experience.

## Middle Leadership / 3 days

### Day 1: The starting point: Understanding whole school issues

- School context and history
- The role of the governing board
- School policies relevant to your role
- Using external school data to drive improvement
- What is your remit and who are your team
- Knowing and resourcing your subject well
- 'Championing' your area of leadership

### Day 2: Ensuring a quality education for all

- What makes for a quality education and how to measure impact
- Understanding the relationship between Intent, Implementation and Impact
- Developing skills in carrying out lesson visits
- Giving effective feedback
- Developing skills in how to have a 'difficult' conversation
- Pupils' attitude and behaviour - promoting positive approaches in your area

### Day 3: Leading with a clear vision, preparing for inspection, engaging with all stakeholders

- Leading and managing with a vision
- Preparing for inspection
- Understanding what a 'deep dive' might look like
- Engaging the wider community, including parents and carers, in school improvement
- Cultural capital - what does it mean in your context
- Effective action planning and evaluating impact
- Planning your next steps back in school as a middle leader

## Details

### Dates:

6 November 2020

25 November 2020

11 December 2020

### Time:

9.30am - 3.30pm

### Price:

£495 per attendee

If you were booked to attend last year, please do not re-book these dates. We have separate dates for you to complete the programme, postponed due to Covid-19.

# Leadership Programmes / 2

Suitable for those in a senior leadership role, e.g. assistant head, deputy head or phase leader and those aspiring to be assistant or deputy headteachers in the near future.

## Senior Leadership / 6 days

This programme explores key areas of leadership within the context of schools in London and provides opportunities for self-reflection on your leadership journey.

Topics are grounded in the day-to-day experience of participants and that of the experienced headteachers and senior leaders who contribute to the programme.

Aspects covered on the programme include:

- The opportunity to work-shadow an assistant or deputy headteacher
- Leader or manager?
- Hearing from current leaders about their work
- The skills and qualities of a senior leader
- Working with and leading teams
- Coaching and mentoring and the use of voice
- Developing your own vision
- Working with governors as a senior leader
- Perceptions of parents and the parent friendly school
- Evaluating the quality of teaching and learning
- Understanding and using data
- Ofsted - understanding the current framework
- Financial management
- Safeguarding: emergencies and the roles and responsibilities of senior leaders
- School self-evaluation
- Developing your career

“It has been an excellent opportunity to reflect on the differences between leadership and management, qualities and skills. It was great to be able to reflect and think more deeply about my role.”

## Details

### Dates:

13 November 2020

11 December 2020

5 February 2021

19 March 2021

7 May 2021

2 July 2021

### Time:

9.30am - 3.30pm

### Price:

£900 per attendee

# Leadership Programmes / 3

One of our most popular leadership programmes, this is suitable for newly appointed headteachers, heads of school and experienced deputy headteachers aspiring to headship.

## The Challenge of Headship / 6 days

This programme will help you develop the skills and knowledge needed to lead a successful school.

We provide time to share the day-to-day experience of participants and that of the experienced headteachers who contribute to the programme.

Aspects covered on the programme include:

- The opportunity to work-shadow a headteacher in a chosen school context
- Creating a vision and establishing a strategic direction - leading schools in the future
- Developing a successful vision with a focus on leading a Church school
- Quality assurance, self-evaluation and preparation for inspections
- Developing relationships with stakeholders and external bodies
- Leading and managing staff, including difficult conversations
- Recruiting and building a successful team
- Ensuring high performance - dealing with resistance
- Financial monitoring
- Coaching and mentoring
- Excellence in all aspects of school life
- Using and understanding data to support school improvement
- HR scenarios - working effectively with the HR team
- Ensuring the safety of the school community

“*Very insightful. Great clarity and honesty - this was time well spent to move my thinking forward. It made me reflect on important parts of school life, helped me reaffirm what I am doing, correct where I'm getting it wrong and gave ideas of possible future vision/pathways.*”

## Details

### Dates:

20 November 2020

4 December 2020

22 January 2021

12 March 2021

21 May 2021

25 June 2021

### Time:

9.30am - 3.30pm

### Price:

£1050 per attendee



# NQT Training Programme

Our NQT training programme focuses on key strategies, ideas and topics essential in developing concrete teaching skills. You can book the complete 17 session programme or depending on eligibility, buy individual sessions.

