



**LEARNING TOGETHER**  
CORNWALL EDUCATION LEARNING TRUST

# CELT PROFESSIONAL DEVELOPMENT 2024- 2025

COLLABORATE | EMPOWER | LEAD | TRANSFORM







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Hayley Bissenden  
Trust PD Lead

## Welcome from our Professional Development Lead

A very warm welcome to this year's Professional Development brochure. At Cornwall Education Learning Trust, our people are our most valuable asset in achieving our vision, which is why your professional development is a top priority. This brochure highlights the wide range of professional development opportunities currently available to you, which we plan to expand and develop throughout the year based on your feedback.

I'm particularly excited about what we have to offer this year, with the return of our external-facing education conferences and the launch of our new CELT-led leadership courses. By working together across our schools, we've tapped into our collective expertise to create a diverse range of leadership courses, aimed at developing our existing workforce and supporting opportunities within Cornwall Education Learning Trust.

My goal is for CELT to be the employer of choice in the South West, where all staff have the skills and confidence to help every child achieve more. To make this happen, we need to ensure that all our staff feel fully equipped to do their jobs—and even more. By listening to you and working together, we can continue to grow and improve our CPD offer year on year.

I look forward to seeing and hearing about CELT CPD across the trust throughout this academic year.





# About the programme

Details of all programmes and training scheduled and coordinated by Cornwall Education Learning Trust have been included along with information about:

- Initial Teacher Training programmes
- Requirements for statutory and mandatory training coordinated and delivered at a school level
- Online training available
- Training from external providers

### How to register staff for training

It is essential that staff discuss their Professional Development needs with their line manager or headteacher before booking any type of training.

Each programme and training session in this booklet has further information and booking details on [celtrust.org](http://celtrust.org). Training can be booked in the CPD section of the website. Some programmes require an expression of interest form to be completed prior to places being allocated.

For courses with external training providers, bookings must be made directly with the provider.

### Monitoring attendance and maintaining professional development records

Academies are responsible for ensuring they have effective procedures in place to ensure up-to-date training records are maintained.

### All academies are required to:

1. Maintain training records. Academies must maintain up-to-date training records for all staff (or have access to up-to-date training records e.g. where training is completed online).
2. Track and monitor completion rates for all staff training.
3. Have an effective training follow-up procedure. Academies must ensure that staff catch up with any missed training and that there is a procedure in place to track and monitor attendance / completion.

### Protocols and guidance for online training

Some programmes and training will be delivered remotely. To maximise professional learning and secure vibrant and productive learning communities through remote delivery, CELT has developed online protocols and guidance. Senior Leaders are asked to encourage staff to follow them. Protocols include:

- Carrying out any necessary pre-checks on IT equipment, connectivity and links and ensuring that video and microphones are working
- Preparing for online learning in the same judicious way they would for face-to-face training
- Observing professional behaviour regarding punctuality, attendance and dress code
- Ensuring effective interactions and communications with cameras on and microphones unmuted when discussions take place
- Providing correct screen names that accurately reflect participants, particularly if joining as a group
- Ensuring participants rename themselves if this is a session requirement



## CELT INSET Days

CELT INSET days provide access to industry-leading training and professional development. These are perfect opportunities to help everyone feel part of the larger team, all working together, to share the same vision. It is a time to reflect on experiences and learn new strategies to improve practices.





### Primary academies INSET: Winning with Numbers

**Launch with Ben Harding**  
**02 September 2024**  
**Brannel School, St Stephen**

**Nursery, Reception, Year 1 & 2 - 9:00 – 12:00**  
**Year 3, 4, 5 & 6 - 12:45 – 15:45**

Winning with Numbers is like phonics for Maths! Winning With Numbers (WWN) was created by Ben Harding, an experienced school leader, Maths teacher, advisor and edtech specialist.

The fully resourced platform provides engaging teaching videos and online questions that can be accessed in class and at home for the perfect solution for a daily whole-class session, intervention and homework.

This session is suitable for primary teachers and support staff using the Winning With Numbers programme.



### Primary academies INSET: Opening Worlds

**03 September 2024, 9:00 – 16:00**  
**The Eden Project, St Austell**

Opening Worlds is a knowledge-rich humanities programme for teaching History, Geography and Religion in Years 3 to 6. It provides curriculum resources together with training, support and ongoing programme-related professional development for primary school teachers. Because of its rapidly discernible effects on literacy and highly inclusive approach, Opening Worlds quickly gained appeal in schools tackling under-achievement in areas of social disadvantage.

This INSET day is suitable for primary teachers and student-facing support staff.

Lunch and refreshments will be available during the day.



### Secondary INSET: CELT InSYNC subject INSET

**04 September 2024, 09:00 – 15:00**  
**Brannel School, St Stephen**

The purpose of CELT In Sync is to deepen collaboration across our organisation, bringing together experts from our schools and other leading organisations across the country, to empower our teachers to create the best possible education for the young people of mid-Cornwall. Between September 2024 and September 2029, more than 12,000 young people will pass through the doors of our secondary schools.

Our first Secondary CELT InSYNC INSET day will bring together our expert teams. Our teachers will experience a fantastic day of subject-specific CPD, developing pedagogy and curriculum expertise.

This INSET day is suitable for secondary teachers and student-facing support staff. Staff will be allocated to subject areas for the day, with additional workshops for staff with specific roles, responsibilities or teaching commitments.

Lunch and refreshments will be available during the day.



### Secondary INSET: Pastoral and safeguarding

**04 September, 09:00 – 15:00**  
**Brannel School, St Stephen**

Our pastoral and safeguarding support staff will have an exceptional day shaping their practice for the year ahead. By bringing our staff together we hope to harness the collective power and expertise of teams, to continue to transform the education of young people in Cornwall.

The sessions are tailored to specific roles to ensure that advice and guidance is suitable for the following staff:

- DSLs and DDSLs
- Safeguarding admin
- Behaviour teams
- Year and Pastoral leads
- Attendance teams
- First Aiders

Lunch and refreshments will be available during the day.





### Secondary INSET: SEND specialist staff

**04 September, 09:00 – 15:00**  
**Brannel School, St Stephen**

Our SEND specialist staff will have an exceptional day shaping their practice for the year ahead. By bringing our staff together we hope to harness the collective power and expertise of teams, to continue to transform the education of young people in Cornwall.

The INSET will include the following sessions:

- The CELT Vision
- Understanding barriers to learning
- Maximising the impact of Teaching Assistants
- Support strategies
- Professional development planning

“We had a whole Trust CPD with all of the schools within Cornwall Education Learning Trust, which was a brilliant experience. Everyone from all of the schools came together and it meant that you could meet a huge variety of people from Early Years teachers all the way through to Post-16. It means you have such a variety of experiences. It was easy to share experiences and share expertise with people from all different walks of life and different career paths.”

Edie Freestone, Science Teacher



### CELT INSET Day

**18 October 2024**  
**Various venues**

The biennial CELT INSET Day is for all staff at Cornwall Education Learning Trust. It is fundamental to reinforcing the values of the Trust by sharing best practice amongst our family of academies and creating a centre of educational excellence.

This is a valuable opportunity for everyone across the Trust to access professional development and network with colleagues. A wide variety of sessions and workshops are available throughout the day, with keynote speakers and leading experts.

Further information about the 2024 CELT INSET Day programme will be provided shortly.



## Education Conferences

At CELT, we value colleagues attending education conferences. They bring together educators, researchers, practitioners, and experts from different fields to share insights, collaborate, and learn from each other.





## CELT SEND conferences



Joe McGovern  
Trust SEND Lead

“CELT’s Graduated Approach ensures all pupils receive the support they need.”

In 2021, Ofsted emphasised the necessity for enhanced collaboration to ensure better outcomes for SEND pupils.

The CELT SEND Conferences are opportunities to collaborate with colleagues throughout the year to support children with Special Educational Needs across Cornwall Education Learning Trust.

Each conference will enable staff to enhance their understanding of the latest policies, guidance and adaptive teaching strategies.

Staff will be able to share experiences and best practice to create inclusive environments, engage with parents and carers effectively and support pupils to progress.

These conferences are suitable for: Headteachers, SLT, Pastoral workers, Behaviour leads, SENDCos, Operational SENDCos and Learning Support staff.



Conference	Venue	Date	Time
Planning for Impactful Change	Atlantic Centre	19.09.24	08:30-15:30
	Atlantic Centre	02.05.25	08:30-15:30

researchED Cornwall

Speaker Schedule

5th October 2024

Main Hall

The Core

M12

M11

M10

E8

9:00 - 9:30

Workshop 1  
9:40 - 10:00

10:30 - 10:55

Workshop 2  
10:55 - 11:45

Workshop 3  
12:00 - 12:30

12:45 - 1:30

Workshop 4  
1:30 - 2:00

Workshop 5  
2:00 - 3:00

**Keynote Speech - Lee Elliot Major**

Ben Farnell, Steve Rogers & Tegan Thompson  
*Leadership & Learning Improvement*

Neil Payne  
*School Improvement*

Richard Setledge and James Pembroke  
*EdTech*

Toby Holland  
*Coaching*

Sarah Lasker  
*Disadvantaged*

Lucy Gambler & Doug O'Brien  
*Education for All Leaders*

Alvik Pethick  
*Responsive teaching and curriculum*

Lee Elliot Major & Amy Pearce  
*Inclusive Classrooms*

Heleen O'Higgins  
*First 100 Days as a Deputy Headteacher*

Amy Daniels  
*Celebrating and Inclusion*

Ellen Turner  
*ECF in Rural and Coastal Schools*

Emily Harper  
*Community Culture*

Gemma Harris  
*Leadership Accountability*

Sue Costello  
*SEND*

Caroline Sherwood  
*Empowering individual teachers*

Harriett Liffier  
*Leadership*

Adam Wray  
*Resilient Practitioner*

Hayley Blaxenden & Gles Freshly  
*Future Proofing Education - ET*

Jo Lufford & Gareth Bridge  
*Leading small schools*

Tanya Coleman  
*Ethical Leadership*

Rhian Warner  
*Adaptive Teaching*

Nick Penlater  
*Unlocking the power of professional development*

Break

Lunch

Follow us on X - @rED\_Cornwall24 and use #researchEDCornwall

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READY | RESPECTFUL | SAFE

## The CELT Way conferences: ready, respectful, safe



Amy Daniels  
Trust Safeguarding  
Lead

“Inclusive leadership is not about treating everyone the same, we understand the explicit and implicit experiences.”

We are committed to safeguarding and promoting the welfare of children. It’s imperative that every pupil and young person is heard, and staff are empowered to keep children safe.

The CELT Way Conferences will contribute to enhancing safeguarding, behaviour and attendance across Cornwall Education Learning Trust.

Guest speakers at each conference will provide unique perspectives and insights on a range of related topics.

These conferences are compulsory for: DHT/AHT responsible for behaviour and attendance, DSLs and ODSLs.

Date	Time	Guest Speaker	Venue
15 November 2024	9.00 - 14.00	Bennie Kara	Atlantic Centre
23 May 2025	9.00 - 14.00	SWGfL TBC	Atlantic Centre



### Bennie Kara

Bennie speaks, writes and trains on diversity in the curriculum. The former deputy headteacher, with over 20 years of experience in education, is the author of ‘A Little Guide for Teachers: Diversity in Schools’. She has written about diversity for publications such as Schools Week and the Chartered College of Teaching’s Education Exchange.

Bennie co-founded Diverse Educators, a social enterprise that connects and empowers educators to champion diversity in all its forms.



### South West Grid for Learning (TBC)

SWGfL is a leading online safety charity that has been instrumental within the online safety landscape for the past 24 years. It believes everyone should be able to benefit from technology free from harm.

Online safety experts at SWGfL support schools, colleges, MATs, safeguarding staff and youth organisations regarding safeguarding and advancing positive online safety policies.

Its work has brought online safety to the forefront of public attention, ensuring everyone can develop their understanding of what online safety truly means in an ever-changing world.







## Inspiring the South West conferences

Inspiring the South West conferences bring leading national education speakers to the South West to inspire, challenge and elevate the quality of education for local educators.

Explore new ideas and strategies, network with peers and recharge your excitement for teaching. Inspiring the South West conferences are suitable for anyone working in the education sector.

Ticket price: see individual dates when booking.

