

School workforce development



The School Workforce Development team provides expert consultancy on a range of organisational workforce development issues within all types and phases of school settings. The team have a wealth of knowledge in education gained through working in various education roles. We have experience of providing bespoke support in Ealing and other Local Authorities on a variety of workforce related issues. The bespoke support we offer will:

- ◆ Enable you to build capacity for sustainable improvements in challenging financial times
- ◆ Support you by developing leadership and supporting succession planning
- ◆ Help facilitate new partnerships through collaborative working.

To deliver the wide range of support, we will draw on the expertise of others outside the team to support schools and we will monitor and quality assure this work to ensure that you receive excellent quality of provision and value for money.

Our list of services is not exhaustive and if you need other support we will endeavor to find the right practitioner to support you.

The team is led by Alison Bennett, a chartered member of the HR profession and has more than 25 years' experience in both the public and private sectors. For the past 17 years she has worked in Ealing council both within the corporate HR function and as a consultant in the Ealing Learning Partnership. Alison has supported schools in all aspects of school workforce development, training, restructuring and change management and runs various network groups for school staff including school business managers and site managers.

Our prices are very competitive and schools can access our services on offer from two packages. The school workforce support package which is offered to all schools on an annual basis with a two or three-day option for bespoke support and the workforce network group services which can be accessed via an annual buyback and includes membership to all three networks.

For ELP schools you will receive a discounted rate for both packages. Log in to view full information on prices at EGfL www.egfl.org.uk/workforce.

For a discussion about your school needs please contact:

Alison Bennett

School workforce development consultant

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Package 1 Workforce network group services

Considerable expertise in supporting Ealing Schools and a proven track record of providing information, advice and guidance through network groups via internal and external sources /collaborations.

The networks provide the opportunity to share best practice across of a range of roles to ensure your school is fully informed about changes and new initiatives.

SBM Professional /Strategic group membership:

- ◆ Three network meetings – one each term.
- ◆ Workshops and guest speakers/ presentations to support SBM role
- ◆ Dedicated email group to share information and key updates
- ◆ Access to key information from other LA departments
- ◆ Brokering of school to school's support and collaboration opportunities with other schools and schools in neighbouring boroughs
- ◆ Dedicated support for SBMs
- ◆ Access to telephone and email support /advice
- ◆ Specialised accredited and non- accredited training
- ◆ Support for new SBMs.

Site Manager /Caretaker network group:

- ◆ Three network meetings – one each term
- ◆ Workshops and guest speakers/ presentations to support site role
- ◆ Dedicated email group to share information and key updates
- ◆ Access to information from other LA departments eg health and safety, property services
- ◆ Access to telephone and email support /advice
- ◆ Specialised accredited and non- accredited training available.

Administrator network group:

- ◆ Three network meetings – one each term
- ◆ Workshops and guest speakers/ presentations to support roles within the team
- ◆ Dedicated email group maintained to share information and key updates
- ◆ Access to information updates from HR shared services, admissions, attendance and health and safety
- ◆ Access to telephone and email support /advice
- ◆ Specialised accredited and non- accredited training commissioned.

Package 2 Bespoke workforce support services

We provide a consistent quality assured service to ensure the best possible outcomes to meet your school challenges and Ofsted requirements. We have a wealth of professional knowledge and expertise in supporting Ealing Schools and can source further specialised support as needed. We aim to provide you with effective solutions that will save you time and money.

Support from our service can provide:

- ◆ A workforce health check visit to discuss your school priorities and needs to help you with workforce planning and training options
- ◆ Headteacher 1 - 1 coaching sessions for new and established Headteachers to provide confidential support to ensure personal and professional goals are achieved
- ◆ Mentoring and coaching for senior leaders to ensure positive and sustained change
- ◆ Mediation support for conflict resolution with individuals/teams
- ◆ Restructuring advice and support to meet financial challenges
- ◆ Advice about the effective deployment of teaching assistants
- ◆ Administrative audits/reviews to ensure a fit for purpose team
- ◆ Support for marketing and branding your school to attract future pupils and staff
- ◆ Income generation strategies to support funding gaps
- ◆ Recruitment and support of a new SBM
- ◆ Sourcing appropriate external accredited training and use of the apprenticeship levy
- ◆ School website advice ensuring it is statutory and appropriately marketing your school
- ◆ Succession planning and restructuring of staff
- ◆ Review and writing of bespoke job descriptions to ensure they are up to date and fit for purpose
- ◆ Appraisal support for teachers and support staff
- ◆ Bespoke training in your school including; successful team working, difficult conversations, effective communication skills, managing change and safeguarding training.

School workforce development
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Visit www.egfl.org.uk/workforce