## Autumn Term 2020 / 6 days

1. Welcome and the essential guide for NQTs	16 Sep
2. Online safety	30 Sep
3. Promoting positive behaviour	14 Oct
4. Finding and keeping your presence in the classroom	4 Nov
5. Driving learning through effective assessment and feedback	18 Nov
6. Developing children's number sense	2 Dec

## Spring Term 2021 / 6 days

7. Creating a community of readers and writers	13 Jan
8. Inclusion 1: Effective teaching for SEND pupils	27 Jan
9. Personal resilience and maintaining your own well-being	10 Feb
10. Inclusion 2: Identifying specific pupil groups	24 Feb
11. Learning measuring through problem-solving	10 Mar
12. Punctuation and grammar	24 Mar

## Summer Term 2021 / 5 days

13. Promoting poetry in the classroom	21 Apr
14. Teaching Christianity	5 May
15. Teaching science - a practical approach	26 May
16. Teaching World faiths	16 June
17. Closing ceremony	30 June

“ These sessions have helped me to reflect on my own teaching. They have also enabled me to use the strategies in my own practice. Great resources recommended along with great advice to use in class.

## Details

### Time:

1.30pm - 3.30pm

### Price:

Full programme: £850  
(17 sessions)

### Individual session:

£70 for NQT 2 & 3: **LIVE ONLINE COURSE**

£75 for all other sessions

## Venue

All sessions take place at 36 Causton Street, London SW1P 4AU.

We can also deliver online training if required.

# Curriculum Subject Leadership / 1

Our well-received curriculum subject leadership courses are designed to support teachers in understanding their subject and wider leadership roles. This year we have new courses focussing on the curriculum, phonics and reading and the humanities.

## NEW

### Curriculum champions / 1 day

This course, for primary school subject and/or middle leaders, introduces a range of effective strategies, approaches and knowledge to help them excel in the role and empower them to:

- Understand their responsibilities and accountabilities
- Consider the inspection framework and how this impacts on the school's curriculum
- Use an audit tool to evaluate the Intent, Implementation and Impact
- Investigate effective monitoring approaches e.g. planning scrutiny, work sampling, pupil interviews and lesson observations
- Carry out a skills audit and needs analysis
- Create an effective action plan that will drive progress
- Practise presenting to a range of stakeholders

## NEW

### Leading phonics and early reading / ½ day

Designed to enable headteachers and leaders to effectively monitor the quality of phonics and early reading provision in school.

You will revise and enhance the application of phonics in reading and writing by:

- Evaluating the quality of teaching in phonics and early reading
- Using data to identify key trends in communication and language, phonics and reading links across the EYFS, KS1 and KS2
- Using resources effectively to support high quality teaching, including the use of decodable texts

Resources will be available to purchase at an extra cost at the end of the session.

## Details

### Date:

5 October 2020: **LIVE ONLINE COURSE**

### Time:

9.30am - 3.30pm

### Price:

£165 per attendee

## Details

### Dates:

2 October 2020: **LIVE ONLINE COURSE**

**OR** 1 December 2020  
(Causton Street)

### Time:

9.30am - 12.30pm

### Price:

Oct - £95 per attendee

Dec - £100 per attendee

# Curriculum Subject Leadership / 2

## NEW

### Geography subject leader toolkit / 1 day

### History subject leader toolkit / 1 day

The new Ofsted Framework focuses on ensuring that learners receive a high-quality education, through the school's rich curriculum offer. These **separate 1 day courses** are aimed at empowering Geography and History subject leaders to:

- Understand the implications of the framework on the leadership role
- Explore how Intent, Implementation and Impact relate to each other within the context of a school's curriculum
- Consider the key elements of a 'deep dive' in the subjects
- Evaluate practical ways to drive forward improvements

Leaders will also have the opportunity to consider:

- What knowledge and understanding pupils are expected to gain at each stage of their schooling and in each subject
- How the whole-school curriculum hangs together
- How the school's context informs the curriculum
- How pupils know more and remember more of the planned curriculum and how this compares to expectations

## Understanding the role of the science leader / 1 day

For newly appointed science leaders. Participants will develop the skills to lead science effectively, share experiences with other science leaders and discuss current practice in their school.

We will look at books and planning audits so that participants can develop an effective science action plan to support them in their role and leave feeling confident in identifying good practice and in knowing how to support teachers in their schools.

