



Three  
Spires  
TRUST

*'Life in all its fullness'*

# Continuing Professional Development Offer

**2022 - 2023**





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Spires  
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# Welcome

## Three Spires Trust

*'Life in all its fullness'*

*"Still other seed fell on good soil. It came up, grew and produced a crop, some multiplying thirty, some sixty, some a hundred times."  
Mark 4:1-20*

### Called

Our vision is to establish a culture and context in which schools can grow, flourish and provide an excellent education with Christian values at its heart. We will seek to enable all children, young people and adults in our academies to realise their God-given potential, aspire to succeed and to build communities where diversity is celebrated.

### Connected

We know that all of our academies want to achieve and to be the very best version of themselves; to live out our EMBRACE values, and have proof of this in their everyday practice. It is important each and every one of our schools believe in true collaboration, to build mutual support and gain inspiration from each other.

### Committed

As a trust, we are confident that our CPD offer has something for everyone. Each academy has its own unique culture and place within the community that it serves, and our approach takes that into account. Our trust family may work within common systems, but each individual setting has access to the full range of CPD. It means we can remove disadvantage together and work together to constantly aspire to be the best that we can be; do 'with you' not 'to you' in the best interests of all of our children.

The successes of our academies depends on our investment in colleagues' professional development and learning. Our emphasis on staff development and 'growing our own' talent is based on our commitment to spotting enthusiasm and nurturing ambition from an early stage, investing in every member of staff's development through 'in house' and external programmes; coaching and mentoring, and a culture where there are numerous opportunities to step up and lead projects in and across the trust.

Our programme is invitational and inspirational – you are welcome to join with us.



# Opportunities

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# Christian Distinctiveness\*

## What does spirituality look like across our curriculum?

**Date:** 8th November 2022 at 2pm

**Where:** face-to-face in Stafford

For Christian Distinctiveness leads to explore, through a peer support network, what spirituality looks like in your setting and to facilitate a practice exchange.

## Courageous Advocacy

**Date:** 15th February 2023 at 2pm

**Method:** Online

Exploring the concern for social action and Courageous Advocacy, as in Strand 3 of the SIAMS inspection schedule. "Standing up for the poor and marginalised is not easy, it takes courage and resilience, but it is a gospel imperative. And so the concept of courageous advocacy was born" – Caroline Weir, 2021.

## Diversity, Equality and Inclusion

**When:** 27th April 2023

**Where:** Online

Exploring how your setting embraces diversity, equality and inclusion.

## Collective worship – invitational, inclusive and inspiring

**When:** 29th June 2023

**Where:** Online

Practice exchange and research-based discussion and exploration of what makes memorable collective worship that is meaningful and valuable.

\*This programme is offered in partnership with Lichfield Diocesan Board of Education and is led by Matthew Welton, Assistant Director of Education as part of our SLA for Christian Distinctiveness across our family of academies.



# Professional Network Meetings

## What we offer?



Professional Network Meetings bring together different leaders from each school within the trust for training, development, and networking opportunities. These meetings are chaired by our Trust Leads and work to make sure our in-school leaders are highly skilled and able to develop their areas of responsibility in their individual schools.

Network meetings are held regularly, and between each meeting, 'gap tasks' are completed to ensure leaders are having impact in their settings. We currently hold network meetings for Teaching & Learning leads, subject areas, Reading, Inclusion and SEND.

## Benefits

### Sessions aim to:

- provide subject specific professional learning and development for leaders;
- spotlight key developments, important publications/updates from the DfE, OFSTED etc. and relevant theory, research and guidance to inform thinking and practice in relation to curriculum, pedagogy and assessment;
- and practice exchange, network and collaborate with other leaders across the MAT.



