

WELCOME TO THE HUB'S APRIL NEWSLETTER

We are all aware that recruitment is now probably the number one concern for schools in the region. Whilst I think we can agree that pay levels remain low in the competitive market we find ourselves in, the Hub is supporting regional ITT, our Early Careers teachers and co-ordinating the provision of high-quality CPD.

The quality of SEND provision is high on government and Ofsted agendas. The recently published new national standards for SEND and AP should help to improve this provision although there are some worries about the delay until 2025 for implementation. Our Teaching Hub look forward to helping to facilitate the new NPQ for SENDCOs.

With the current HMCI moving on later this year, it will be interesting to see what changes to Ofsted this might bring. It is worth reading the ASCL discussion paper 'The Future of Inspection'. This sets out some very sensible proposals that I believe are gaining some traction in the system.

Finally, with the demise of the White Paper, there is now some uncertainty within the system about the growth of Multi-Academy Trusts. However, many maintained schools in the region are still currently deciding whether to academise and with which MAT.

The Confederation of School Trusts discussion papers ['What is a Strong Trust?'](#) and ['Starting with Why'](#) are good brief guides to what the best trusts can offer.

I'd like to wish you all the best for the remainder of this year.

Andrew Burns,
CEO

CONTENTS

A message from Andy Burns - P.1

Recruitment & Retention - P.2

Appropriate Body - P.2

Early Career Framework - P.2+3

National Professional Quals - P.4

CPD & Curriculum Hub - P.4

Inspiring Leaders Conference - P.5



RECRUITMENT & RETENTION

England's school system faces a substantial and growing challenge of ensuring there are sufficient numbers of teachers employed in schools. The teacher supply challenge is multi-faceted: the challenges vary between different phases and subjects, areas of the country and types of schools.

This data dashboard, produced with support from the Nuffield Foundation, provides information on teacher recruitment and retention challenges and their implications for pupils and schools in terms of teacher shortages across different dimensions, including geography, subject and school types. [Click here to view.](#)



On the 23rd of March the Hub attended a webinar with Minister Gibb, following the Teacher Recruitment and Retention Report - we will report back soon.

APPROPRIATE BODY

As local authorities step back from their AB provision in September 2024, we're scaling up our service in readiness to support all current and new schools using our AB provision.

If you're looking to join the Hub, we will be holding a short webinar on Thursday 11th May from 4 - 5pm. This will be an opportunity to meet our AB Lead, Caroline Chaloner, find out more about our service, pricing and support packages. You can sign up for the webinar [here](#), or check out our website.

Caroline Chaloner Redhill Teaching Hub AB Lead
c.chaloner@theredhillacademy.org.uk



EARLY CAREER FRAMEWORK

Supplementary programmes have been developed to support the statutory ECF programme, including our extremely successful Autism programme, delivered online and in person, with support from The Autism Trust. We're now promoting our latest Twilight CPD session 'Preparing for Ofsted', after a successful Behaviour Management session last term. Find out more on the next page...

SEND ANNOUNCEMENT

TRANSITIONAL REFORM BEGINS FOR CHILDREN AND YOUNG PEOPLE WITH SEND.

READ IT HERE

DfE are publishing improvement plan

New national standards for SEND and AP

New guidelines to help provide the right support in line with national standards

New NPQ for SENDco's added to suite of professional qualifications

Guidance on how to make adjustments to help children stay in mainstream education

33 local authorities have new special schools build

Preparing for Ofsted for ECTs

24th April (Zoom)

4 pm - 5.30 pm

[BOOK YOUR PLACE](#)



We're hosting **two ECT networking forums for ECTs** experiencing the same challenges, to help build their network and give them the opportunity to share best practice. They will be led by a facilitator with experience in each area, with support from The Teaching Hub. [Click here](#) to register your interest at our networking forums.

Year 6 networking forum | 25th April, 4 pm - 5 pm

Leadership Responsibilities

networking forum | 26th June, 4 pm - 5 pm

THE NUMBERS

Registered on our ECF programme we have...

315

ECTs

274

Mentors

109

Schools

We try hard to facilitate our ECF events in a way which supports schools in our region to access training with the least disruption and strongest impact. To that end, participants and school can expect the following:

- A secondary and primary facilitator at every event.
- Facilitators who draw on a wide range of expertise & experience across regional schools.
- The chance for participants to split into phase/setting groups, wherever practical.
- Specialist groups and facilitators for EYFS, and ECTs in Special schools.
- A choice of venue's and dates to allow schools with multiple ECTs to spread the cover.
- Support with the practicalities of registration and onboarding, progress and assessment.
- The chance to network with other ECTs/Mentors allowing opportunities for discussion.
- Access to additional resources, research & support through Padlet (online noticeboard).
- A safe and supportive environment where participants can raise questions, concerns and challenge each others' thinking.

NEWS UPDATE

EXAM BOARDS LOOKING FOR EXAMINERS

... to join their teams of experts involved in delivering results this summer. They would welcome applications from both experienced teachers and those earlier in their careers, and there is no requirement to have taught a board's specification to qualify. This opportunity would provide:

- a chance to network with other subject experts.
- an insight into the latest approaches to how your subject is assessed.

