



***Growing great teachers;  
Improving education for all.***

Get in touch: [info@xaviercet.org.uk](mailto:info@xaviercet.org.uk)



# Xavier Teaching School Hub Collaborative Partnership

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# THE GOLDEN THREAD

## *of teacher development*

PRE ITT



Internship programmes to spark the initial interest in the next generation of teachers.

Partner with Teach SouthEast, our SCITT to recruit new teachers to your classrooms.



ITT

ECF



An early career framework programme that confidently nurtures your developing teachers to meet their full potential.

Foster your school as an environment for continued professional development with a range of national and local networks.



CPD

NPQ




Retain the very best of your staff and further their careers with the nationally recognised NPQs.



# Meet the central team

## Your Teaching School Hub Regional Lead

<p><b>Amy Harper</b></p> <p><a href="mailto:a.harper@xaviercet.org.uk">a.harper@xaviercet.org.uk</a></p>	 <p>Director of the Teaching School Hub</p>	<input type="checkbox"/>
<p><b>Charlotte Carr</b></p> <p><a href="mailto:c.carr@xaviercet.org.uk">c.carr@xaviercet.org.uk</a></p>	 <p>Central ECF Team</p>	<p>Crawley Horsham Reigate &amp; Banstead Waverley</p> <input type="checkbox"/>
<p><b>Joanne Hawkins</b></p> <p><a href="mailto:j.hawkins@xaviercet.org.uk">j.hawkins@xaviercet.org.uk</a></p>	 <p>Partnership Manager</p>	<p>Sussex</p> <input type="checkbox"/>
<p><b>Sophie Hunter</b></p> <p><a href="mailto:s.hunter@xaviercet.org.uk">s.hunter@xaviercet.org.uk</a></p>	 <p>Central ECF Team</p>	<p>Bordon Guildford Mole Valley Rushmoor Surrey Heath Spelthorne (Secondary) Woking</p> <input type="checkbox"/>
<p><b>Jan Keating</b></p> <p><a href="mailto:j.keating@xaviercet.org.uk">j.keating@xaviercet.org.uk</a></p>	 <p>Central ECF Team</p>	<p>Buckinghamshire Dunstable Elmbridge Luton Runnymede Slough Spelthorne (Primary)</p> <input type="checkbox"/>
<p><b>Leanne Merson</b></p> <p><a href="mailto:l.merson@xaviercet.org.uk">l.merson@xaviercet.org.uk</a></p>	 <p>Central ECF Team</p>	<p>Epsom &amp; Ewell Kingston Richmond Tandridge</p> <input type="checkbox"/>
<p><b>Katherine Powlson</b></p> <p><a href="mailto:k.powlson@xaviercet.org.uk">k.powlson@xaviercet.org.uk</a></p>	 <p>Operations Officer</p>	<input type="checkbox"/>



# Promoting interest in teaching

Work with us to recruit, grow and retain great teachers. Get involved in our internship programme to support those interested in a career in teaching.

## Who is it suitable for?

- Those interested in training to teach at primary or secondary level
- Potential candidates with a degree or work towards a degree
- Individuals in your school community interested in training to teach

## What does the programme look like?

- 3-week programme annually in the summer term (13<sup>th</sup> June to 8<sup>th</sup> July 2022)
- Maths and Physics interns supported with a DfE payment of £300 per week (*subject to approval*)
- Combination of central training and in-school experience
- Engagement with an experienced mentor in a placement school to observe and teach lessons
- The opportunity to network with early career teachers
- A formal interview for the Teach SouthEast ITT programme

## What is required from our school?

- Advertising of the programme to school community and alumni
- Pre-ITT or senior colleague to oversee the running of the programme
- Capacity within the specified subject department or key stage to support and integrate the intern
- Dedicated mentor for each intern
- Optional involvement in ITT interview
- Strategic review and evaluation of the programme

## NEXT STEPS



- Email Katie Cornforth (Teach SouthEast) to register your interest to run the internship programme in your school [k.cornforth@xaviercet.org.uk](mailto:k.cornforth@xaviercet.org.uk)
- Advertise the programme to your school community and alumni (marketing materials available from Teach SouthEast)

*'The internship was a brilliant hands-on experience that gave me a wealth of knowledge about life as a primary school teacher. The programme gave me the best opportunity to gain first-hand experience teaching, observing and helping to plan lessons.'* – Intern 2021



# Initial Teacher Training

Engage with our well-established, 'outstanding' SCITT programme led by Teach SouthEast for both primary and secondary. The programme is an excellent tool to support the recruitment and retention of the future teachers in your classrooms.