Course objectives:

- Understanding the role of the science leader
- Raising leaders' awareness of current thinking on what makes quality science teaching and learning

## Details

### Dates:

Geography Toolkit  
12 October 2020: **LIVE ONLINE COURSE**

History Toolkit  
27 November 2020

### Time:

9.30am - 3.30pm

### Price:

Geography Toolkit : £165 per attendee

History Toolkit - £175 per attendee

## Details

### Date:

27 November 2020

### Time:

9.30am - 3.30pm

### Price:

£175 per attendee

# Curriculum Subject Leadership / 3

We are aiming to provide half termly subject leaders' meetings in several topics e.g. DT & Mathematics. Please check our website for updates.

## Leading RE in primary schools for recently appointed RE leaders / 1 day

Providing guidance and support to teachers in their new role as RE leader. The course will include ready-to-use ideas to engage staff and pupils.

It will give participants the knowledge and confidence they need to be an effective leader of RE.

The day will cover:

- Roles and responsibilities of leading RE in a Church school
- Promoting and keeping a high profile of the subject within the school
- The law and the national picture for RE
- Understanding the LDBS agreed syllabus

“ Really good selection of courses - especially being new to the role. Good to network and share ideas. I went away feeling encouraged and equipped to carry out my role. Lots to think about, but also lots of great ideas shared.

“ Excellent resources and useful ideas to implement in the classroom for all ability ranges. This was a very useful afternoon, with lots of practical ideas that I can implement straight away. Thank you - also a great mix of talk, discuss and do.

“ It is so brilliant to have the time to think so deeply about education with such a strong group of professionals. To be able to focus and enjoy an in-depth discussion with peers, it really refreshes and inspires me to continue developing my teaching skills.

## Details

Date:

22 October 2020: **LIVE ONLINE COURSE**

Time:

9.30am - 3.30pm

Price:

£115 per attendee

**You may also like:**

Teaching high quality RE in the primary school (page 32)

# Education Inspection Framework

Back by popular request, these courses provide time for leaders to understand the new Inspection Framework.

## Getting to grips with the Education Inspection Framework / 2 days

The Education Inspection Framework came into effect in September 2019. The focus of this framework ensures that learners receive a high-quality education, through the school's rich curriculum offer.

This course will enable school leaders to spend time exploring and understanding the implications of the new four key judgements:

- Quality of Education
- Behaviour and Attitudes
- Personal Development
- Leadership and Management

During the course, leaders will deep dive into the key judgements. They will also explore the 'big questions' relating to inspection's definition of curriculum and will learn how to effectively plan for and manage an inspection within their setting.

“*Incredibly helpful. This was one of the best courses I have been on in a long time. The trainer is very knowledgeable, clear and direct.*”

## Practical tips on how to write an effective SEF / 1 day

Designed to equip leaders with the knowledge, skills and understanding required to write an evaluative and effective SEF. Leaders will develop a better understanding of how an effective SEF can provide a meaningful picture of the school by celebrating strengths and identifying key priorities for improvement.

Leaders will be provided with practical tips and hints on how to succinctly evidence their school's current evaluation and will increase their knowledge, skills and understanding of how to document this effectively.

## Details

**Dates:**

28 & 29 Sept 2020: **LIVE ONLINE COURSE**

**Time:**

9.30am - 3.30pm daily

**Price:**

£340 per attendee

## Details

**Date:**

19 November 2020

**Time:**

9.30am - 3.30pm

**Price:**

£175 per attendee

# Science & Mathematics

## Effective science assessment / 1 day

This course is suitable for teachers and subject leaders, to support schools in developing effective assessment procedures.

Participants will explore possible models for assessing science knowledge and skills and focus on formative assessment for learning and making robust summative judgements.

It will cover:

- Developing assessment for learning strategies
- Expectations for science assessment
- Different models used to assess science

## Working scientifically / 1 day

In this highly practical course we will look at the types of science enquiry that should be incorporated into the primary curriculum.

We will consider the individual scientific skills that are required for independence and progression. Participants will also become more familiar with the age-related expectations.

## **NEW** How to really teach multiplication tables / 2 sessions

These sessions will support maths subject leaders and class teachers, especially those in Year 4, in developing the approach to teaching multiplication tables across the school, including preparation for the multiplication tables check in Year 4.