An examiner would be part of a team that ensures students receive the results they deserve. Details on the exam boards and subjects can be found [HERE](#).

For specific information about the required roles, refer directly to their dedicated webpages, accessible via the quick links on the JCQ Become an Examiner webpage.

NPQ FOCUS

Recruitment to Cohort 4 has now closed, and participants have been inducted across the programmes ready for a March/April start.

Applications for cohort 5 will open soon, if you are interested in finding out more please complete an [expression of interest form here](#), or contact NPQ Lead **Natalia Strumnik-Brown** via email at. n.strumnik-brown@redhillhub.org.uk

Congratulations!

Well done to all the Cohort 1 participants on the specialist NPQs who were successful in their assessments. Its never easy going first and we were really pleased with the high success rates across the programmes.



"I found the experience insightful, interesting and valuable"

STEPHANIE SPENCE
NPQ IN HEADSHIP

"I really enjoyed the case studies and applying my research to different contexts"

LIBBY HALE
NPQ IN LEADING TEACHER DEVELOPMENT



CPD FOCUS

The Teaching Hubs CPD offering continues to grow in popularity, with over 150 participants joining our more recent sessions.

The latest session in our **Equity, Diversity and Inclusion** programme took place at Diverse Academies on the 20th April. Feedback has been excellent, with comments such as:

“ *Excellent online learning, opportunities to discuss and to give feedback. All helpful in a supportive environment* ”

Look out for dates for next years EDI programme!

We've now delivered two sessions of our Ensuring Effective SEND Provision programme, with feedback from participants such as:

“ *Even as an experienced SENDCo I have come away with so many development points.* ”

MFL conference announcement!



We're pleased to announce this years MFL conference, featuring Dr Gianfranco Conti.

Founder, owner and CEO of the leading language learning website The Language Gym, Gianfranco is an applied linguistics MA and PhD graduate with many years of classroom experience. He has taught Modern Languages for nearly 30 years at primary, secondary and university levels.

The conference will take place at NTU's Brackenhurst campus, Southwell, Notts, on **7th July 2023**.

We will be advertising the programme across the hub website and social channels in the coming weeks, but to sign up for early information please email us at: enquiries@redhillhub.org.uk

MOVE ON UP! - Developing great teachers

Plans are underway for our Developing Great Teachers programme which will run throughout the next Academic year. Watch this space!

Inspiring Leaders are proud to share with you details of our forthcoming conference for School and MAT Leaders focusing on making Sustainability a reality in your School.

The event will take place on 29th June 2023, the week before international net zero week, and we hope to be able to provide leaders with ideas for bringing this important week to life in their schools.

Our conference is planned in partnership with several sector specialists and partners and offers the chance for Headteachers, Curriculum Leaders, Site Managers, School Office colleagues and MAT Central team leaders to access the conference together to share learning throughout the day.

You will find information attached about the conference and you can book your schools or MATs ticket by clicking [here](#).

FLING HIGH CURRICULUM HUB UPDATE

Would your school benefit from additional financial support for your phonics programme and access to 9 days of Literacy Specialist support over two years?

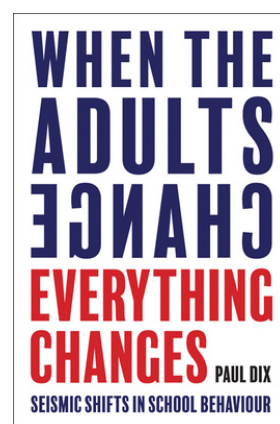
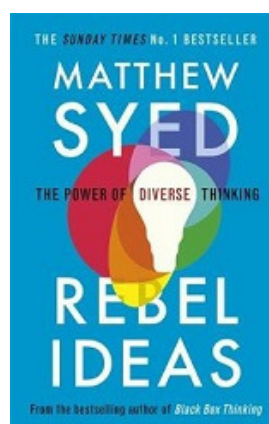
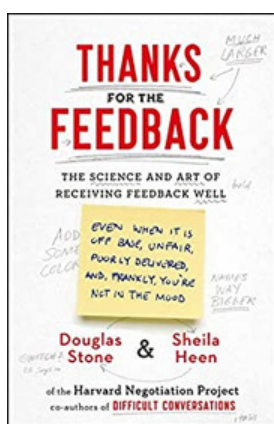
Flying High English hub have additional capacity to take on more partner schools for September 2023. Therefore, we want to offer schools the opportunity to attend an event to learn more about our offer and how they can begin partnership work with us.

[Book here](#), or contact us to discuss englishhub@flyinghightrust.co.uk



BOOK RECOMMENDATIONS

'Thanks for the Feedback' is a road map to more self-awareness, greater learning, and richer relationships. A tour de force' Adam Grant, Wharton professor and author of Give and Take.



'Rebel Ideas' examines the power of 'cognitive diversity' – the ability to think differently about the world around us. It shows us how to become more creative, how to collaborate in a world becoming more interconnected, & how to break free of echo chambers that surround us all.

Seismic Shifts in School Behaviour, Paul Dix upends the debate on behaviour management in schools in 'When the adults change, everything changes', and offers effective tips and strategies that serve to end the search for change in children and turn the focus back on the adults. **Click the books to order.**

THANKS FOR READING!