Date	Time	Guest Speaker	Venue
01 March 2025	10:00 – 14:00	<b>Jon Hutchinson and John Laramy</b> The Future of the Curriculum and Assessment  A comprehensive update on the interim curriculum and assessment review	Brannel School
17 May 2025	10:00 – 14:00	<b>Alex More</b> AI in the Classroom	Brannel School
05 July 2025	10:00 – 14:00	<b>Chris Lubbe</b> Living Through Apartied  <b>Natasha Carthew</b> Disadvantaged Children In Cornwall	Brannel School



## Inspiring the South West conferences – Taking a Long View: Improving Curriculum Coherence

Prepare your school or college for the future with confidence by joining us for this unmissable South West event. Featuring Jon Hutchinson, Director of Curriculum and Teacher Development at the Reach Foundation, and John Laramy CBE, Principal and Chief Executive of Exeter College, this conference offers invaluable insights into the evolving educational landscape.

Discover the latest updates from the interim curriculum and assessment review and gain practical strategies to ensure your curriculum meets the needs of all children and young people. With a focus on making the national curriculum and statutory assessments fit for purpose, this event will provide the understanding to help you lead your institution through the next steps in curriculum and assessment innovation.

### Key Note Speakers



#### John Laramy

John Laramy is Exeter College Principal and Chief Executive. He has been awarded a CBE in the New Year's Honours List in recognition of his services to education. John, who has been with Exeter College for twelve years, has successfully led the College and sustained its status as one of the very best colleges in the country for a comprehensive update on the interim curriculum and assessment review.

#### Jon Hutchinson

Jon Hutchinson is Director of Curriculum and Assessment at the Reach Foundation. He has led the design of fully-resourced curriculum programmes across key stage 2 and 3 and taught in over 150 schools. Prior to this, he was a primary school teacher and assistant headteacher at Reach Academy Feltham, an all-through school in southwest London.



Jon regularly acts as an expert advisor to the Department for Education, and is currently a panel member for the Francis Review of Curriculum and Assessment.

Venue	Date	Time
Brannel School, St Stephen	01.03.2025	10:00 – 14:00





## Inspiring the South West conferences - AI in the Classroom

The AI in the classroom conference brings together educators, researchers, and technology experts to explore the growing role of artificial intelligence in transforming learning and teaching. This event focuses on how AI is being used to personalise learning, enhance administrative efficiency, and address challenges in education systems worldwide.

From adaptive learning platforms to the ethical considerations of AI in classrooms, the conference dives into topics that are reshaping the future of education.

### Key Note Speakers



#### Alex More

Alex More is a senior leader at both school and Multi-Academy Trust (MAT) levels, passionate about enhancing teaching through innovation, curriculum design, STEM, and educational technology. With a wealth of experience, Alex specialises in developing and delivering high-quality professional development on curriculum innovation and effective teaching and learning strategies.

In 2023, his project 'the Future Classroom' was recognised as a top 100 global innovation, showcasing a range of ways to bring technology into contact with learning in a meaningful way.

### Dr Sara Ranter - Principal Investigator, AI in Education at Oxford University

Bio to follow

Venue	Date	Time
Brannel School, St Stephen	17.05.2025	10:00 - 14:00



## Inspiring the South West conferences - The Importance of Belonging

The Importance of Belonging Conference offers a great opportunity for exploring the challenges and opportunities surrounding social inclusion and equity. It focuses on the experiences of people who have faced disadvantage and looks at the systems that create and maintain these struggles.

The conference also explores what it means to truly feel a sense of belonging in different communities. By sharing research and personal stories, the event encourages important conversations about tackling inequality and making society more inclusive.

### Key Note Speakers



#### Chris Lubbe

Chris is an internationally acclaimed inspirational keynote speaker and storyteller. Drawing on his incredible story of resistance against apartheid, Chris leaves his audiences inspired to take action to bring about change within their personal lives, organisations and communities.

Having grown up in a ghetto in South Africa and witnessing firsthand the brutality of apartheid, Chris became an activist for democracy. Chris' story contains themes of fear, determination, courage, love and forgiveness, all in the face of racial discrimination.

#### Natasha Carthew

Natasha Carthew is a working-class country writer from Cornwall. She has written all her books outside, either in the fields and woodland that surround her home or in the cabin that she built from scrap wood.

Her latest book Undercurrent, explores themes of identity and inequality through her experiences growing up in Cornwall's stark social contrasts.



#### Sonia Blandford

Professor Sonia Blandford is one of the United Kingdom's leading experts on improving the education and aspirations of children from disadvantaged backgrounds.

Sonia is the editor of the Teaching Times Every Child journal, author of over 250 articles and books, and is currently Professor of Social Mobility at Plymouth Marjon University.

Venue	Date	Time
Brannel School, St Stephen	05.07.2025	10:00 - 14:00







## Induction Programmes

Our Induction Programmes help new colleagues to learn about our culture and objectives.



### CELT new staff induction

At Cornwall Education Learning Trust we offer a Trust Induction to officially welcome all new starters. From the very beginning, we want to ensure that people feel part of our organisation and not simply a member of staff in an academy. We have observed that Trust Induction has helped new colleagues to settle into their roles quicker and has equipped them with the knowledge and support they need to thrive.

All new colleagues will have access to online videos about key areas of the Trust:

- Safeguarding
- Inclusion
- People Services
- Information Services
- Cradle to Career

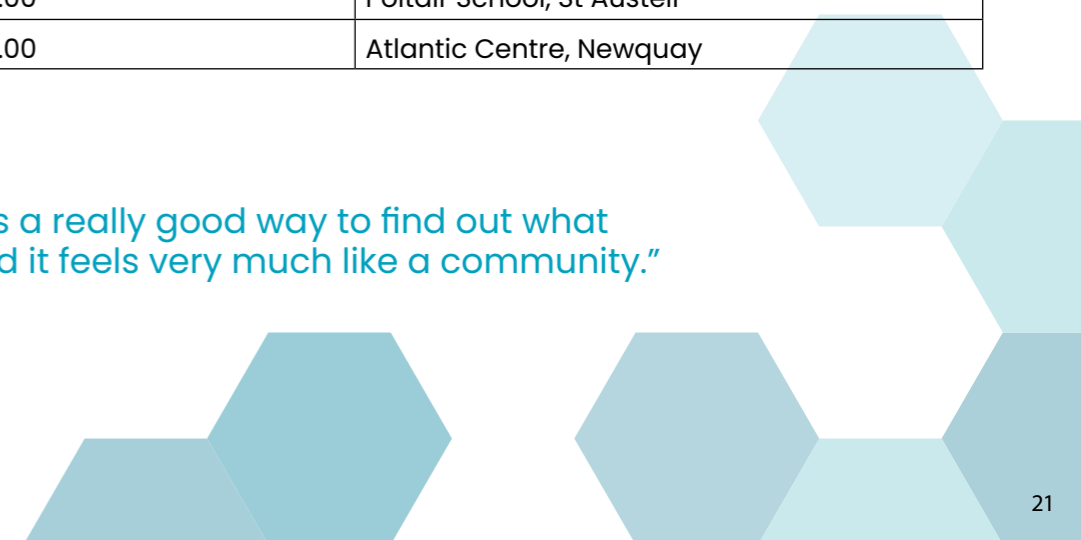
A key highlight of this induction is the fantastic opportunity to meet members of our CELT Senior Leadership Team and learn about community development, effective relationship-building and best practices for closing the disadvantage gap.

Date	Time	Venue
10 October 2024	16.00 – 17.00	Poltair School, St Austell
10 December 2024	16.00 – 17.00	Atlantic Centre, Newquay
13 February 2025	16.00 – 17.00	Poltair School, St Austell
27 March 2025	16.00 – 17.00	Atlantic Centre, Newquay
22 May 2025	16.00 – 17.00	Poltair School, St Austell
15 July 2025	16.00 – 17.00	Atlantic Centre, Newquay



*“The Trust Induction was a really good way to find out what goes on across CELT and it feels very much like a community.”*

Nick Carter, joined CELT in 2023







## FdA Teaching and Learning

Cornwall Education Learning Trust is working in partnership with Plymouth Marjon University to offer a two-year foundation degree in Teaching and Learning. This is the first step towards a career in teaching and is ideally suited to people who are already working or volunteering in schools.



## FdA Teaching and Learning

This foundation degree is designed for people already volunteering or working in educational settings who want to develop their careers. As full-time university students, you'll balance your work or volunteer role in a school with your studies, gaining access to all the support and resources available to Marjon students.

Successful applicants will benefit from the Marjon Teacher Education Partnership's 180 years of expertise in preparing teachers to excel and lead. The university welcomes students from non-standard backgrounds and those with learning needs, offering tailored support to help everyone thrive.

Flexible study means that participants attend lectures and seminars at Bodmin College campus for only 23 days per year.

CELT supports staff in attending study days, so it's important that you discuss the potential impact of your absence with your headteacher before applying.

### First Year Modules

- Communication in context
- Child Development
- Safeguarding children and young people
- Children, families and social justice
- Learning and teaching
- Reflection in practice

### Second Year Modules

- Growing up global
- Unlocking creativity
- Values in practice
- Diversity in learning
- Research in practice
- Reviewing practice

**Course fee: £6,000 per annum**  
**(Student finance is available and fees can be subject to change)**

This fee covers tuition and access to course-specific equipment, as well as associated services including access to the library, study skills support, IT support, student support, well-being services and membership of the Student Union. There may be additional costs by course.

After completing the foundation degree, you can progress to the final year of an Honours degree, leading to professional and postgraduate opportunities such as a PGCE or Master's program.

### Plymouth Marjon University Remote Information Sessions

Date	Time
24 September 2024	18:00 - 19:00
27 January 2025	17:00 - 18:00
01 April 2025	17:00 - 18:00

To learn more, discuss entry requirements or book a remote information session, contact the School Improvement Team - [schoolimprovement@celtrust.org](mailto:schoolimprovement@celtrust.org)





## Initial Teacher Training

We take a collaborative approach to teaching and learning. Our Initial Teacher Training programme in partnership with Plymouth Marjon University provides opportunities to learn from teachers across the Trust to build on strengths, collective resources and leading research-based practice.



## Initial Teacher Training (Primary Education)

The School Based Primary PGCE with Qualified Teacher Status (QTS) has an ambitious curriculum, structured to ensure students are well prepared to start a teaching career and to teach across the primary age phase. It has been designed to allow more time training in schools without extending the length of training.

Our curriculum goes beyond the core requirement for a teacher training programme and is underpinned by relevant and up-to-date research.

To accommodate the additional time in school, the curriculum is delivered flexibly with less university-based teaching. This route is suitable for trainees confident that they can take responsibility for learning the curriculum in this way. Another feature of the programme is subject specific sessions delivered by practising classroom teachers and subject leads who are able to explain how they deliver curriculum subjects in schools right now.

All trainees will have the opportunity to experience placements across two CELT academies. These placements will enable trainees to teach children and young people in a specified age range, from different backgrounds, as well as gaining experience of different approaches to teaching and to school organisation and management.

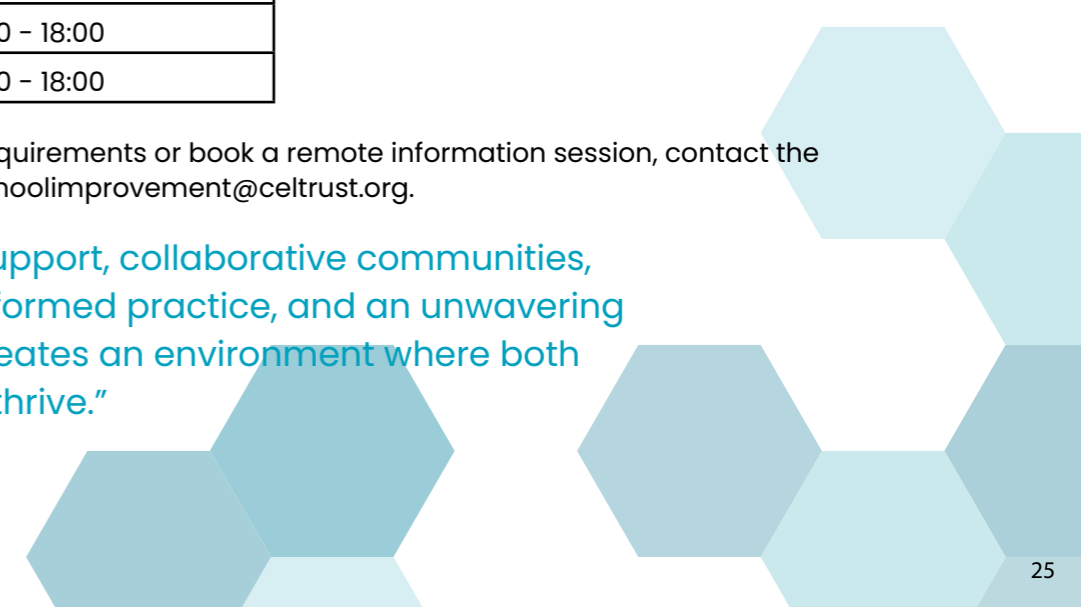
### Plymouth Marjon University Remote Information Sessions

Date	Time
24 September 2024	17:00 - 18:00
27 January 2025	17:00 - 18:00
01 April 2025	17:00 - 18:00

To learn more, discuss entry requirements or book a remote information session, contact the School Improvement Team, [schoolimprovement@celtrust.org](mailto:schoolimprovement@celtrust.org).