They will cover:

- A whole school approach to teaching and learning of times tables
- Securing conceptual knowledge and quick recall of multiplication tables
- Requirements of the multiplication tables check in Year 4
- Impact of games and ICT to support the learning of multiplication tables

## Details

**Date:**

12 February 2021

**Time:**

9.30am - 3.30pm

**Price:**

£175 per attendee

## Details

**Date:**

19 March 2021

**Time:**

9.30am - 3.30pm

**Price:**

£175 per attendee

## Details

**Dates:**

14 October 2020: **LIVE ONLINE COURSE**

**AND** 10 February 2021  
(Causton Street)

**Time:**

9.30am - 12.00pm

**Price:**

£150 per attendee

# Phonics

We are delighted to provide this course after the popularity of the 2019 early reading and phonics audits.

## **NEW** Effective phonics teaching with Letters and Sounds / 1 day

This day will be delivered in an interactive, multisensory manner with a good balance of theory, information and practical activities. All participants will receive a comprehensive phonics booklet to use back in school.

Participants will:

- Acquire the necessary phonics subject knowledge and skills to deliver high quality phonics lessons
- Understand the expected pace and progression for phonics teaching in Reception and KS1 classes to ensure children acquire the phonics skills to support successful reading and writing and how it applies to KS2
- Know how the Letters and Sounds programme, teaching sequence and activities support effective phonics learning

We will cover:

- Current national trends
- Phonics knowledge and skills that underpin teaching each of the phases in Letters and Sounds
- The recommended pace, progression and assessment of phonics teaching in Letters and Sounds phases 2-5
- The application of phonics skills to reading and writing
- Use of 100% decodable books to match the Letters and Sounds programme
- Implementation - a key features of high quality phonics teaching to include planning, teaching, assessment and tracking of pupil progress

“ Grow’s courses are really informative with lots of opportunities for Q&A as well as time to speak with colleagues. Very knowledgeable info and guidance. Thank you.

## Details

**Date:**

9 November 2020

**Time:**

9.30am - 3.30pm

**Price:**

£175 per attendee

**You may also like:**

Leading phonics and early reading (page 18)

Understanding the role of the science leader (page 19)

Our wider range of maths courses, including Cognitive Load Theory and Metacognition

We can deliver our maths, science & phonics courses in school or to clusters of schools (max 30 participants).

Please contact us for further information.

# Mental Health

This course qualifies participants as an Adult Mental Health First Aider. Numbers are limited to 16 per course so that the instructors can keep people safe and supported as they learn.

**NEW**

## Adult Mental Health First Aid training / 2 days

The 2 days are split into a series of manageable sessions and each session is built around the Mental Health First Aid action plan.

Learning takes place through a mix of presentations, group discussions and workshop activities.

The course provides:

- An in-depth understanding of mental health and the factors that can affect well-being
- Practical skills to spot triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to further support whether that's self-help resources, through their employer, the NHS, or a mix

At the end of the 2 days you will receive:

- Certificate of attendance to say you are a Mental Health First Aider
- Manual to refer to whenever you need it
- Quick reference card for the Mental Health First Aid action plan
- Workbook and a helpful toolkit to support your own mental health

“ Our experience is always positive. Courses are pitched well with up-to-date information using real life school experiences when relevant. When you invest in sending teachers out on courses you need to know what they receive is of good quality, especially in this current financial climate. With Grow's courses, this is guaranteed and the impact of their offering is strongly felt back at school.

## Details

If possible we will run this course in Spring 2021.

**Dates:**

17 & 18 June 2021

**Time:**

9.30am - 3.30pm daily

**Price:**

£300 per attendee

We do all we can to support any requests from schools.

For example, we have organised positive handling and first aid courses and we can also help you to find recommended coaches.

Please contact us to find out more.



# SEND

This course is offered by the senior leadership team of Kentish Town CE Primary School (Camden).

A highly inclusive, outstanding school with 2 additional resource bases, their provision for SEND children was described as 'exceptional' by Ofsted in December 2017.

## Understanding Autism in the mainstream classroom / 2 sessions

These sessions form part of a unit of learning to support SENCOs, class teachers and support staff who want to develop an understanding of the Autism spectrum and how best to support children and their families in any setting.

Attending as teams is actively encouraged.

### Session 1

This practical and collaborative session will help attendees to understand the main areas of difference for children on the Autism spectrum.

It will provide ideas on how to successfully develop the learning environment and curriculum for all learners.

### Session 2

Building on Session 1, practitioners will consider ways to include children with Autism in a mainstream classroom.

Another practical session providing top tips, resources and quick adaptations with the aim of helping attendees to include children and set them up for success in the mainstream classroom.

“ The course leader was fantastic, knowledgeable, current, enthusiastic and informative, sharing practical strategies for the classroom. Really helpful with lots of practical, realistic advice and resources. Great session - thanks!

