



TEACHING STAFF CPD CAREER FRAMEWORK

TRAINEE TEACHERS	ECTs	MPS TEACHERS	MIDDLE LEADERS & UPS	SENIOR LEADERS	ALL
<p>What's on offer?</p> <ol style="list-style-type: none"> 1.Southend SCITT/ ETP SCITT – PGCE & QTS – School Direct unsalaried and salaried 2.QTS / PGCE through other providers 3.Whole school CPD / twilight programme 4.Specialist subject mentoring weekly in curriculum time 5.Designated meeting time with ITT cohort and ITT co-ordinator every 2 weeks 	<p>What's on offer?</p> <ol style="list-style-type: none"> 1.ECT Induction following Early Careers Framework from Chafford Hundred Harris Academy in liaison with UCL 2. Support from Appropriate Body 3.Subject specific mentoring 4.Subject specific external CPD where relevant and needed, i.e. subject knowledge enhancement and subject knowledge for teaching 7.Whole school CPD / twilight programme / new staff induction 	<p>What's on offer?</p> <ol style="list-style-type: none"> 1.Coaching & mentoring 2.Work shadowing of middle leader 3.Subject specific external CPD where relevant and needed. Specifically examination board training 4. SHSG learning hub 5. Stepping up to middle leadership courses (SETSA / BTSa) 6. Membership for Chartered College of Teaching funded 	<p>What's on offer?</p> <ol style="list-style-type: none"> 1. SSAT Lead practitioner 2.SETSA SLEs (specialist leaders of education) 3.NPQs – NPQTL / NPQLBC / NPQLTD 4.NPQSL 5.SSAT stepping up to leadership 6.Coaching & mentoring training 7.Extended SLT 8.Subject specific external CPD where relevant and needed 	<p>What's on offer?</p> <ol style="list-style-type: none"> 1.NPQH 2.NPQSL 3.Advanced Safeguarding Andrew Hall) 4.Timetabling 5.Ofsted training / shadowing 6.Coaching & mentoring 7.Safer recruitment* 8.Data protection* 	<p>What's on offer?</p> <ol style="list-style-type: none"> 1.Whole school CPD / twilight programme 2.Safeguarding* 3.External CPD on request 4.New staff induction 5.New staff buddy 6.Whole school membership of National College*(access to online webinars) 7.First aid – incl anaphylaxis 8.Futurelearn* 9.Health & Safety 10.GDPR



	<p>8. Two year's membership for Chartered College of Teaching funded</p> <p>9. New teacher subject days PTI where relevant and appropriate</p>		<p>linked to examination specifications</p> <p>9. Safer recruitment</p> <p>10. SETSA/ BTSA middle leaders course (pastoral and/or curriculum)</p> <p>11. SHSG learning hub</p> <p>12. Membership for Chartered College of Teaching funded</p>	<p>9. Stepping up to headship course - SETSA</p> <p>10. Heading for Headship</p> <p>11. SETSA SLEs.</p> <p>12. Sixth Sense – for Heads of 6th form</p> <p>13. Membership for Chartered College of Teaching funded</p>	<p>11. Equality, diversity & inclusion</p> <p>12. IT upskilling</p> <p>13. Bursaries for professional development including academic qualifications such as e.g. MAs & PhDs</p> <p>14. Minibus training</p> <p>15. Fire awareness*</p>
<p>When?</p> <p>Applications through the providers from Oct-July for a start in the following academic year.</p>	<p>When?</p> <p>1 & 2 ECT induction with AP / tailored programme of induction and mentoring over a period of 2 years aligned to ECF</p> <p>3. Subject specific mentoring once every 2 weeks in the first and second year.</p>	<p>When?</p> <p>5. Usually before the start of each term following discussion with line manager and Assistant HT i/c CPD.</p> <p>Progress towards meeting PM targets should be considered.</p>	<p>When?</p> <p>3/4/5</p> <p>Usually before the start of each term following discussion with line manager and Assistant HT i/c CPD</p> <p>7. applications in summer term for Sept start or half a term in advance of alternative start dates</p>	<p>When?</p> <p>1/2 Usually before the start of each term following discussion with line manager and Assistant HT i/c CPD</p> <p>Progress towards meeting PM targets should be considered</p>	<p>When?</p> <p>1 & 2 Allotted times within twilight / CPD programme</p> <p>3. External CPD requests to be made using CPD request form following discussion with line manager and Asst HT i/c CPD</p> <p>4/5. July (prior to starting through autumn term)</p>



	4. On an individual needs basis following discussion with ECT induction tutor and subject mentor.		Progress towards meeting PM targets should be considered.		13. Applications for bursaries have to be submitted at least half a term in advance of deadline for registration on courses.
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SUPPORT STAFF

CPD CAREER FRAMEWORK

*Online training

STUDENT SUPPORT (student services / exams office / library / IT)	ADMIN SUPPORT (SIMs / Faculty / reprographics / finance / HR / cover / reception)	PREMISES	TECHNICIANS	CATERING	ALL SUPPORT STAFF
What's on offer?	What's on offer?	What's on offer?	What's on offer?	What's on offer?	What's on offer?
1. First Aid	1. First Aid	1. Health & Safety	1. Health & Safety	1. Food Hygiene & Safety	1. Safeguarding
2. Mental health 1 st Aid	2. Sims training	2. First Aid	2. First Aid	2. Customer Care?	2. New staff induction
3. Hearing impairment training	3. SISRA training /ALPs	3. Fire Awareness	3. Fire Awareness	3. Health & Safety	3. Online safeguarding courses
4. SEND Code of practice	4. Specific training relevant to role and specialist equipment / software	4. CoSHH – manual handling training	4. CoSHH – manual handling training	4. First Aid	4. Online H&S courses
5. Safeguarding & Child Protection	5. Minibus training	5. Working at heights / ladder training	5. Food Hygiene & Safety	5. Fire Awareness	5. IT – Microsoft office
6. Level 1/ 2 counselling skills		6. Minibus training	6. Risk Assessments		6. External CPD on request
		7. Specific training			7. Futurelearn



<p>7. Specific training relevant to role and specialist software</p> <p>8. Data protection</p> <p>9. IT – Microsoft office</p>	<p>6. HR – safer recruitment</p> <p>7. HR-equality & diversity</p> <p>8. Data protection</p> <p>9. Finance training</p> <p>10. IT – Microsoft office</p> <p>11. apprenticeships</p>	<p>relevant to the handling of specialist equipment</p> <p>8. Apprenticeships</p>	<p>7. Specific training relevant to the handling of specialist equipment</p> <p>8. Minibus training</p> <p>9. IT – Microsoft office</p> <p>10. CLEAPS</p>		<p>8. Bursaries for professional development e.g. MAs & PhDs / GCSEs / A Levels / Degrees – up to £500 for Degrees, Masters and PhDs.</p> <p>9. Support with ITT applications / software</p> <p>10. Relevant professional qualifications needed to execute role.</p>
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