*“With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and students thrive.”*

Hayley Bissenden, ITT Lead







## Initial Teacher Training (Secondary)

CELТ provides a wealth of professional development for all trainee teachers working within our academies. The professional development offer aims to support colleagues in this fundamental phase of their teaching career, by providing a rich programme of in-depth training, delivered by secondary education experts. The regularity of the programme also affords trainee teachers the opportunity to meet colleagues from academies across the Trust.

### Term One

The first term addresses the fundamentals of confident classroom practice, focusing on creating a safe, inclusive and positive learning environment. This programme will be supported by behaviour, safeguarding and SEND leaders from across CELТ, and will support an understanding of the rationale behind our practices and upskill colleagues in their everyday practice.

The programme will look at our teaching practices, addressing effective teaching and learning, assessment and feedback, as well as understanding assessment data and how it informs teaching.

### Term Two

This term focuses on specific areas of teaching and inclusion, developing an understanding of the Pupil Premium and how this can be used to support student success, as well as returning to culture and behaviour to explore challenges now that colleagues have developed practical classroom experience.

This pastoral focus will also explore the role of the tutor in secondary education, exploring the traits of a successful tutor and how a tutor can best support their students at both pre- and post-16.

We will also explore practical solutions to managing workload and seek advice and experience from experienced colleagues with CELТ.

### Term Three

The final term of the professional development programme will include a series of expert workshops exploring key areas of our developing practice and setting colleagues up to succeed in their ECT year.

Our focus on inclusive practice will continue with adaptive teaching and how we support all learners to succeed in the classroom, with practical guidance on supporting students who have Autism and ADHD.

Professional practice will include preparing for the ECT year and preparing to transition to a new school, ensuring the ECT year gets off to a great start. The programme will culminate with the ITT roundtable, celebrating the accomplishments of the year.



## ECT Programme

There are significant benefits to being an ECT at Cornwall Education Learning Trust and with more than 70 ECTs, the Trust is committed to investing in developing excellent teachers.





## ECT programme – going above and beyond

The ECT professional development programme is designed to support and enhance the statutory Early Career Framework. This programme includes additional CPD opportunities focusing on maintaining high expectations, adaptive teaching, effective workload management, and strategic career planning.

ECTs will also have chances to visit and learn from schools both within and beyond the Trust, enriching their experience and broadening their educational perspectives. These sessions are delivered across CELT academies by Trust experts.

This programme includes a dedicated mentor, induction tutor and support from the Trust ECT Lead.

### Term One

ECTs will engage in sessions centred around setting high expectations and will also attend the Cornwall ECT Conference, organised in partnership with Kernow Learning. This event offers ECTs valuable networking opportunities. The primary theme for the term is the development of a vision for teaching and learning.

### Term Two

This term, the emphasis will shift to adaptive teaching and mastering the art of difficult conversations. We will also address workload management and well-being, supported by our mentoring programme.

This term provides opportunities to visit schools outside of the Trust, which will enhance our ECTs' understanding of diverse educational environments and practices, broaden your professional network, and offer insights into different teaching and administrative strategies. These experiences are designed to enrich professional growth and effectiveness as an educator.

### Term Three

In term three of the ECT CPD programme, ECTs will concentrate on deliberate career planning, allowing ECTs to strategically map out their professional futures. Additionally, there will be organised visits to various schools within CELT to observe and analyse how school culture influences teaching and learning.

The term will culminate in an end-of-year celebration for ECT+1s, marking the completion of their initial teaching year. This celebration not only recognises their achievements but also reinforces the supportive community they are a part of as they transition into their next phase of professional development.

Date	Session	Suitable for	Venue
04 September 2024	High Expectations and well being	Secondary ECT and Teach First	Brannel School, St Stephen
14 January 2025	Holding difficult conversations	ECT/ECT+1	Atlantic Centre, Newquay
24 January 2025	ECT Conference	All ECTs	The Eden Project, St Austell
February 2025	Primary ECTs on Tour	Primary ECTs/ECT+1	Various school visits
25 March 2025	Adaptive Teaching and De-escalation strategies	ECT/ECT+1	Poltair School, St Austell
May 2025	Careers	ECT/ECT+1	TBC
June/July 2025	Secondary ECTs on Tour and Roundtable event	Secondary ECT/ECT+1	Various school visits
15 July 2025	ECT Graduation	ECT+1	The Stable, Fistril Beach, Newquay

*“I really loved my time as an ECT at Carclaze C.P. School. It was wonderful to get to know the pupils and everyone in the team.”*

Penny Makinson





## Teach – Early Years Foundation Stage

Our EYFS play-based curriculum blends child-led and adult-led learning opportunities. It focuses on authentic, relevant, and interest-based experiences to connect children with the real world.



### Understanding Early Years teaching in CELT: an overview

Participants will gain an in-depth understanding of the fundamental principles, evidence-based practices, and cutting-edge pedagogical approaches that shape and enhance early years teaching within CELT, empowering them to create a nurturing, inclusive, and stimulating learning environment for young children.

This session is suitable for EYFS staff, ECTs, SLT and Headteachers and should be completed on an annual basis.

The morning (9:00 - 12:00) is suitable for those wanting to learn about EYFS, EYFS staff are required to attend the whole day.

Venue	Date	Time
Atlantic Centre, Newquay	03.10.24	09:00 – 16:00



### The power of play

Participants will learn how to effectively harness the power of play through evidence-based practices, and practical techniques, fostering children's cognitive, social, emotional, and creative development, and enriching their overall learning experience in Early Years education.

This session is suitable for EYFS staff, ECTs and SLT should be completed on an annual basis.

The morning (9:00 - 12:00) is suitable for those wanting to learn about EYFS, EYFS staff are required to attend the whole day.

Venue	Date	Time
Atlantic Centre, Newquay	16.01.24	09:00 – 16:00
Atlantic Centre, Newquay	15.05.25	09:00 – 16:00







### Assessment and recording in Early Years teaching: methods and best practices

Participants will gain valuable insights into advanced assessment and recording techniques, including formative and summative assessments, and will learn best practices for accurately tracking and supporting children’s developmental and academic progress in early years education. They will also explore strategies for utilising assessment data to inform instruction and enhance individual learning outcomes.

This session is suitable for EYFS staff, ECTs and SLT and should be completed on an annual basis.

The morning (9:00 – 12:00) is suitable for those wanting to learn about EYFS, EYFS staff are required to attend the whole day.

Venue	Date	Time
Atlantic Centre, Newquay	06.03.25	09:00 – 16:00



### Integrating RWI, Drawing Club and Story Dough in Early Years: practical applications

Participants will acquire practical strategies for seamlessly integrating Read Write Inc. (RWI), Drawing Club, and Story Dough into their Early Years teaching. They will explore hands-on techniques and innovative approaches to enhance literacy skills, foster creativity, and support holistic development in young children.

Through interactive sessions, they will learn how to effectively utilise these programmes to engage students, differentiate instruction, and create a dynamic and enriching learning environment that promotes both academic and creative growth.

This session is suitable for EYFS staff, ECTs, SLT and Literacy Leads and should be completed on an annual basis.

Venue	Date	Time
Atlantic Centre, Newquay	10.07.25	09:00 – 12:30



### Level 3 Early Years Educator Diploma

This nationally recognised Level 3 course leads to the achievement of Early Years Educator status, recommend by the Department for Education (DfE). It is the full and relevant qualification required to undertake roles such as working with children under five as a key worker in a nursery or early years foundation stage setting or as a teaching assistant in reception class in primary schools.

Learners will enjoy a variety of innovative teaching approaches and study a diverse range of subjects which are delivered within Core themes which include: Children’s health and wellbeing, legislation, play, development and learning for school readiness and professional development.

Applicants should have achieved GCSE grade 4 (C) in English and Maths or L2 Functional Skills before you start the course, but you could study these alongside the Level 3. Throughout the course you will need to be either employed or be volunteering in an early years setting for at least two half days or one full day each week.

You must be at least 19 years old by the 1st September in the academic year you enrol and have lived in the UK for at least the past 3 years.

This course is delivered online and can be achieved within 9 to 24 months.

The course will be free of charge if:

- you are 19 years or over and do not already have a level 3 qualification
- you already have a level 3 (or higher) qualification but earn below the low wage threshold of £22,308
- you already have a level 3 (or higher) qualification but are unemployed.

If these conditions do not apply, you can apply for an Advanced Learner Loan. This is a loan which will have to be paid back once your earnings reach a certain threshold.

Staff should complete the [expressions of interest form](#) for additional information.

If you have any questions around the entry criteria, contact [schoolimprovement@celtrust.org](mailto:schoolimprovement@celtrust.org)





## Teach – Primary Curriculum

Our mission is to help every child achieve more. This involves a definition of achievement that embraces standards of literacy, numeracy and learning capability (curiosity). By fostering this comprehensive approach to learning, we not only raise academic standards but also reduce the range of performance levels across the school—effectively ‘raising the bar and narrowing the gap.’



### The Open University teachers’ reading group: reading for pleasure

Carclaze Community Primary School invites anyone committed to developing young people’s desire, delight and engagement as readers to join our in-person OU/UKLA Reading Group.

We will be developing evidence-informed practice, widening our knowledge of stunning literature and other texts written for children, enriching our RfP pedagogy and documenting the impact on the young people as readers.

Informal, friendly and supportive we encourage all ECTs, teachers, librarians, trainee teachers and support staff to join us and commit to attending all five CPD sessions after the launch.

To book a place, contact Simon Pollard, [spollard@car.celtrust.org](mailto:spollard@car.celtrust.org).

Venue	Date	Time
Carclaze C.P. School, St Austell	23 September 2024 (launch)	16:00 – 17:30
Carclaze C.P. School, St Austell	07 October 2024	16:00 – 17:30
Carclaze C.P. School, St Austell	11 November 2024	16:00 – 17:30
Carclaze C.P. School, St Austell	27 January 2025	16:00 – 17:30
Carclaze C.P. School, St Austell	07 April 2025	16:00 – 17:30
Carclaze C.P. School, St Austell	19 May 2025	16:00 – 17:30





## From the CELT Classroom

These sessions are available to anyone who would like to explore how to be a highly effective teacher. Colleagues may choose to attend all sessions or select certain sessions depending on levels of experience and interest.

All sessions will take place at Brannel School, 16:00 – 17:30.

Date	Session themes
14 November 2024	The Power of Talk: Building Oracy Skills for Lifelong Learning
21 November 2024	The Art of Modelling: Demonstrating and Guiding Learning Progress
05 December 2024	Literacy: Techniques for Promoting Writing in every Classroom
23 January 2025	Inspiring Excellence: Using Deliberate Difficulty to Stretch Learning
06 February 2025	Voice and Presence: Engaging Students Through Dynamic Classroom Interaction
06 March 2025	Effective Assessment: Transforming Feedback into Learning

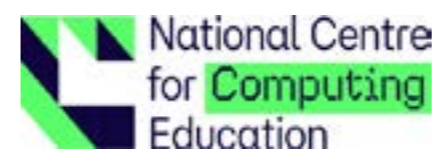


## Computing courses for teachers

These professional development courses are available to teachers wishing to become more confident in teaching computing. Courses are delivered through the Cornwall and Plymouth Computer Hub and cater for all levels of knowledge.

These courses are fully-funded for teachers in schools and therefore must be booked on the STEM learning website.