## Details

**Dates:**

25 January &  
24 February 2021

**Time:**

9.30am - 12.30pm daily

**Price:**

£175 per attendee for  
both sessions

We can help find SEND leaders to cover maternity or temporary absences. Not only do they benefit from ongoing in-school CPD, it also supports schools financially. Kindly note we do not charge a fee for arranging this.

We also have experienced practitioners ready to support new SEND leaders in school. Costs can be included as part of your School Support package, if time allows.

Please contact us to find out more.

# Safeguarding / 1

This ever-popular course will support class teachers, Designated Safeguarding Leaders and computing leaders in their understanding of online safety.

## CEOP online safety / 1 day

With ongoing concerns of the potential risks of the use of the internet and mobile technologies, schools are becoming increasingly aware of the need to monitor and evaluate systems to ensure pupil safety.

This course will enable your school to follow best practice and provide you with the knowledge needed to share your learning and CEOP resources with your staff.

## Morning session

A certified CEOP (Child Exploitation and Online Protection) 'Thinkuknow' online safety course.

This focuses on the work of CEOP and covers the 'Thinkuknow' resources and how to deliver them to pupils.

## Afternoon session

This session provides you with the opportunity to explore some of the sites and resources which pupils are accessing and contributing to.

We will look at recognising and dealing with online bullying, Risk vs Resilience, positive use of social media, staff use of the internet and what you should include in your school's online safety policies.

We will also explore online safety in the computing curriculum and how to develop your own progressive online safety curriculum.

“ A really practical and helpful course which addressed what I needed to know and told me a lot more too.

“ The session was very informative, with excellent coverage of issues, good website links and resources. Mary is excellent, passionate and well-informed.

## Details

**Date:**

24 March 2021

**Time:**

9.30am - 3.30pm

**Price:**

£175 per attendee

'Thinkuknow' is the education programme from the National Crime Agency's CEOP command. It is an organisation which protects children and young people both online and offline.

It provides the most up-to-date information and resources available for schools; invaluable in raising young people's awareness of all aspects of online safety.

# Safeguarding / 2

These courses are certificated and serve as evidence of the statutory 2 year training for DSLs. Please contact us if you have a query about which course to attend.

## Designated Safeguarding Leader training for existing DSLs / 1 day

Course aspects:

- Updating DSLs on messages from serious case reviews and recent changes in policy, statutory guidance and legislation
- Outlining current risks and how schools should respond to support identified pupils
- Providing an opportunity for case discussion (anonymised) and for reflective practice
- Further developing skills in knowing how best to advise staff about safeguarding and child protection concerns
- Judging when/how to make effective referrals to statutory services

“Excellent session, very informative and reinforces the message that what we do is so important.”

## New in role Designated Safeguarding Lead training / 1 day

Course aspects:

- The role and key responsibilities of the DSL
- Understanding key legislation and guidance and discussing messages from recent serious case reviews
- Managing disclosures and actions to take when informed of a range of concerns about a child or young person
- Understanding the issues in connection with recording and sharing of information, including that of confidentiality
- Making referrals to external agencies
- Understanding the procedures for allegations against staff, including the headteacher

## Details

**Dates:**

7 October 2020: **LIVE ONLINE COURSE**

**OR** 1 February 2021  
(Causton Street)

**Time:**

9.30am - 3.30pm

**Price:**

£175 per attendee

## Details

**Date:**

4 May 2021

**Time:**

9.30am - 3.30pm

**Price:**

£175 per attendee

# Data Protection Courses

These courses are suitable for anyone overseeing or involved in data protection at their school. They are free with our Data Protection Support package (p11), otherwise it is £90 per session.

## Data breaches: how to keep your information secure / ½ day

This session focuses on the key areas of vulnerability which schools face when processing data in its various formats (paper, electronic, social media) and gives guidance and advice on how to proactively detect, and then minimise, the risk caused by business as usual.

## Data Protection Impact Assessments (DPIA) / ½ day

Did you know that you may need to perform a data protection risk assessment to start using Twitter or install new servers? This session will guide you through the when and where of DPIA use and address how you can minimise the risks posed by data processing.

## Rights of access: don't fear the request / ½ day

This session will focus on how to stop fearing the inevitable by ensuring you have a robust framework in place to easily identify and smoothly deal with data requests. We will cover subject access, freedom of information and rectification and restriction of processing.