## Who is it suitable for?

- Graduates wishing to trainee to teach in primary or secondary (all subjects)
- Covering a geographical area of Surrey, Sussex, Northamptonshire, Bedfordshire, Hampshire & Greater London
- Applicants wishing to gain Qualified Teacher Status (QTS) by the end of their ITT training, through all our programmes
- Applicants wishing to gain a PGCE in partnership with the University of Sussex alongside their QTS
- Assessment only route offered to suitable candidates with at least 3 years experience in the classroom

## What does the programme look like?

- Salaried, Non-Salaried and Apprenticeship options available
- Full-time and part-time options available
- Training hubs in Surrey and Sussex
- Combination of central training and in-school experience (4-days in school, 1-day centralised training)
- Two contrasting school placements (alternative placement during the spring term)
- Strong pastoral support led by central team
- Assessment only route completed over a period of 12 weeks (for eligible candidates)

## What is required from our school?

- Active role advertising and recruiting for the programme
- SCITT Lead or senior colleague to lead the running of the programme
- Capacity within the specified subject department or key stage
- Dedicated mentor for each trainee
- Strategic review and evaluation of the programme

## NEXT STEPS



- Email Graham Jones (Deputy Director TSE) to register your interest as a partner school [g.jones@xaviercet.org.uk](mailto:g.jones@xaviercet.org.uk)
- Identify potential candidates within your school staff who may wish to train to teach

*'Visionary leadership has developed teacher training that produces very skilled teachers who are dedicated and reflective practitioners.'* - Ofsted 2018



# Early Career Framework

Support your early career teachers (ECTs) with a bespoke and personalised programme with a central team that are reliable, trustworthy and here to help. We pride ourselves on rapidly responding to the needs of all ECTs in your schools and developing strong working relationships with school leaders. We offer both the Early Career Framework (ECF) and an Appropriate Body service to over 300 schools across Surrey, Sussex and Northamptonshire with more choosing to join and benefit from our cost-effective and high-quality programmes.

## Who is it suitable for?

- All early career teachers who have gained QTS are entitled to a funded 2-year package of high-quality professional development.
- Mentoring is a very important element of the induction process and as such mentors are expected to engage with their own bespoke training.
- Employing schools are able to choose how their ECTs and Mentors fulfil the requirement of the ECF. We recommend you follow our full early career induction programme (FIP) which are designed around teacher workload, ensure high-quality professional development whilst enabling your school to access the full DfE funding available.

## What does the programme look like?

- Our full early career induction programme incorporates both our appropriate body service and early career framework full induction programme (FIP) for £195pa
- ECTs benefit from 6 self-directed sessions and 2 training seminars per module (12 modules over 2 years) alongside weekly in-school mentoring
- Mentors engage with weekly familiarisation materials and 1 training seminar per module

## What is required from our school?

- Schools are responsible for ensuring that Early Career Teachers (ECTs) receive a programme of training that allows them to understand and apply the knowledge and skills set out in the Early Career Framework (ECF)
- In partnership with the Appropriate Body schools are also required to assess the ECTs against the Teaching Standards and ultimately recommend the ECT for satisfactory completion of the induction.
- Support the ECT ensuring the mandatory reduction in timetable (10% Year 1, 5% Year 2)
- Provide a skilled mentor with capacity to support the ECT with 1 hour a week of instructional coaching and attendance at the mentor training
- Provide an induction tutor/senior leader to have overall responsibility for the success of the ECTs and their mentors.

NEXT STEPS



Contact your regional lead (as detailed in this pack) to register your ECTs on our full induction programme and appropriate body

*'I have admired the structure of the programme, which has been thoroughly thought out so the skills build incrementally to produce well-rounded, competent teachers.'* - ECF Induction Lead/Mentor





# Continued Professional Development



Signposting you and your staff to easily accessible professional development opportunities. We can support you to find a range of specialised hub networks to ensure you have access to a range of training and development opportunities to help shape your own teaching and learning strategies. Please note all training is delivered online.

## Pandemic Support Programme- 2021/2022 only

Primary Legacy NQTs / NQT + 1s	Secondary Legacy NQTs / NQT + 1s
1. Securing your teacher identity in the classroom to grow presence and support well-being. <b>(Nov 21)</b>	1. Securing your teacher identity in the classroom to grow presence and support well-being. <b>(Nov 21)</b>
2. Responsive teaching. <b>(Feb 22)</b>	2. Responsive teaching and adaptive planning to support progress of all pupils. <b>(Feb 22)</b>
3. Developing skills to ensure effective subject leadership. <b>(Apr 22)</b>	3. Positively impacting on student progress. <b>(Apr 22)</b>

## Appropriate Body enhanced CT offer

Key note conferences	Faith based pathway
1. Driving aspiration to support high achieving pupils <b>(Apr 22)</b>	1. Leading the way in a faith based setting. <b>(Feb 22)</b>
2. Reading (early years and phonics) <b>(Jun 22)</b>	2. Practical application of Christian living- the psychology of flourishing. <b>(Mar 22)</b>
3. Striving for excellence at KS5 <b>(Jun 22)</b>	3. Exploring faith for ourselves and others. <b>(Apr 22)</b>

## Literacy across the curriculum- provided in partnership with SAfE (Schools Alliance for Education)

1. Importance of literacy in secondary schools- why it is important that every teacher is a literacy teacher <b>(Mar 22)</b>
2. Improving literacy in secondary schools by empowering colleagues with a responsibility for literacy to make effective changes within their context. <b>(May 22)</b>
3. Developing a secure literacy strategy <b>(Jul 22)</b>

## Masters in education in partnership with the University of Sussex

In partnership with the University of Sussex, Early Career Teachers can engage in Masters level modules and secure a full MA in Education. The 3-year programme is offered to ECT's at a favourable rate, payable per module. The professional development modules are designed to enhance and compliment the core training offered as part of the Early Career Framework and additional M Level seminars are strategically timetabled across the academic year and delivered by the University of Sussex.