Date	Session themes
14 January 2025	<b>Leading primary computing – module 1 (Key Stage 1 and 2)</b> Essential knowledge for primary computing subject leaders. Improve your understanding of the role and the subject. Identify where your school is now and plan for improvements.
02 May 2025	<b>Programming with the micro:bit (Key Stage 2)</b> Explore how programming at Key Stage 2 can be enhanced with physical computing and the micro:bit.







## The Royal Ballet and Opera schools programme

The national schools programme has been design to inspire creativity through music, drama and design with award-winning resources and lessons that can be embedded into the Key Stage 1 and Key Stage 2 curriculums.

**Create & Design** offers classroom-based lesson plans and digital activities, with strong design and technology, art and design and cross-curricular links. It offers hands-on design skills that support creative problem-solving, develop empathy, build careers understanding, and strengthen connections between STEM and the arts.

**Create & Sing** inspires creativity through music and drama. The programme offers an accessible approach that combines singing and drama to build students self-expression, creative collaboration, performance confidence, voice, movement, and memory skills. Create & Sing has been developed in collaboration with teachers, with strong music and cross-curricular links.

The in-person, full day training is suitable for junior and primary teachers. Previous experience or knowledge of opera is not required to take part.

Date	Time	Programme	Venue
09 January 2025	09:00 - 15:00	<a href="#">Create and Design</a>	Bodmin College
23 January 2025	09:00 - 15:00	<a href="#">Create and Sing</a>	Bodmin College



## Teach – Secondary Curriculum

CELT In Sync is deepening collaboration across our Trust, bringing together experts from our academies and leading organisations across the country to empower teachers to create the best possible education for young people in Mid-Cornwall.





### From the CELT Classroom

These sessions are available to anyone who would like to explore how to be a highly effective teacher. Colleagues may choose to attend all sessions or select certain sessions depending on levels of experience and interest.

All sessions will take place at Brannel School, 16:00 – 17:30.

Date	Session themes
14 November 2024	The Power of Talk: Building Oracy Skills for Lifelong Learning
21 November 2024	The Art of Modelling: Demonstrating and Guiding Learning Progress
05 December 2024	Literacy: Techniques for Promoting Writing in every Classroom
23 January 2025	Inspiring Excellence: Using Deliberate Difficulty to Stretch Learning
06 February 2025	Voice and Presence: Engaging Students Through Dynamic Classroom Interaction
06 March 2025	Effective Assessment: Transforming Feedback into Learning



### Secondary subject-specific knowledge enhancement

CELT is developing a programme of secondary curriculum excellence masterclasses for leaders and teachers in secondary academies.

This exciting continuing professional development series will be presented by the Trust's subject directors. They will offer practical strategies, rooted in credible evidence in their specific subject to deepen teachers' knowledge.

These masterclasses will be tailored to meet the needs of teaching staff across the Trust. Full details of these masterclasses will be available in the autumn term.

#### Trust Subject Directors

Director of English	Amy Talbot
Director of Maths	Sam Lawrence
Director of Science	Dan Round
Director of MFL	Bec Yeo
Director of History	Neil Treadwell
Director of Geography	Jack Cockayne
Director of RE	Tom Fern
Director of PSHE	Claire Price





## Computing courses for teachers

A range of professional development courses, designed to help you teach computing. Courses cover Key Stage 3 and 4 and cater for all levels of knowledge.

Courses are delivered through the Cornwall and Plymouth Computer Hub and are fully-funded for teachers in schools. To access the funding, these sessions must be booked on the STEM learning website.



Date	Session themes
07 November 2024	Foundation knowledge of computer science for KS3 and GCSE (remote)
15 November 2024	An introduction to computer systems, networking and security in GCSE computer science
21 November 2024	Assessment and progression in KS3 computing
29 November 2024	Foundation knowledge of computer science for KS3 and GCSE (remote)
13 December 2024	Foundation knowledge of computer science for KS3 and GCSE (face-to-face)
10 January 2025	Python programming constructs: sequencing, selection and iteration
16 January 2025	New subject leaders of secondary computing
06 February 2025	An introduction to algorithms, programming and data in GCSE computer science



## The Royal Ballet and Opera schools programme

The national schools programme has been design to inspire creativity through music, drama and design with award-winning resources and lessons that can be embedded into the curriculum.

**Create & Design** (suitable for Key Stage 3 to 5) offers classroom-based lesson plans and digital activities, with strong design and technology, art and design and cross-curricular links. It offers hands-on design skills that support creative problem-solving, develop empathy, build careers understanding, and strengthen connections between STEM and the arts.

**Create & Sing** (suitable for Key Stage 3) inspires creativity through music and drama. The programme offers an accessible approach that combines singing and drama to build students' self-expression, creative collaboration, performance confidence, voice, movement, and memory skills. Create & Sing has been developed in collaboration with teachers, with strong music and cross-curricular links.

Date	Time	Programme	Venue
09 January 2025	09:00 - 15:00	Create & Design	Bodmin College
23 January 2025	09:00 - 15:00	Create & Sing	Bodmin College







## Behaviour & Safeguarding

Training is essential for effective safeguarding practice and is the foundation on which we build a culture of safeguarding at Cornwall Education Learning Trust. This is embedded in both statutory guidance and the Ofsted Inspection Framework.



### Level 2 Safeguarding Induction

This course provides in-depth information about how to recognise risks, spot the signs that a child is being abused and how to report any concerns.

Contact Betty Sincock to reserve a place, [bsincock@celtrust.org](mailto:bsincock@celtrust.org).

Date	Time
19 September 2024	15:00 – 16:30
07 November 2024	15:00 – 16:30
19 December 2024	15:00 – 16:30
23 January 2025	15:00 – 16:30
06 March 2025	15:00 – 16:30
24 April 2025	15:00 – 16:30
05 June 2025	15:00 – 16:30
17 July 2025	15:00 – 16:30



### Safeguarding administration training

Venue	Date	Time
Online	07 November 2024	14:00-15:00
Online	23 January 2025	14:00-15:00
Online	20 March 2025	14:00-15:00
Online	08 May 2025	14:00-15:00
Online	26 June 2025	14:00-15:00



## Training for Safeguarding Leaders (Level 3 Multi-agency)

This Level 3 training delivered by Safe4Schools aims to build strong professional networks in Cornwall and the Isles of Scilly to ensure that all children and young people living here are safe, protected from harm and have access to the right help at the right time. It will enable participants to work together to identify, assess and meet the needs of children and young people where there are safeguarding concerns.

Participants should have already completed single agency Level 1 and Level 2 training before enrolling on this course. This training is suitable for DSL/ DDSL/ Head of year/Year managers/ Directors of Key Stage/ SLT and with permission from headteacher – anyone with a passion for safeguarding.







## PRICE - restricted physical prevention training

PRICE stands for Protecting Rights In a Caring Environment and is restrictive intervention training. PRICE Training places a significant emphasis on the importance of primary, secondary and non-restrictive tertiary strategies.

From a person-centred approach, the training helps participants to understand and meet the needs of individuals before difficulties arise and to recognising an individual's early behavioural signs (physical, emotional, communicative).

The course offers creative experienced-based skills that are effective in preventing situations from escalating. A significant emphasis is also placed on the use of non-restrictive tertiary strategies, such as de-escalation, diversion, distraction or strategic capitulation as well as the use of breakaway techniques to safely respond to unwanted physical contact.

The two-day course is suitable for people new to PRICE training or those with Team Teach experience over 3 years ago.

Venue	Date	Time
Poltair School, St Austell	11 September 2024 12 September 2024	08:30 – 16:00
Poltair School, St Austell Atlantic Centre, Newquay	08 January 2025 09 January 2025	08:30 – 16:00 08:30 – 16:00
Poltair School, St Austell	23 April 2025 24 April 2025	08:30 – 16:00



### One-day PRICE Refresher

Venue	Date	Time
Poltair School, St Austell	06 November 2024	08:30 – 18.00
Poltair School, St Austell	26 February 2025	08:30 – 18.00
Poltair School, St Austell	04 June 2025	08:30 – 18.00



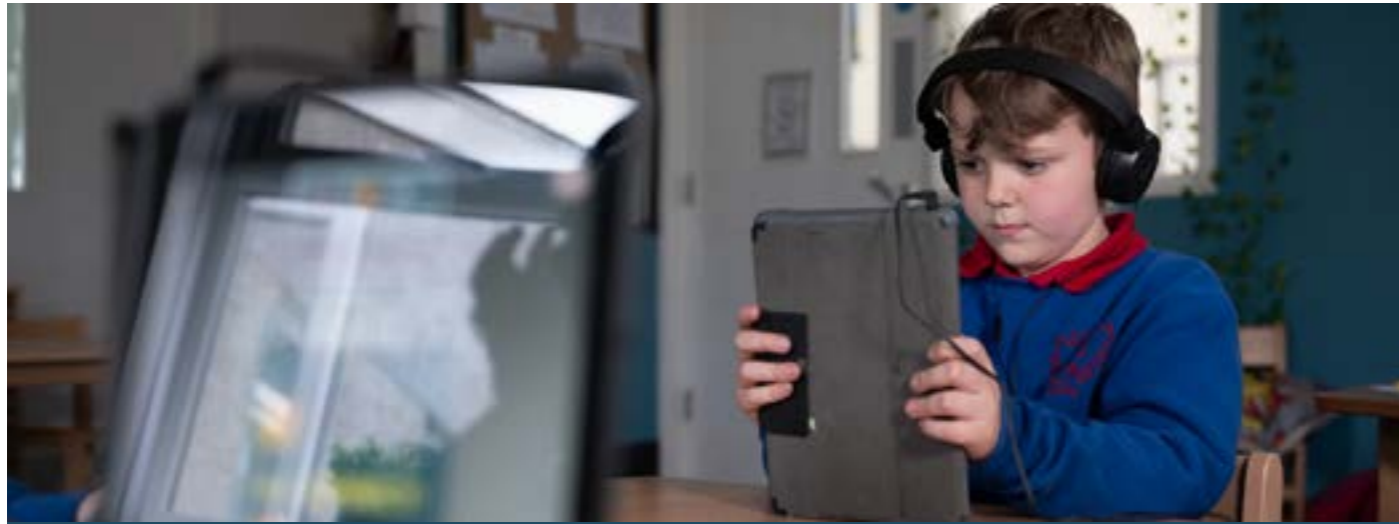
## Single Central Record (online drop-in sessions)

All academies have safeguarding duties and an essential part of this is to ensure that extensive recruitment and vetting checks are carried out on all staff, including those who are from an agency. The collection and storing of this information in the Single Central Record (SCR) is a requirement under the Keeping Children Safe in Education (KCSIE) statutory guidance.

These virtual sessions are an opportunity to ask questions and obtain general advice on maintaining the SCR within a school environment. Sessions are suitable for school SCR administrators. Contact the School Improvement Team to book, [school\\_improvement@celtrust.org](mailto:school_improvement@celtrust.org).

Date	Time
25 September 2024	10:30 – 11:30
09 October 2024	10:30 – 11:30
23 October 2024	10:30 – 11:30
06 November 2024	10:30 – 11:30
20 November 2024	10:30 – 11:30
04 December 2024	10:30 – 11:30
18 December 2024	10:30 – 11:30
15 January 2025	10:30 – 11:30
29 January 2025	10:30 – 11:30
12 February 2025	10:30 – 11:30
26 February 2025	10:30 – 11:30
12 March 2025	10:30 – 11:30
26 March 2025	10:30 – 11:30
09 April 2025	10:30 – 11:30
23 April 2025	10:30 – 11:30





### Attendance: SIMS and coding (online drop-in sessions)

Reporting on attendance is a hugely important task, and one that plays an integral role in the support of safeguarding and pupil welfare. These online drop-in sessions are available to colleagues who are involved in attendance reporting.

The sessions aim to provide an opportunity to speak to CELT Safeguarding Lead, Amy Daniels, with any queries regarding attendance and coding on SIMS.

Contact the School Improvement Team to book [schoolimprovement@celtrust.org](mailto:schoolimprovement@celtrust.org).

Date	Time
TBC	10:00 – 11:00
TBC	10:00 – 11:00
TBC	10:00 – 11:00
TBC	10:00 – 11:00
TBC	10:00 – 11:00
TBC	10:00 – 11:00



### Attendance cases: How to improve attendance

The Department for Education's latest school attendance guidance 'Working together to improve attendance' became statutory from August 2024. This training is designed to upskill academy staff with attendance responsibilities to help improve attendance.