## Living documents: how to keep your information secure / ½ day

This session will focus on the mandatory data protection documents and the best way to maximise their effectiveness, whilst also minimising administration time. We will look at Privacy Notices, the Record of Data Processing, Data Processing Agreements and Data Protection Impact Assessments.

### Details

Date:

13 November 2020

Time:

10.00am - 12.00pm

### Details

Date:

20 January 2021

Time:

1.30pm - 3.30pm

### Details

Date:

26 February 2021

Time:

10.00am - 12.00pm

### Details

Date:

26 May 2021

Time:

1.30pm - 3.30pm

# HR Courses

These courses are offered by our experienced Head of HR. They support headteachers, school business managers and senior administrators with up-to-date advice and guidance, to help you build on your existing skills and knowledge to deal with staffing issues.

## All you need to know about the School Teachers' Pay & Conditions document / ½ day

School pay and appraisal policies must make performance-related progression the basis for all decisions on pay for classroom teachers and leaders.

This session will look at key points from the School Teachers' Pay & Conditions document in helping schools develop their approach to teachers' and school leaders' pay.

## Handling parental complaints: primary headteachers / ½ day

This session will support new and experienced headteachers in exploring how to effectively manage parental complaints and how to address the challenges they present to management in primary schools.

“*Very timely as we have to rewrite our policy and recently had some unusual complaints to deal with. Very professional delivery with lots of useful information.*”

## Support staff appraisal / ½ day

This session will help anyone with responsibility for the management of support staff.

By the end of the course, they will learn to set suitable targets to enhance the performance of teaching assistants, premises and administrative staff and to have an understanding of relevant support staff terms and conditions.

## Details

**Date:**

4 November 2020

**Time:**

9.30am - 12.30pm

**Price:**

£90 per attendee

## Details

**Date:**

20 January 2021

**Time:**

9.30am - 12.30pm

**Price:**

£90 per attendee

## Details

**Date:**

18 November 2020

**Time:**

9.30am - 12.30pm

**Price:**

£90 per attendee

able this we will by 2020:

te the Gospel more effectively, using  
ortunities offered by new media

000 ambassadors

daily life

r of ordinands by 50%

“

*I thought it was fabulous. Valuable opportunity to ‘unpick’ the new SIAMS schedule in greater detail and also made me think about ways we can improve Collective Worship in school. Very informative in terms of subject knowledge, and great ideas for activities and creative opportunities. I thoroughly enjoyed these sessions.*

# CE Schools / SIAMS

We are a subsidiary trading company of the London Diocesan Board for Schools (LDBS) and offer a range of courses to support aspects specific to CE schools. Led by the LDBS advisory team, the cost is £70 per session.

## SIAMS self-evaluation: monitoring the impact of the school's Christian vision / ½ day

Is your school vision really embedded in the life of the school? Is it really having a positive impact on the lives of pupils and adults within your school community?

This course will provide the opportunity for up to 3 senior leadership or governing board members to consider how to develop rigorous and robust systems for reviewing the impact of the school's vision.

## SIAMS self-evaluation: making a case for excellence / ½ day

This course provides senior leaders with the opportunity to consider how they might develop their case for excellence.

The session will include a contribution from a headteacher of a school which has recently been judged as excellent.

“ These courses encourage an open environment to ask questions, discuss and share ideas. Really helpful in allowing us to reflect where we are at the moment and what to do next.

## Courageous advocacy: primary and secondary schools / ½ day

Courageous advocacy is an important aspect of the SIAMS schedule.

This course will support you to develop it effectively in your school, with the help of key external partners including Christian Aid's Global Neighbours initiative.

### Details

**Date:**  
20 January 2021  
**Time:**  
1.00pm - 3.30pm

### Details

**Date:**  
19 May 2021  
**Time:**  
1.00pm - 3.30pm

### Details

**Date:**  
26 February 2021  
**Time:**  
1.30pm - 3.30pm

# Religious Education

This extended programme covers a range of aspects of teaching and learning in RE and will support all those wanting to deepen their subject knowledge and skills in teaching this.

## Teaching high quality RE in the primary school / 6 days

### Day 1: What makes for high quality teaching and learning in RE

Focussing on enquiry-based learning and creating big theological questions to drive learning. It will cover what is meant by a balanced RE curriculum and the progression of skills in RE.

### Day 2: Developing secure subject knowledge in Christianity

Covering the beliefs and practices of Christianity, the big story of the Bible through 8 core concepts and the meaning of Advent and Lent, Christmas, Easter and Pentecost. Also includes how to effectively teach Biblical text analysis across the primary age-range.