# Professional Network Meetings

## Schedule of events 2022-2023

Venue: Face to face, Stafford

Who	When
<b>Executive leadership group</b>	20 <sup>th</sup> September 2022 (9.30am-12pm) 30 <sup>th</sup> November 2022 (9.30am-12pm) 31 <sup>st</sup> January 2023 (9.30am-12pm) 25 <sup>th</sup> April 2023 (9.30am-12pm) 20 <sup>th</sup> June 2023 (9.30am-3pm)
<b>Reading leads</b>	28 <sup>th</sup> September 2022 (9.30am-12pm) 11 <sup>th</sup> January 2023 (12.30pm-3pm) 3 <sup>rd</sup> May 2023 (9.30am-12pm)
<b>English leads</b>	16 <sup>th</sup> November 2022 (9.30am-12pm) 15 <sup>th</sup> March 2023 (12.30pm-3pm) 12 <sup>th</sup> July 2023 (12.30pm-3pm)
<b>Maths leads</b>	16 <sup>th</sup> November 2022 (12.30pm-3pm) 15 <sup>th</sup> March 2023 (9.30am-12pm) 12 <sup>th</sup> July 2023 (9.30am-12pm)
<b>PSHE/ RSE leads</b>	24 <sup>th</sup> November 2022 (9am-12pm) 22 <sup>nd</sup> March 2023 (12.30pm-3pm) 29 <sup>th</sup> June 2023 (9.30am-12pm)
<b>Business Managers</b>	14 <sup>th</sup> December 2022 – all day 26 <sup>th</sup> April 2023 – all day 5 <sup>th</sup> July 2023 – all day
<b>SEND and behaviour leads (incl assistant / deputy SENCOs)</b>	23 <sup>rd</sup> September 2022 (12.30pm-3pm) 10 <sup>th</sup> February 2023 (12.30pm-3pm) 14 <sup>th</sup> July 2023 (9.30am-12pm)
<b>DSLs and DDSLs (please ensure your principal is available to be on site)</b>	19 <sup>th</sup> September 2022 (9.30am-12pm) 6 <sup>th</sup> February 2023 (9.30am-12pm) 10 <sup>th</sup> July 2023 (9.30am-12pm)
<b>Teaching and Learning leads</b>	28 <sup>th</sup> September 2022 (12.30pm-3pm) 11 <sup>th</sup> January 2023 (9.30am-12pm) 3 <sup>rd</sup> May 2023 (12.30pm-3pm)





# NPQ and School Improvement project support

## What we offer?



We champion every teacher and school leader's potential to develop, as the driving force for sustainable school improvement. One of the many ways in which we support this is through the delivery of the Church of England's (CEFEL) National Professional Qualifications (NPQs).



Reforms to the NPQs in 2021 saw changes to the assessment criteria so that participants were no longer required to complete a School Improvement Project. Instead, they would now apply their newly acquired knowledge to a predetermined case study.

## What will this look like?

- Two network meetings a year
- Guidance and support from an accredited NPQ facilitator and coach

However, over the years, we have seen participants lead real and sustainable change in their schools through this medium, addressing core priorities as identified in the School Development Plan (SDP). As such, to supplement this qualification, participants in school will also be supported to **design, implement and evaluate** a school improvement project, by an accredited NPQ facilitator and coach.



# NPQ and School Improvement project support

## Schedule of events 2022 - 2023

**Where:** Face to face, Stafford

**Led by:** Director of School Improvement

Who	When
NPQ participants Cohort 1	23 <sup>rd</sup> November 2022 at 9am 19 <sup>th</sup> April 2023 at 9am
NPQ participants Cohort 2	15 <sup>th</sup> March 2023 at 9am 28 <sup>th</sup> June 2023 at 9am

## Interested in applying for the NPQ?

For information on how to apply, go the CEFEL website:

<https://www.cefel.org.uk/>

⊕ THE CHURCH OF ENGLAND  
**FOUNDATION FOR  
EDUCATIONAL  
LEADERSHIP**



# Lead Practitioners

CHARTERED  
COLLEGE OF  
TEACHING

## What we offer?

**Lead practitioners** are outstanding middle and senior leaders, with at least two years' leadership experience, who have the skills to support individuals or teams in particular subject areas and/or specialisms. You can apply to join this team – in the first instance, colleagues should talk with their line manager, and then with the Director of School Improvement to discuss the role in more detail.

## Benefits

Lead practitioners are deployed into schools to **develop the leadership capacity** of individuals and teams that match their area of expertise.

Three Spires Trust has designated lead practitioners with a range of expertise, including subject specialisms, CPD, behaviour and safety, SEN, business and financial management and ITT. Our leads have a **proven track record** in their area of specialism, are working towards Chartered Status with the **Chartered College of Teaching** and regularly undertake training to ensure that the support they give is of the best possible quality.

## What will this look like?

**Deployments are tailor-made to meet the needs of the supported school, but typically the lead practitioner's work includes:**

- audits
- data analysis
- coaching or mentoring support
- facilitating and training
- joint action planning



Quality of education

# Believe. Discover. Achieve.

## What we offer?

As a family of academies, we are able to offer our early career teachers (ECTs) a unique experience; working in primary and secondary settings with a wider network of peers and colleagues to support them.

## Benefits

This year, across our trust, we have a number of ECTs who are based in their individual academies but come **together** on a termly basis to **learn**, **share** their **experiences** and **develop** their **skills**.

Sessions will include:

- develop their understanding of what makes **good teaching and learning**;
- ensure **good pedagogy** is at the heart of every lesson;
- share good **practice** and learning resources;
- understanding what it means to work in a **Church school**;
- explore different **learning environments**;
- and have the opportunity to observe and learn from some of our most experienced teachers across the MAT.