Venue	Date	Time
Online	28 November 2025	15:30 – 16:30
Online	16 January 2025	15:30 – 16:30
Online	03 April 2025	15:30 – 16:30



### Future DSL course

This course will run throughout the academic year and is suitable for members of staff aspiring to become a Designated Safeguarding Lead in the future.

Date	Time
Spring 1	2-hour session
Spring 2	2-hour session
Summer 1	2-hour session
Summer 2	2-hour session





## New to role: Designated Safeguarding Lead

This course will provide participants with the knowledge of the threshold of Child Protection including a deeper understanding of neglect, sexual and emotional abuse. You will also gain up-to-date knowledge of the additional safeguarding concerns including Female Genital Mutilation, Child Sexual Exploitation, Child-on-Child Harm and Criminal Exploitation.

You will learn about the strategies to raise awareness to staff as well as gain an understanding of the legislative framework and statutory compliance and the importance of safeguarding files and accurate recordings whilst understanding safeguarding risks. Participants will learn the lessons from Serious Case Reviews and create best practice systems and procedures.

By the end of the course participants will understand their roles and responsibilities, thresholds of Child Protection as well as pathways of need and referrals.



Venue	Date	Time
Poltair School	03 October 2024	09:30 - 16:00
Atlantic Centre	30 January 2025	09:30 - 16:00
Atlantic Centre	10 July 2025	09:30 - 16:00

## New to role: Designated Safeguarding Lead refresher

This course is suitable for participants who have previously attended the New to Role: Designated Safeguarding Lead training and would benefit from revisiting topics.

Venue	Date	Time
Atlantic Centre	05 December 2024	13:00 -16:00
Poltair School	03 April 2025	13:00 -16:00
Atlantic Centre	08 May 2025	13:00 -16:00



## Safer Recruitment

Safer recruitment practices minimise the risk of unsuitable candidates being appointed, ensuring pupils are kept safe. Academies must ensure that all interview panels include a member of staff who has completed this training.

This training will help those involved in the recruitment process understand processes, legislation and law. It will also cover the responsibilities of the Single Central Record.

Venue	Date	Time
Atlantic Centre, Newquay	06 February 2025	15:00 - 17:00
Poltair School, St Austell	01 May 2025	15:00 - 17:00







## Special Educational Needs and Disability

Cornwall Education Learning Trust provides a comprehensive programme of training with guest speakers and external agencies to equip all staff with the tools and expertise to best support pupils to reach their full potential.



## Emotionally Based School Non-Attendance (EBSNA)

A two-session workshop that aims to build knowledge, understanding and practice in the area of emotional based school non-attendance.

### Session One

The first session will explore the push and pull factors of EBSNA, look at some assessment tools that can be used when EBSNA is evident. Workshop participants will have the opportunity to reflect on the current response to EBSNA in their individual school settings.

### Session Two

The second session help participants to develop a graduated response to EBSNA relevant to their own school settings, identifying the toolbox of resources that you will use to assess/plan/do and review in these cases.

Venue	Date	Time
Poltair School, St Austell	09 October 2024	13:00 – 15:00







### Developing trauma-sensitive co-regulation plans

A co-regulation plan is a way to help identify, make sense of and address the underlying need that an observed behaviour may be communicating. Co-regulation plans are helpful in situations where behaviours are becoming challenging within a school context and where a specific plan is required to identify unmet needs.

The purpose of a co-regulation plan is to help young people build new skills and ways of communicating their needs and support all key staff working with a young person to use the same approaches and strategies to connect with them.

This workshop will explore polyvagal theory, levels of regulation and the arousal cycle to provide a framework to understanding behaviours that can challenge.

This workshop is suitable for Headteachers, SLT, Pastoral Workers, Behaviour Leads, SENDCos, Operational SENDCos and Learning Support Staff.

Venue	Date	Time
Atlantic Centre, Newquay	06 November 2024	13:00 – 14.30



### Draw and Talk for emotional health and well-being

Draw and Talk is a 1:1 intervention that supports children and young people across the primary and secondary age range who are experiencing challenges in emotional well-being, adverse childhood experiences and/or worries in their life.

It is a structured, time-limited intervention which is child-led and facilitated by an adult.

The training will equip participants to begin the 1:1 intervention and will be expected to attend online group supervision sessions for the duration of the intervention. There will be the expectation that those attending the training will be given at least one session/week to work with an identified student and be released from their timetable to attend the supervision sessions.

Attending supervision sessions is a requirement of the training and intervention to ensure that staff are supported in their work. It will also be expected that a student (or group of students) who will benefit from the intervention will be identified in advance of the member of staff attending the course in discussion with the school's SENCO or Pastoral Lead.

Venue	Date	Time
Poltair School, St Austell	27 November 2024	13:00 – 14.30



*“Thank you so much for facilitating such a good CPD opportunity today. It was excellent! Really looking forward to using this brilliant intervention and seeing the impact it will make with our students.”*

Joanna, HLTA





### Supporting bereavement and loss for young people

The chance to learn about 1:1 support programmes that can assist children and young people who have experienced loss. Participants will learn about different approaches and resources that can be used and how to put together programme of support.

Attendees will go away from the session with the resources needed to put this straight into practice in your school settings.

This training is suitable for staff who have been identified to have a role in additional group or 1:1 intervention at an enhanced level of provision.

Venue	Date	Time
Newquay Tretherras	08.01.25	13:00 – 15:00



### Neuro-affirming approaches in education: building on the strengths of neurodivergent young people

This session will examine the approaches to support the meaningful inclusion of pupils with Autism in mainstream schools through curriculum and environmental adaptations. We will also consider what neuro-affirming thinking means and reflections of this in the current SEND policy context.

This training is suitable for SENDCos, operational SENDCo, Autism champions, and learning support staff.

Venue	Date	Time
Atlantic Centre, Newquay	13.02.25	15:30 – 17:00



### Person-centred approaches for enabling student voice

This workshop offers a chance to explore different approaches to gaining student voice, developing your toolbox in this area and helping all pupils to feel central to their plan/do/review cycles.

During the workshop, we will also look at Talking Mats, a range of visual cards tools, reflective debriefs and tools to support children in being prepared for meetings.

Participants are invited to bring any tools to this session that they have found useful when working with young people, to share with colleagues.

This workshop is suitable for pastoral workers, SENDCos, operational SENDCos and learning support staff.

Venue	Date	Time
Atlantic Centre, Newquay	13.05.25	15:30 – 17:00



### Whole Education SEND school improvement programme

Delivered in partnership with David Bartram OBE, the Whole Education SEND School Improvement programme works with SENCOs and a range of leading SEND experts to establish self-improving systems for SEND.

Whole Education SEND places collaboration and the mobilisation of local knowledge at the heart of improving SEND provision by embedding an effective model for peer review over the course of three years.

Throughout the programme, school leaders and SENCOs self-evaluate across 7 key areas:

1. Effective use of teaching assistants
2. Identification
3. Implementation
4. Impact
5. Intent
6. Provision mapping
7. Working with children and families

This programme is suitable for SENDCos and School Leaders. An expression of interest form, available in the CELT Hub, is required to be submitted for these sessions.





### Supporting language, communication and understanding for young people at secondary level

Supporting the planning, assessment and adaptations for young people who require assistance with understanding, communicating with those around them and within their learning. There will be the opportunity to look at whole school level approaches, targeted approaches, assessment and intervention for children who may require this.

Venue	Date	Time
TBC	12 March 2025	13:00 – 14:30



### Understanding situational mutism

This session will explore Situational Mutism including:

- a) how this might appear in school
- b) what might be underlying the presenting needs
- c) how we can help.

We will look at developing our understanding of how it might feel to experience situational mutism and hear from some young people on what is helpful when working with them. We will also spend some time looking at a Talking Mats approach to assisting communication and providing students with a different way to share their wants and needs comfortably.

This session is relevant for any member of staff who works with young people with these needs. It is also relevant for staff who have a coordination role for SEND in school and who may wish to share this learning with the rest of their staff team.

Venue	Date	Time
Poltair School	02 October 2024	13:30 - 15:00







## Operations – People Services

Our aim is to create a safe and healthy work environment that fosters a culture of positive well-being, which is integral to everything we do.



### Catch the stress wave: early burnout detection

A short course in identifying early signs of stress and burnout in employees.

This short course is designed to equip line managers with the skills and knowledge to identify early signs of stress and burnout in employees. By understanding the critical indicators of stress and burnout, managers can take proactive steps to address these issues, promote a healthier work environment, and enhance employee wellbeing and productivity. This course emphasises practical strategies for recognising symptoms, initiating supportive conversations, and implementing preventive measures within teams.

By the end of this course, participants will be able to:

1. Understand Stress and Burnout
2. Recognise Early Signs
3. Assess Workplace Factors
4. Develop Communication Skills
5. Implement Supportive Strategies

This course is suitable for: line managers, team leaders and supervisors.

This workshop, delivered by Anna Dalziel, our Trust wellbeing consultant, is designed to fit into existing staff meetings, scheduled as needed by the headteacher. Sessions are available in both face-to-face and remote formats, providing flexibility to best support staff wellbeing.



### The balanced workload: mastering efficiency and wellbeing

This workload workshop is designed to provide staff across all areas of education—non-teaching, administration, ECTs, ITT, experienced class teachers, middle leaders, and senior leaders—with practical tips and advice to manage their workload effectively.

These workshops are delivered each term at various locations in a carousel format, offering a range of activities to engage and support staff.

This workshop will:

- Equip staff with practical strategies to manage and reduce workload stress
- Provide actionable tips and coping strategies for immediate implementation
- Promote staff well-being by offering supportive and sustainable workload management techniques
- Offer a modular approach to fit varying training requirements.

This workshop, delivered by Anna Dalziel, our Trust wellbeing consultant, is designed to fit into existing staff meetings, scheduled as needed by the headteacher. Sessions are available in both face-to-face and remote formats, providing flexibility to best support staff wellbeing.





## Changing school culture – people management training

This workshop focuses on people management for school leaders. Directed at selected school leaders, this course aims to equip them with the skills needed to lead cultural change effectively. Delivered each term at various CELT locations, it will be led by experts in change management in education.

The workshop will include:

1. Understanding school culture
2. How to apply key principles of change management in education
3. Addressing the psychological and emotional aspects of change
4. Strategic Leadership approaches aligning cultural change with school goals.
5. People Management
6. Effective Communication
7. Implementing strategies to embed and sustain cultural changes.