### Day 3: Developing secure subject knowledge in Judaism & Islam

### Day 4: Developing secure subject knowledge in Hinduism & Sikhism

Covering the main beliefs and practices of Judaism, Islam, Hinduism and Sikhism and explore the meaning behind the major festivals celebrated within these religions.

### Day 5: Enriching the RE curriculum

Includes a visit to a place of worship: preparation, the visit itself, and follow up learning. Also covers the use of outside speakers to enhance learning - a member of a faith community will join us.

### Day 6: Promoting religious literacy in the classroom

Understanding what being religiously literate means and how to teach religious vocabulary creatively through promoting effective talk in the classroom. Will also include the use of art and music as powerful mediums to develop religious literacy in the child.

The full programme is recommended for 1 attendee but you can opt to buy individual sessions. Days 2, 3 & 4 will cover sensitive issues related to each religion.

## Details

### Dates:

12 Nov 2020 / Day 1

23 Nov 2020 / Day 2

03 Dec 2020 / Day 3

14 Jan 2021 / Day 4

11 Feb 2021 / Day 5

25 Feb 2021 / Day 6

### Time:

9.30am - 3.30pm

### Price:

Full programme: £699  
(6 sessions)

Individual session: £125

### You may also like:

Leading RE for recently appointed RE leaders (page 20)



# Collective Worship & Spirituality

## Delivering high quality Collective Worship in the primary school / ½ day

Designed for clergy, senior leaders and teachers who wish to develop their understanding of the purpose and role Collective Worship plays in the life of Church schools. The course will address how to deliver engaging and innovative worship across the primary age range, focusing particularly on the following areas:

- How to ensure Collective Worship is an expression of the school's Christian vision
- Importance of effective partnership working between Church and school
- Planning effective Collective Worship across a week, term and year
- Developing the role of pupils in planning, leading and evaluating Collective Worship
- What high quality monitoring and evaluation of Collective Worship looks like

## Developing children's spirituality in the primary classroom / ½ day

Suitable for senior leaders and teachers leading on spiritual development in their schools, we will explore a number of different ways of looking at and understanding spirituality.

We will share ideas on how to develop high quality provision, giving leaders the confidence and resources to try this in their own schools.

## LDBS RE leaders network meetings

These free meetings run throughout the year and provide an opportunity for RE leaders to work with one another and share practice.

**Autumn term:** 7 or 20 October 2020 / 1.30pm - 4.00pm

**Spring term:** 22 or 23 February 2021 / 9.30am - 4.00pm

**Summer term:** 8 or 9 June 2021 / 1.30pm - 4.00pm

Please book via [www.ldbs.co.uk](http://www.ldbs.co.uk)

## Details

**Date:**

28 January 2021

**Time:**

9.30am - 12.30pm

**Price:**

£70 per attendee

## Details

**Date:**

28 January 2021

**Time:**

1.30pm - 3.30pm

**Price:**

£70 per attendee

# Bespoke Support

In addition to the support services and training courses outlined here, we can also assist with any specific training and development needs that you may have.

At Grow Education Partners we listen to your needs and try, wherever possible, to provide the support you require.