NEXT STEPS



- Identify colleagues across your staff body who would benefit from attending the CPD sessions.
- Any questions email Leanne Merson (Xavier Teaching School Hub) [l.merson@xaviercet.org.uk](mailto:l.merson@xaviercet.org.uk)





# Subject Networks and Curriculum Hubs

Our subject networks and curriculum hubs, in partnership with SAfE, offer the opportunity for subject specialists and leaders to come together to share excellence in their fields and consider subject specific challenges. Subject network meeting are held virtually every half term for 60-minutes.

## Secondary Subject Networks

Art / Photography Network  
Computer Sciences Network  
DT Network  
English Network  
Geography Network  
History Network

MFL Network  
Music Network  
PE Network  
Psychology Network  
RE Network  
KS3 & KS4 Pastoral

**To find out more and book a place:**

<https://schoolsallianceforexcellence.co.uk/Supporting-Pedagogy/Secondary/Subject-and-Pastoral-Networks>

## Curriculum Hubs

English	<a href="https://www.whiteknightsenglishhub.org.uk/">https://www.whiteknightsenglishhub.org.uk/</a>
Maths	<a href="https://nehantsandsurreymathshub.co.uk/">https://nehantsandsurreymathshub.co.uk/</a>
MFL	<a href="https://ncelp.org/">https://ncelp.org/</a>
Computing	<a href="https://teachcomputing.org/courses/hubs/79f2fb09-3ed0-ea11-a813-000d3a86d545">https://teachcomputing.org/courses/hubs/79f2fb09-3ed0-ea11-a813-000d3a86d545</a>
Music	<a href="https://surreymusichub.com/">https://surreymusichub.com/</a>
STEM	<a href="https://www.stem.org.uk/">https://www.stem.org.uk/</a>
Behaviour	<a href="https://www.maidenerleghinstitute.org/page/?title=Behaviour+Hub&amp;pid=50">https://www.maidenerleghinstitute.org/page/?title=Behaviour+Hub&amp;pid=50</a> <a href="http://www.charlesdickens.southwark.sch.uk/social-intelligence/behaviour-hub.php">http://www.charlesdickens.southwark.sch.uk/social-intelligence/behaviour-hub.php</a> <a href="https://polegateschool.co.uk/contact-us">https://polegateschool.co.uk/contact-us</a>

NEXT STEPS



Identify colleagues across your staff body who would benefit from a subject network or curriculum hub and get them to register via the links provided.



# National Professional Qualifications

Retain and nurture your staff through fully funded NPQ programmes. In partnership with Teach First and Surrey Teaching School Network (STSN) a full range of specialist and leadership NPQs are available for staff.

## Who is it suitable for?

- Specialist NPQs (Leading Teacher Development and Leading Behaviour & Culture) provide an opportunity for colleagues to tailor their skills to support their leadership development in one of the specialist areas.
- Leadership NPQs (Senior Leadership, Headship and Executive Leadership) provide an opportunity to either those new to leadership positions or preparing to take on such a role, to grow the necessary skills.

## What does the programme look like?

- All programmes are run with starting points in the autumn and spring terms.
- Specialist programmes are taught over 12 months followed by a 3-month assessment window.
- Senior leadership programmes are taught over 18 months followed by a 3-month assessment window.
- Taught through a blended balance of online individual learning, online seminars and face-to-face conferences headed up by an experience team of facilitators.

## What is required from our school?

- Schools are responsible for ensuring that Early Career Teachers (ECTs) receive a programme of training that allows them to understand and apply the knowledge and skills set out in the Early Career Framework (ECF)
- In partnership with the Appropriate Body schools are also required to assess the ECTs against the Teaching Standards and ultimately recommend the ECT for satisfactory completion of the induction.

## NEXT STEPS



- Identify colleagues across your staff body who would benefit from one of the NPQs and get them to register for the next cohort <https://stsn.co.uk/npq/>
- Any questions email Joanne Hawkins (Partnership Manager, Xavier Teaching School Hub) [j.hawkins@xaviercet.org.uk](mailto:j.hawkins@xaviercet.org.uk)

*'The NPQ programme is a great opportunity to network with like-minded colleagues. It has provided me with a platform to discuss approaches to leadership as well as learn about my own style enabling me to develop my own leadership by applying these in my own school setting.'* - Programme Member NPQSL