## People management masterclass

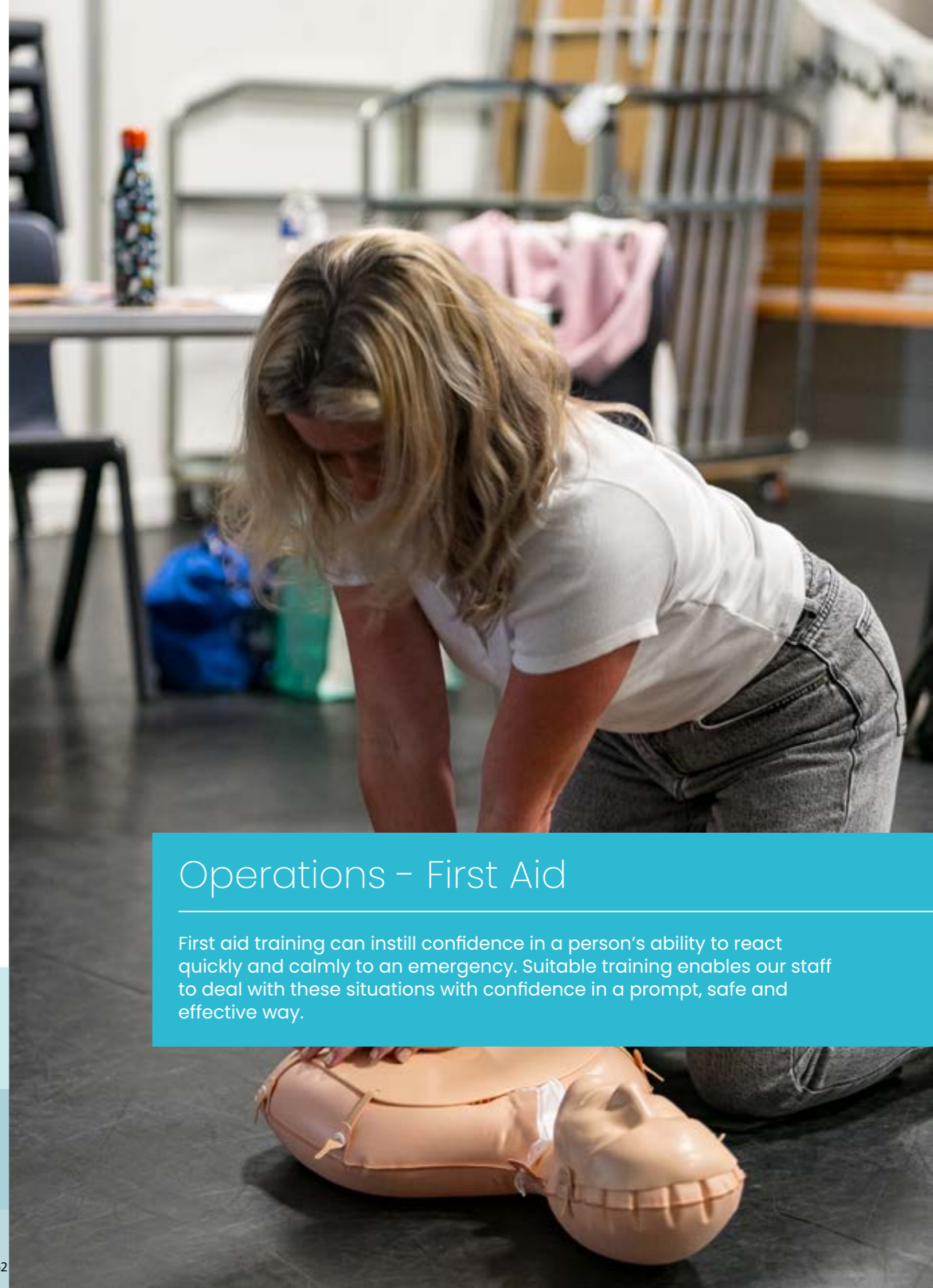
These masterclasses are designed to enhance and strengthen school leaders' proficiency in people management.

Each 30-minute masterclass can be integrated into existing SLT meeting times, tailored to meet individual school training needs.

Sessions are available both face-to-face and remotely.

Workshops available:

1. Performance Management
2. Probation
3. Recruitment and Selection
4. Absence Management
5. External Brown Jacobson courses
6. External ACAS courses



## Operations – First Aid

First aid training can instill confidence in a person's ability to react quickly and calmly to an emergency. Suitable training enables our staff to deal with these situations with confidence in a prompt, safe and effective way.







### FAA Level 3 Award in Paediatric First Aid

This two-day qualification fulfils the requirements for first aid training detailed in the Department for Education's statutory framework for the Early Years Foundation Stage.

The course includes:

- Primary survey and recovery position
- Resuscitation and safe use of an AED
- Wounds, bleeding and shock
- Allergic reactions and anaphylaxis
- Seizures
- Chocking
- Minor injuries
- Asthma
- Meningitis
- Febrile convulsions
- Extreme hot and cold
- Electrical incidents

This course is specifically tailored to the school environment and consists of practical and theoretical activities that are assessed throughout the course. The training is compliant with Resuscitation Council (UK) Guidelines and valid for three years.

Please note: There is a cost of £20.00 per candidate for certification.

Venue	Date	Time
Atlantic Centre, Newquay	17 September 2024 18 September 2024	9:00 – 16:00
Poltair School, St Austell	29 January 2025 30 January 2025	9:00 – 16:00
Poltair School, St Austell	26 March 2025 27 March 2025	9:00 – 16:00
Poltair School, St Austell	20 June 2025 23 June 2025	9:00 – 16:00



### FAA Level 3 Award in Emergency First Aid at Work

Learners will gain the knowledge and the practical competence required to deal with a range of emergency first aid situations:

- Responsibilities, reporting and assessing
- Dealing with an unresponsive casualty
- CPR and AED awareness
- Minor injuries
- Bleeding and shock
- Chocking
- Epilepsy
- Burns

This one-day course is specifically tailored to the school environment and consists of practical and theoretical activities that are assessed throughout. The training is compliant with Resuscitation Council (UK) Guidelines and valid for three years.

Please note: There is a cost of £10.00 per candidate.



Venue	Date	Time
Poltair School, St Austell	11.02.25	9:00 – 16:00
Poltair School, St Austell	13.05.25	9:00 – 16:00
Poltair School, St Austell	01.07.25	9:00 – 16:00

*"The first aid course was clearly delivered. Having been to three other trainers, I like that this training is in-house at CELT"*

Mary, HLTA



### FAA Level 3 Award in First Aid at Work

This comprehensive three-day course covers a wide range of first aid emergencies, enabling all participants to deal with emergency situations with confidence in a prompt, safe and effective way. The course covers everything in the one-day course plus:

- Fractures and spinal injuries
- Head injuries
- Sprains and strains
- Poisoning
- Eye injuries
- Chest injuries
- Asthma
- Diabetes
- Stroke
- Heart attacks

This course is specifically tailored to the school environment and consists of practical and theoretical activities that are assessed throughout the course. The training is compliant with Resuscitation Council (UK) Guidelines and valid for three years.

Please note: There is a cost of £30.00 per candidate.



Venue	Date	Time
Bodmin College	25.11.24 26.11.24 27.11.24	9:00 – 16:00
Poltair School, St Austell	11.02.25 12.02.25 13.02.25	9:00 – 16:00
Poltair School, St Austell	13.05.25 14.05.25 15.05.25	9:00 – 16:00
Poltair School, St Austell	01.07.25 02.07.25 03.07.25	9:00 – 16:00





## Operations – Health and Safety

Cornwall Education Learning Trust ensures that everyone knows their individual health and safety responsibilities and how to effectively manage risk to support a positive learning environment.



### AssessNET risk assessment and incident reporting training

AssessNET is used by Cornwall Education Learning Trust to reduce risk by streamlining compliance processes, gathering better safety data and providing total visibility on the performance of risk management initiatives at a strategic level.

This training offers a comprehensive guide to using AssetNET to complete risk assessments for school activities and to report incidents efficiently.

To arrange this training for an academy, contact Carrie Freeman, CELT Health and Safety Officer, [cfreeman@celtrust.org](mailto:cfreeman@celtrust.org).



### Educational Visit Coordinator training

This online training course covers aspects of the law related to educational visits, risk assessment of visits, and the administrative requirements associated with off-site educational activities as recommended by the Department for Education.

The course will enable EVCs to plan and manage their schools' educational visits and off-site activities in line with National Guidance and current good practice, and thus help fulfil their Health & Safety obligations.

Course cost: £160.00

Book here: [www.evolveadvice.co.uk](http://www.evolveadvice.co.uk)





### Educational Visits Trip Leader

National Guidance states that a Visit Leader should have "undertaken appropriate training". This IOSH-approved and IOL-accredited course covers all aspects of the Visit Leader role as covered in OEAP National Guidance. It is relevant to Visit Leaders in schools or other young people's establishments or settings. This course is delivered online.

Course content:

- Purpose of educational visits
- Legal expectations
- Planning and risk management
- Monitoring and evaluation
- Visit emergencies

Course fee: £15.00

Book here: [www.evolveadvice.co.uk](http://www.evolveadvice.co.uk)



### Camping Leader

Camping Leaders supervise groups of novice or young campers, teaching them campcraft skills and creating a safe and enjoyable overnight experience.

This course involves a four-hour online training element followed by the Camping Leader assessment day.

It is suitable for staff involved in the Duke of Edinburgh's Award and Ten Tors.

Course cost: £25.00

The Camping Leader course is delivered by Mountain Training England [www.mountain-training.org](http://www.mountain-training.org).



### Lowland Leader

Lowland Leaders take groups of walkers into the countryside so they can experience the benefits of the great outdoors. The qualification is suitable for new or experienced hike leaders.

This course is suitable for staff and volunteers who want to confidently lead people on paths in lowland countryside. It consists of two days training and two days of assessment.

The Lowland Leader course is delivered by Mountain Training England [www.mountain-training.org](http://www.mountain-training.org).



### Hill and Moorland Leader

Hill and Moorland Leaders enjoy introducing people to hiking in varied terrain, leading groups in the hills and exploring away from the path. Hill and moorland areas in the UK and Ireland have a different geology and history to the lowlands and mountains, offering an accessible feeling of wilderness to those who wander there.

To register for this course with Mountain Training England ([www.mountain-training.org](http://www.mountain-training.org)), candidates should have at least a year's worth of hillwalking experience and be a member of a mountaineering council.

Training and assessment for this qualification will take six days.





### **Design and technology health and safety courses**

The D&T Association recommends that all secondary teachers, technicians and support staff working in Design and Technology should work towards achieving accreditation at the Secondary Core Health and Safety Level.

Following training with the Design and Technology Association, staff are required to assemble a personal D&T H&S portfolio to demonstrate their knowledge of the 36 Core Level Standards.

Specific equipment training is recommended for individual items of design and technology equipment to ensure the safe operation in schools. Further information can be found at [www.designtechnology.org.uk](http://www.designtechnology.org.uk).



### **CLEAPSS Health and Safety for Design and Technology**

CLEAPSS offers a number of Health and Safety courses for staff working within Design and Technology in schools. These courses are tailored to the needs of technicians, teachers, heads of departments and safety officers.

For course details, dates and booking, visit [www.courses.cleapss.org.uk](http://www.courses.cleapss.org.uk).



### **CLEAPSS Health and Safety Management for Heads of Science**

This one-day course focuses on managing health and safety issues and risk assessments. It helps to develop a better understanding of health and safety legislation in an education context.

This course is suitable for heads of department, deputies, heads of subject and those aspiring to these posts.

Course cost: £165.00

This course is delivered face-to-face by CLEAPSS, for course dates and booking, visit [www.courses.cleapss.org.uk](http://www.courses.cleapss.org.uk).



### **CLEAPSS Radiation Protection Supervisor Training**

This three-hour online course covers the basics of radiation protection in a school setting and provides an introduction to the role of the Radiation Protection Supervisor in schools (RPS – Schools). The person with this role is responsible for managing the safe storage, use and monitoring of radioactive sources in the science department.

It is primarily intended for teaching staff new to the role however it may be useful as a refresher for anyone returning to the role after a break. The course is based on the advice in CLEAPSS guide L093 Managing Ionising Radiations and Radioactive Substances in schools and colleges (2019) and will address questions frequently asked on the CLEAPSS Helpline.

Course fee: £95.00

This course is delivered online by CLEAPSS, for course dates and booking, visit [www.courses.cleapss.org.uk](http://www.courses.cleapss.org.uk).





### CLEAPSS Health and Safety for Science Technicians

This one-day course is an introduction to health and safety for school Science technicians. It helps to develop a better understanding of health and safety legislation in an education context and understand risk assessments for technician activities.

Course fee: £165.00

This course is delivered face-to-face by CLEAPSS, for course dates and booking, visit [www.courses.cleapss.org.uk](http://www.courses.cleapss.org.uk).



### CLEAPSS Prep Room Management and Health and Safety for Senior Science

This one-day discussion-based course is intended for senior Science technicians to explore and share ideas for running an efficient and effective science prep room. The main emphasis will be on Health & Safety law, what the law requires of technicians, organising the prep room, supporting practical work and leading a technician team.

Course fee: £165.00

This course is delivered face-to-face by CLEAPSS, for course dates and booking, visit [www.courses.cleapss.org.uk](http://www.courses.cleapss.org.uk).



### CLEAPSS Safety with Chemicals for Technicians

This one-day practical course is designed for technicians who are responsible for setting up chemistry practical activities. The aim of the course is to use CLEAPSS information to develop knowledge of how to safely set up school practicals, manage the waste from these and gain confidence in dealing with emergencies with chemicals.

Course fee: £165.00

This course is delivered face-to-face by CLEAPSS, for course dates and booking, visit [www.courses.cleapss.org.uk](http://www.courses.cleapss.org.uk).



### IOSH Managing Health and Safety Risks in the Education Sector

Specifically tailored for those who work in education and accredited by the Institution of Occupational Safety and Health (IOSH), this two-day online course will equip delegates with an understanding of their individual health and safety responsibilities and how to effectively manage risks and support a positive learning environment.