## What will this look like?

- Termly network meetings
- ECTs will engage in an **'exchange programme'**; spend up to a week teaching in one of our partner settings



# ECT meetings

## Schedule of events 2022-2023

Venue: Face to face, Stafford

What	When	Who
<b>What it means to teach in a Church school</b> (Standard 8)	5th October 2022 3-4:30pm	Matthew Welton
<b>How Pupils Learn (<i>keeping students' attention</i>)</b> (ECF: Standard 2 and 1)	7th December 2022 9.30am – 12pm	Aimee Williams
<b>Behaviour and Relationship Management</b> (ECF Standard 7)	2nd February 2023 9.30am – 12pm	Sarah Milne
<b>Feedback and Assessment</b> (ECF: Standard 6)	19th April 2023 9.30am – 12pm	Aimee Williams
<b>High Quality Teaching for SEND &amp; Inclusion, including working in collaboration with other adults</b> (ECF: Standard 5 and 8)	18th July 2023 9.30am – 12pm	Sarah Milne



# 'Life in all its fullness' – for staff

## Mark Finnis

**When:** Wednesday 23<sup>rd</sup> November 2022

**Time:** All day

**Where:** St Peter's Collegiate Academy, Wolverhampton

Mark Finnis is the founder and director of L30 Relational Systems and has more than twenty years' experience of working with schools and other organisations, both nationally and internationally. Mark has been involved in the national development of restorative practices since the late 1990s. Mark is the author of "Independent Thinking On Restorative Practice: Building relationships, improving behaviours and creating stronger communities", which is a number 1 best seller on Amazon.

Mark has advised on national policy and practice development since 2005 and was part of a small group who rewrote the national best practice guidance for restorative practitioners in 2012.



## Jade Pearce

**When:** TBC

**Time:** TBC

**Where:** TBC

Jade Pearce is an assistant headteacher for teaching and learning in a secondary school in Staffordshire. She is an evidence lead in education for the Research Schools Network and a member of the EEF 'Expert Voices Group'. She is also a member of the 'Raising the Attainment of Disadvantaged Youngsters' (RADY) group, meeting regularly with leaders in other schools to collaboratively address the challenges faced by our most disadvantaged learners. She regularly writes articles for the journal of the Economics, Business and Enterprise Association and has recently published her first book 'What every teacher needs to know'.



## SEND Station

**When:** TBC

**Time:** TBC

**Where:** TBC

Hands on and practical advice for TAs in primary and secondary settings. A range of sessions throughout the day to support with communication and interaction needs, cognition and learning, autism and other areas of need. This day is designed for 2 colleagues from a setting – take ideas back to your setting and share with others. SENCos and Assistant SENCos also welcome.



# Support for Governors

## Governance Professional

**Fiona Stagg**

Our Governance Professional supports governors across the Trust. The Chair of Governors professional learning network is supported by the Governance Professional who also leads and coordinates the induction of new governors is coordinated.

## NGA Membership

All local governors are automatically signed up to the NGA – all have access to their learning link programme and the newsletters and wider support that comes from this reputable organization.

## Safeguarding for Governors

**Trainer:** Director of Safeguarding and SEND

**When:** 16<sup>th</sup> September 2022, 2pm or 12<sup>th</sup> September 2022, 7pm

**Where:** Online

A 90 minute training session about how to look for and evidence that the safeguarding practice is effective. A walk through the local governing body's statutory duties for safeguarding.

## Governors' legal role regarding exclusions

**Trainer:** Director of Safeguarding and SEND

**When:** 7<sup>th</sup> October 2022, 2pm or 6<sup>th</sup> October 2022, 6pm

**Where:** Online

A 90 minute training session focused on how to explore the Principal's representations – what to look for and what to question. An outline of governors' role in the legal process of exclusions (suspensions and permanent exclusions), an explanation of the graduated response and of protected characteristics. An opportunity to ask questions.





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# How to book

To book your place onto any of the CPD opportunities at the Trust, please contact Megan Till, Executive Assistant to the CEO, via email: [mtill@threespirestrust.org](mailto:mtill@threespirestrust.org)

## **Charges**

All CPD opportunities are offered free of charge to colleagues in our full member academies.

There may be a small charge for some opportunities to schools in the associate membership scheme and for those schools outside of the Trust. For more information, contact Robert Timmis, Director of Operations, via email: [rtimmis@threespirestrust.org](mailto:rtimmis@threespirestrust.org)

[threespirestrust.org](https://threespirestrust.org)

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