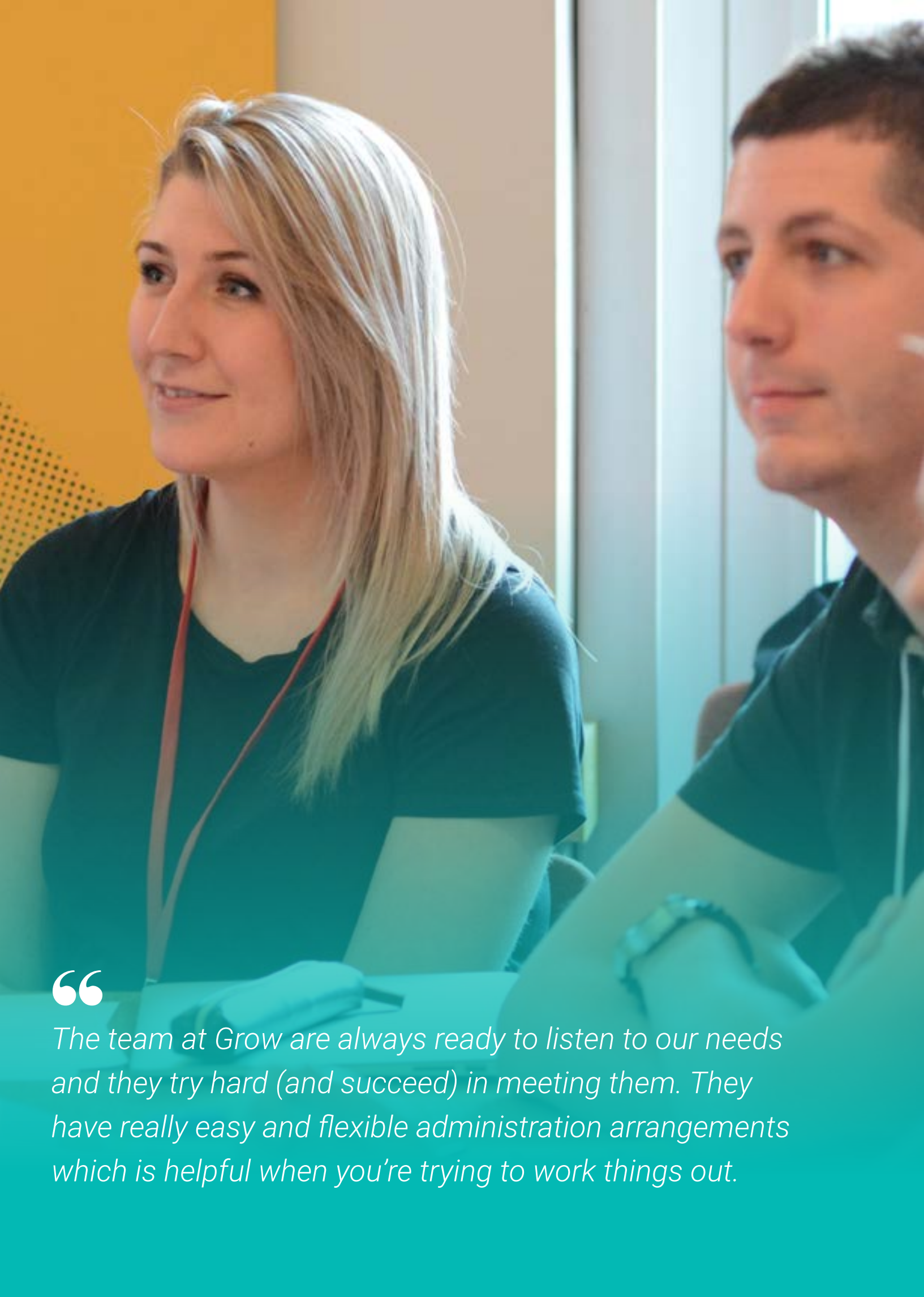
We can offer support from consultants and excellent practitioners across a wide range of school curriculum and leadership areas such as:

- Working with leaders to support their evaluation of the quality of teaching and learning
- External reviews to support school improvement priorities including early reading and phonics audits for EYFS and KS1, reading support and guided reading for KS1 and KS2 and writing moderation from practising lead moderators
- Mathematics support and reviews for secondary and primary phases
- EYFS support
- Science, Design Technology, Computing and Spanish - specialist leaders in education to work with you to establish high quality teaching and learning
- Mental health and well-being
- Safeguarding reviews and advice
- Whole school stakeholder audits - current strengths and next steps
- Developing your school vision
- Assisting schools in linking school leaders to work with and support one another
- HR support and investigations
- Financial audits
- Data Protection audits

We can also deliver bespoke training in schools or to clusters of schools and multi-academy trusts. Thank you for your support and we look forward to working in partnership with you again this year.



*What I like about Grow is that you always have extremely high-calibre trainers who have experience in schools practising what they talk about. It's a highly respected and trusted service and I'm always recommending your services to colleagues.*



“

*The team at Grow are always ready to listen to our needs and they try hard (and succeed) in meeting them. They have really easy and flexible administration arrangements which is helpful when you're trying to work things out.*



## Contact us

### Grow Education Partners

London Diocesan House  
36 Causton Street  
London SW1P 4AU

Telephone:

**020 7932 1175**

Email:

**grow@london.anglican.org**

Website:

**www.grow-education.org**

## About us

**Grow Education Partners Limited** / Company Limited by Guarantee

Company Registration No:

**02874636**

**London Diocesan Board for Schools** / Charitable Company Limited by Guarantee

Company Registration No:

**198131**

Charity Registration No:

**313000**

Registered in England. Registered Office as above.