Course content:

- Health and safety legislation
- Common hazards and risks in the education sector
- Principles of sensible risk assessment
- Incident management
- Formulating a robust health and safety policy
- Proactive monitoring procedures

This course is suitable for Principals, Headteachers, and heads of department, and is particularly relevant to people employed in primary, secondary and special schools as well as FE colleges and universities.

Course fee: £325.00

To book a place, contact the School Improvement Team, [schoolimprovement@celtrust.org](mailto:schoolimprovement@celtrust.org).

Venue	Date
Online Online	02 October 2024 09 October 2024





## IOSH Safety for Executives and Directors Course

This IOSH course is an excellent demonstration of your commitment to employee wellbeing and will help you minimise risk, ensure compliance and make better use of time and resources.

This one-day course will enable you to confidently understand your legal, moral and financial role and the benefits of good safety and health systems.

The training is designed for managers and supervisors with responsibility for managing risk and resources. No previous qualifications or training is required.

Course fee: £210.00

To book a place, contact the School Improvement Team, [schoolimprovement@celtrust.org](mailto:schoolimprovement@celtrust.org).

Venue	Date
Online	12 September 2024
Online	11 December 2024



## Control of Substances Hazardous to Health (COSHH Level 2)

This nationally recognised qualification ensures participants have a basic knowledge of COSHH regulations and requirements. It is suitable for those working in environments with hazardous substances e.g. healthcare, cleaning, transport and office environments.

Course content:

- Legal requirements relating to hazardous substances in the workplace
- Employer/employee duties
- Consequences for non-compliance
- Communicating safety information
- The different forms of hazardous substances
- Effects after exposure to hazardous substances
- The different routes that hazardous substances can enter the body
- How risk assessments reduce accidents and ill health at work
- The five-step process of risk assessment
- The control hierarchy in relation to the safe use, handling, transporting, storage, and disposal of substances hazardous to health
- Information to refer to when identifying and using hazardous substances
- Procedures for dealing with an incident involving hazardous substances

Course fee: £65.00

This course is delivered by Cornwall Training & Consultancy, book directly: [www.cornwalltraining.com](http://www.cornwalltraining.com)

## Display Screen Equipment Assessor Training Level 1

This half-day course covers the role of a DSE risk assessor. You will learn about workstations, workstation risk assessment, the legislation and how to carry out a DSE risk assessment correctly.

This training is delivered by Cornwall Council H&S Team and can be booked via email at [businessadvice@cornwall.gov.uk](mailto:businessadvice@cornwall.gov.uk).

## Legionella Awareness Day

Legionella awareness training will help to protect from an outbreak of Legionnaires' disease and help to keep the risk low.

This awareness training course will ensure that learners have knowledge of the key legislation in relation to the control of Legionella as well as being able to identify the health risks associated with Legionellosis. Looking at what learners' responsibilities are and how to assess the safety of water systems and water temperature to minimise the risks of Legionella.

Learners will also be able to understand how to manage Legionella and how to use this knowledge to protect their health as well as the health and safety of others.

This half-day training is delivered by Reef Water Solutions and can be booked directly via [www.reefwater.co.uk/training](http://www.reefwater.co.uk/training).

## Minibus Driver Training

Minibus driver training is essential for any member of staff who needs to transport pupils in a minibus for short or long journeys. The type of training required is dependent on the classifications held on an individual's driving licence.

The level of course required should be discussed with the training provider to ensure the correct course is booked.

This training is delivered by Driveline GB and should be booked directly at [www.drivelinegb.co.uk](http://www.drivelinegb.co.uk).

## Asbestos Duty to Manage

This one-day course is suitable for staff who require an overview of the duty to manage and legislative requirements.

Learning objectives:

- Types, uses, risks of occurrences in buildings
- Be familiar with legislation, regulations and guidance
- Understand different types of surveys, and decipher survey reports
- Understand and put together an asbestos management plan.

This training is delivered by asbestos specialists, Allium. Training can be booked directly via [enquiries@allium.uk.net](mailto:enquiries@allium.uk.net).

## Legionella Awareness Duty to Manage

Managing Legionella training is a critical component for individuals involved in building management, design and maintenance. Legionnaires' disease, a severe form of pneumonia caused by Legionella bacteria, poses a potential threat to public health. This course aims to equip participants with the knowledge and skills necessary to understand, manage and prevent the risks associated with Legionella.

Course content:

- Introduction to Legionnaires' disease
- Health and safety law
- The role of the duty holder
- Identification and assessment of the risk
- Preventing or controlling the risk
- Legionella risk management

This one-day training is delivered by Reef Water Solutions and can be booked directly via [www.reefwater.co.uk/training](http://www.reefwater.co.uk/training).



## Safe Electrical Isolation Training

This course is aimed at anyone looking to gain knowledge and practical understanding of how to safely and correctly isolate electrical systems to complete electrical repairs or installation work.

This half-day course includes:

- The Electricity at Work Regulations
- Voltage testing equipment types and compliance
- Safe isolation procedure explained and demonstrated
- Practical safe isolation techniques explained and demonstrated

Course fee: £165.00

This training is delivered by South West Assessment and Training and can be booked directly via [www.swaat.co.uk](http://www.swaat.co.uk).

## PASMA Use of Tower Scaffolds

This PASMA Training scaffolding training course is essential for all users of both alloy and fibreglass mobile access towers that are approved to BS EN 1004. It teaches delegates how to safely erect, move, inspect, dismantle, alter and use mobile access towers.

The PASMA Towers for Users (Prefabricated Access Suppliers and Manufacturers Association) certification is the most widely recognised qualification for use of all mobile towers.

It is recognised by the Health & Safety Executive and satisfies the "Provision and Use of Work Equipment Regulations 1998 (PUWER)" and the "Work at Height Regulations 2005."

This course is suitable for school site staff working above a 2.5 metre platform height and is delivered by Top Height Training Ltd.

Course cost: £85.00

To book, contact: [INFO@TOPHEIGHTTRAINING.CO.UK](mailto:INFO@TOPHEIGHTTRAINING.CO.UK)

## LANTRA grounds equipment training

There is a number of training courses available for the safe use of grounds equipment.

This training is provided by Kernow Training and should be booked directly at [www.kernowtrainingltd.co.uk](http://www.kernowtrainingltd.co.uk). Discounted rates are available with combining specific courses.

Course	Cost
2-day LANTRA Brush Cutters and Trimmers	£195.00
1-day LANTRA Handheld Hedge Trimmers	£195.00
1-day LANTRA Pedestrian Mowers	£145.00
1-day LANTRA Leaf Blowers	£75.00
1-day LANTRA Tree Surgery Training	Enquire
1-day LANTRA Tree Felling	Enquire
1-day LANTRA Chainsaw Maintenance and Crosscutting	Enquire
1-day LANTRA Tree Pruning	Enquire
1-day LANTRA Uprooting and Wind-blown Trees	Enquire
1-day LANTRA Tractor Driving and Operation	Enquire
1-day LANTRA Pest Control	Enquire
1-day LANTRA Spraying PA1 PA6	Enquire

## iHASCO online training

Cornwall Education Learning Trust has access to a vast library of online awareness and training courses.

These courses can be completed on demand.

- Accident Reporting
- Asbestos Awareness
- Assessing Mental Capacity
- Bomb Threats and Suspicious Packages
- CDM Regulations
- COSHH
- Disability Awareness and Inclusion
- Display Screen Equipment
- Driver Awareness
- Electrical Safety
- Environmental Awareness
- Eye Protection
- Fire Awareness
- Fire Awareness in Education
- Fire Warden (Education)
- First Aid Requirements & RIDDOR
- Food Allergy Awareness
- Food Safety and Hygiene (Level 2)
- Food Safety and Hygiene (Level 3)
- General Workshop Safety
- Hand/Arm Vibration Awareness
- Health and Safety for Homeworkers
- Health and Safety for Managers & Supervisors
- Health and Safety Essentials
- Hot Work
- HR Compliance & Wellbeing Essentials
- Infection Prevention and Control
- Ladder Safety
- Legionella Awareness
- Lone Worker Safety
- Manual Handling
- Medication Awareness (Education)
- Mental Health Awareness
- Mental Health in Education
- Moving and Handling People
- Noise Awareness
- Personal Protective Equipment (PPE)
- Privacy and Dignity in Care
- Provision and Use of Work Equipment Regulations (PUWER)
- Risk Assessment
- School Trips for Organisers and Support
- Schools: Children with Allergies / Anaphylaxis
- Schools: Children with Asthma
- Schools: Children with Diabetes
- Schools: Children with Epilepsy
- Slips, Trips and Falls
- Spill Kit Training - Body Fluids
- Spill Kit Training - Chemicals and Oils
- Stress Awareness
- Working at Height
- Working in Confined Spaces

To add an iHASCO course to you current training contact The School Improvement Team, [schoolimprovement@celtrust.org](mailto:schoolimprovement@celtrust.org).





## Administrative Support

Administrative support networks span across the Trust to provide professional operational management support to academies. Teams are ready for change and able to support development.



### Is your school website DfE compliant?

This session will provide the latest website requirements for academies, in line with DfE guidance. It is essential that the correct information is publicly available and this session will help colleagues responsible for their academy's website stay on top of the latest guidelines.

This is an online session and tailored to different school settings.

#### Primary and Junior Academies

Date	Time
10 October 2024	11:00 – 12:30



#### Secondary Academies

Date	Time
14 November 2024	11:00 – 12:30



### Managing your academy's website with eSchools

This training session will guide participants through the process of managing academy websites with the eSchools training team. The training will include: an overview of the content management system, how to add new pages and content and how to edit existing content. This practical training is for academy websites using eSchools (primary and junior academies).

This remote session is facilitated by a member of the eSchools training team and there will be an opportunity for specific help and advice.







### Social media for primary schools

This training will provide participants with guidance to help choose the right social media platforms, what should and shouldn't be posted on social media and the best tools to save time and create consistent messaging.

Venue	Date	Time
Poltair School	21.11.24	09:30 - 11.30



### Level 2 Functional Skills - Maths Level 2 Functional Skills - English

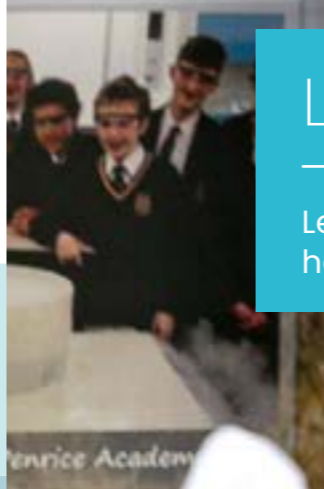
These qualifications are designed to help learners develop practical, real-life skills that can be applied in work, education and everyday situations.

They are equivalent to GCSE grade 4 (C) and are suitable for adults needing qualifications to improve career opportunities and enhance their skills and confidence.

These courses are delivered by Cornwall College and include:

- free online course
- flexible evening sessions
- fast-track completion in 12 weeks or less

Venue	Date	Time
Online	January 2025	TBC



## Leadership Courses

Leadership is about vision; having a clear idea of where we need to go, how to get there and what success looks like.

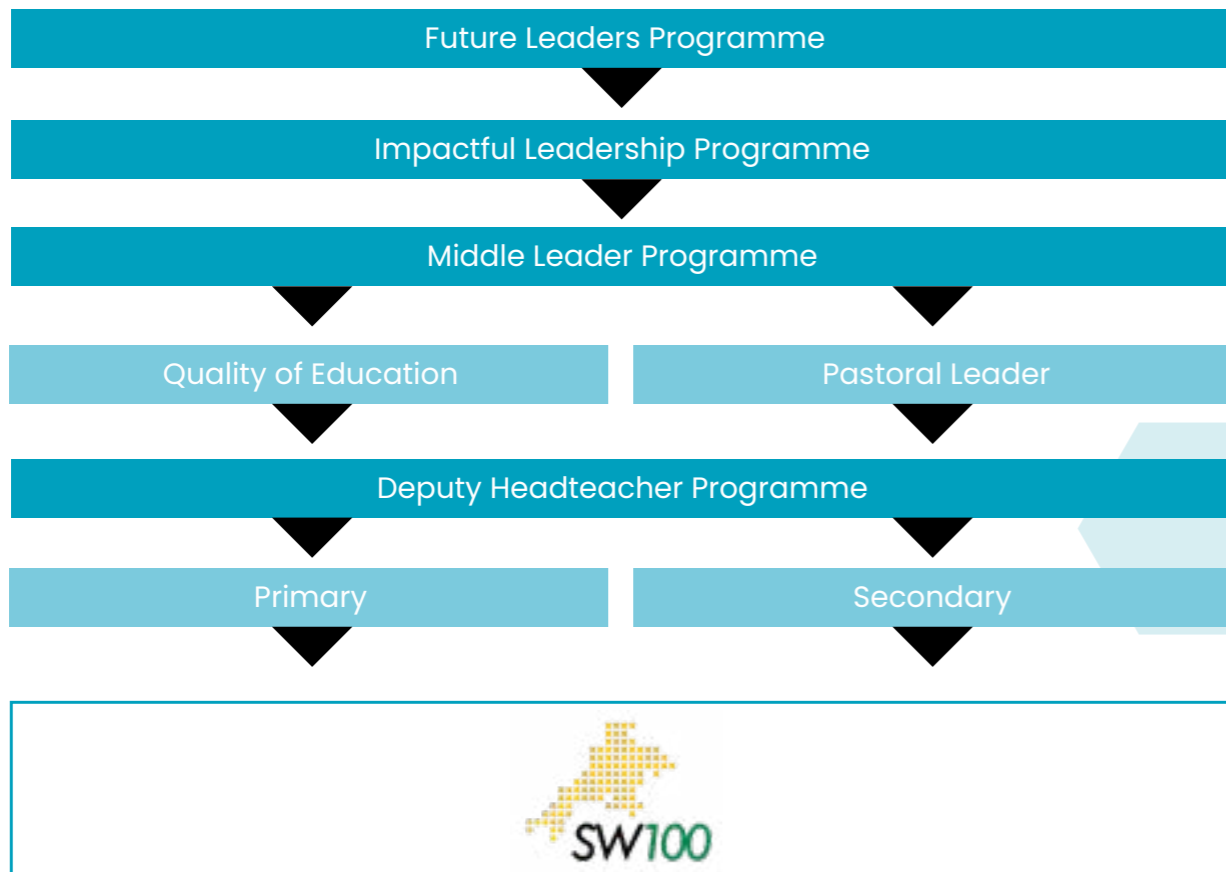




## Leadership Journey

Our success as a Trust ultimately relies on our people, so by developing a people-centred approach, Cornwall Education Learning Trust is setting out clear expectations for the current and future workforce.

We believe it is important for people to have opportunities to develop their leadership skills across different areas of the Trust. Our leadership pathway provides a clear route into leadership roles.



## CELT Future Leaders programme

### ESSENTIAL READING LIST:



The CELT Future Leaders Programme is a 12-month initiative designed to introduce aspiring leaders to a comprehensive range of leadership knowledge, skills, and experiences. This programme aims to equip potential future leaders with the tools necessary to thrive in leadership roles within the education sector.

In addition to the planned sessions, conferences, peer discussions, independent study and school visits, participants will be mentored by senior leaders.

### This programme is suitable for :

Aspiring future leaders, teaching (ECT+1 and beyond) and non-teaching staff.

Conference	Lessons from Leadership
Conference 1: setting the challenge	Focuses on setting a leadership challenge, creating a 100-day improvement plan. Delegates explore leadership theory and complete a 360-degree feedback survey to identify strengths and areas for development. A CELT executive head shares insights on leadership within CELT.
Conference 2: setting vision and strategy	Delegates develop and define their leadership vision for their 100-day plan, supported by study skills workshops. Peer discussions allow for feedback and refinement of their vision.
Conference 3: leading teams and progress reviews	Focuses on leading high-performing teams and reviewing improvement plans. Keynote speaker and school visits provide insights into effective leadership and team dynamics.
Conference 4: handling difficult conversations	Explores strategies for managing difficult leadership conversations and planning next steps in improvement plans.
Conference 5: mid-year review and sharing progress	Delegates review their progress, present findings, and engage in peer feedback to refine strategies for the future.
Conference 6: final review and reflection	Leadership in Action Identifying key lines of enquiry through effective quality assurance. Delegates conduct a final 360-degree review, reflecting on their development and planning next steps for continued leadership growth. They present their findings and action plans for future leadership development.





## Lessons from Leadership

These sessions are available to teaching and non-teaching staff who would like to explore how to be a highly effective leader. Colleagues may choose to attend all sessions or select certain sessions depending on levels of experience and interest.

All sessions will take place at Brannel School, St Austell, 16:00 – 17:30.

Date	Lessons from Leadership
14 November 2024	An Introduction to Leadership Leadership stories from leaders in Cornwall. The road to leadership isn't linear.
21 November 2024	Leadership Styles What kind of leader are you? How can you adapt your natural style to lead impactfully?
05 December 2024	Ethical Leadership Making the language of virtues and values part of everyday decision making?
23 January 2025	Radical Candour Building a high performing team balanced with professional welfare.
06 February 2025	Psychological Safety in Leadership
06 March 2025	Leadership in Action Identifying key lines of enquiry through effective quality assurance

[BOOK NOW](#) >

### ESSENTIAL READING LIST:



## CELT middle leadership pastoral development programme

The pastoral leadership programme is a 12-month initiative that is designed to introduce aspiring teaching and non-teaching staff into the pastoral world of school leadership.

This programme is suitable for aspiring middle leaders and provides an understanding of the key components that are essential for effective pastoral leadership in school, offers in-school visits, opportunities to create change within your own academy and reflect upon impact.

This programme will begin in January 2025. An [expression of interest form](#) is required to be submitted.





### CELT middle leadership development programme

This 12-month programme is designed to introduce aspiring senior leaders to the world of school leadership. This course empowers participants to create, implement, and evaluate a successful teaching and learning strategy for their academy, fostering a culture of leadership, professional development, and continuous improvement, all with the support of existing CELT senior leaders.

This programme will begin in January 2025. An [expression of interest form](#) is required to be submitted.

Date	Focus
16 January 2025	Introduction session: purpose and parameters
13 March 2025	Creating and cultivating team culture
08 May 2025	Accountability: handling difficult conversations
05 June 2025	Accountability: data informed quality assurance
September 2025	Accountability: curriculum reviews
November 2025	Project presentations



### Quality of education deputy headteacher development partnership

This development programme is for new and aspiring Deputy Headteachers/Vice Principals to develop their knowledge, skills and systems to lead Teaching, Learning and Curriculum in our secondary schools.

The programme has been created in collaboration with Blackdown Education Partnership and Westcountry Schools Trust.

Developing exceptional leaders is the foundation of creating an exceptional quality of education for our young people. Through a 12-month 15 talented leaders will be equipped them with a range of experiences and opportunities to be ready for the next stage of their leadership journey.

Delegates will participate in a series of six conference days, visiting six high performing schools, within three leading South West Trusts and working in collaboration with leaders from a variety of settings, developing expertise for the role of a Deputy Headteacher or Vice Principal.

The 2024/25 cohort has now been confirmed.

To register interest in a future programme, applicants must first seek prior approval from the Headteacher or Principal. Potential delegates should then complete an expression of interest form, outlining their suitability for the programme and why they wish to take part.

Working in partnership with:







## Primary leaders development partnership

This development programme is for new and aspiring Primary Leaders to develop their knowledge, skills and systems to lead in our Primary Schools.

Developing exceptional leaders is the foundation of creating an exceptional quality of education for our young people. Over the next twelve months we are seeking to provide 18 inspirational leaders, who are new or aspiring Primary Leaders with a development programme that equips them with a range of experiences and opportunities to be ready for the next stage of their leadership journey.

Delegates will participate in a series of six conference days, visiting six high performing schools, within three leading South West Trusts and working in collaboration with leaders from a variety of settings, developing expertise to lead exceptional primary schools.

The programme is open to new and aspiring Primary Leaders.

To register interest in the programme, applicants must first seek prior approval from the Headteacher or Principal.

Potential delegates should then complete the [expression of interest form](#), outlining their suitability for the programme and why they wish to take part.

The deadline for expressions of interest is Monday 16th December 2024.

Working in partnership with:



## Cradle 2 Career



We talk about the need to raise children's aspirations; however, this is particularly challenging given Cornwall's geographical isolation.

Addressing the challenges goes beyond education, but there are practical things that school leaders can do.

To change this—to secure a life of choice and opportunity for every child—we believe that great schools are necessary but not sufficient.

Our CELT strategic plan is focused on accepting our civic responsibilities within our communities to drive positive change. Schools are at the forefront of this work – the anchors of our communities! We have a moral duty to convene organisations, health services, faith groups and local businesses with the sole aim of improving our community for our families.

We believe that there are five 'key' threads that schools need to work on to meet these aims. These threads are discrete but complementary.

**1. Enacting an all-through curriculum** – every child experiences a curriculum that is coherently sequenced and builds cumulatively. We have started work on our IN-SYNC project to align the curriculum throughout our Trust.

**2. Developing great teachers** – ensuring every child has the best quality teacher in front of them in every school, in every classroom. Every lesson counts. We are implementing and developing incremental coaching in schools to support all

teachers to continue to reflect and improve their practice.

**3. Embedding strong relationships** – Ensuring every child develops a strong support network based on positive, mutually respectful relationships. We have started this work by focusing on our families of children with SEND. Our special education needs coordinators are working collaboratively to review and improve processes to support families and children.

**4. Serving your community** – Ensuring every school develops an understanding of the communities it serves – working in partnership to strengthen capacity. We have been listening to families and have convened in Bodmin and St. Austell. We know that enabling our children to access and complete post 16 education and training is a challenge. CELT has been reviewing our offer across our towns. CELT has also been working on providing further education in Bodmin. We are delighted that we also have a number of CELT staff starting a foundation degree in September.

**5. Leading Cradle to Career** – Ensuring that we develop the capacity and capability required to catalyse, sustain and refine effective cradle to career models. We have set up a Foundation Board enabling us to access a wider variety of funding streams to ensure that we can continue this vital work.





## SW100



Research indicates that the 'disadvantage gap' in the South West is worse than the national average at all stages. This means that a child experiencing disadvantage will start primary school around five months behind their peers. When they leave secondary education, 12 years later, this gap will have widened, with the most vulnerable children in our communities finishing school almost two years behind their friends.

Cornwall Education Learning Trust is a partner of SW100, a headteacher development programme led by the Reach Foundation.

SW100 is an internationally-informed, regionally-led and community-focused school leadership development programme; supporting high-impact school leaders into their first headships in Devon and Cornwall.

The programme seeks to develop the next 100 headteachers in the South West to work in schools with a high proportion of children experiencing disadvantage. It combines conferences, webinars and school visits alongside leadership coaching.

The 2024/5 cohort has now been confirmed. To register interest in a future programme, applicants must first seek prior approval from the Headteacher or Principal.

*"I was delighted to be part of SW100 last year. It enables leaders to form a network and have a collective impact on outcomes for disadvantaged learners. I'm excited to see the impact this will have on students and families across CELT."*

Rebecca Blizzard, Assistant Headteacher



## National professional qualification (NPQ) courses

NPQs enable teachers and leaders to develop skills, progress careers and improve school outcomes. These courses support teachers and leaders at all levels and can be completed around existing commitments.

Scholarship funding for specific NPQs in SENCO, Leading Primary Maths (LPM), and Headship is available for eligible teachers and school leaders, though places are limited.

These courses are suitable for staff who are responsible for leading the development of other teachers and mentoring trainees and ECTs.

### Specialist NPQs:

- Leading teacher development
- Leading teaching
- Leading behaviour and culture
- Leading literacy
- Leading primary mathematics

### Leadership NPQs:

- Senior leadership
- Headship
- Executive leadership
- Early years leadership
- SENCO

Courses last between 12 and 22 months, with a combination of face-to-face sessions, webinars and self-directed study.



# Summary of CELT CPD Programme 2024 / 2025

Programme/Training	Mandatory	Dependent of role	Optional
INSET Days			
Staff Inductions			
CELT Education Conferences			
Initial Teacher Training			
ECT Programme			
Early Years Foundation Stage			
Primary Curriculum			
Secondary Curriculum			
Exceptional Teaching and Learning			
Behaviour and Safeguarding			
SEND			
People Services			
First Aid			
Health and Safety			
Administrative Support			
CELT Leadership programmes			
Cradle to Career			
SW100			
NPQ			

COLLABORATE  
EMPOWER  
LEAD  
TRANSFORM  
*#WeAreCELT*

