

School workforce development and support

2024-2025



School workforce development and support provides expert consultancy on a range of topics, including

- ◇ Coaching
- ◇ Mentoring,
- ◇ Supporting leadership and management,
- ◇ Finance,
- ◇ Income generation and
- ◇ Marketing.

The service has a wealth of knowledge in education gained through working in various education and professional roles. 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
- ◇ Build knowledge and skills.

We continue to use a blended approach to training and support and have adapted our support to embrace new digital platforms which has ensured that we remained reactive and fully able to support your school needs either virtually or in person.

We recognise that it is very important that *No School is Left Behind* and continue to work to support through building expertise and supporting wellbeing through our networks, and bespoke support.

Our prices remain competitive, and Ealing Learning Partnership (ELP) schools receive a discounted rate. Log in to EGfL for more information on prices at www.egfl.org.uk/workforce.

Workforce network membership for SBMs and site managers'

Networks provide the opportunity to share best practice and discussion across of a range of topics to ensure your school is fully informed about changes and new initiatives. Membership includes access to both Groups. Membership is 1 year commitment 2024-2025.

SBM professional, strategic group and site manager /caretaker group:

- ◇ Network meetings termly for site manager group and five meetings per year for the SBM group
- ◇ Workshops and guest speakers/ presentations to support school roles
- ◇ Dedicated email group to share information and key updates
- ◇ Brokering of school to school's support and collaboration opportunities
- ◇ Opportunity to feed in ideas to ELP committees
- ◇ Reduced rates for specialised accredited and non- accredited training
- ◇ Reduced rates for conference/ workshops
- ◇ Access to telephone and email support /advice

Benefits and outcomes

- ◇ Sharing best practice - No School Left Behind
- ◇ Improved professional knowledge
- ◇ Increased expertise
- ◇ Cost effective solutions through collaboration
- ◇ Economies of scale
- ◇ Supporting wellbeing.

Workforce development and support packages

Aimed at supporting school senior leadership and wider teams. They provide a developmental framework to assist the headteacher, senior leadership team, and other practitioners to achieve strategic and professional objectives within the school context. Relevant for all school phases.

Benefits and outcomes

- ◆ Build leadership capacity to achieve professional and organisational objectives
- ◆ Enhance strategic thinking and direction
- ◆ Effective conversations that support communication across your School
- ◆ Improved personal and professional performance
- ◆ Develop an integrated approach to problem-solving
- ◆ Increase clarity of vision and focus
- ◆ Increase knowledge and expertise
- ◆ Cost effective solutions
- ◆ Supporting wellbeing.

Coaching Headteacher 1- 1 coaching sessions for early career and established headteachers

To provide confidential support to ensure personal and professional goals are achieved throughout the year using techniques such as DISC (dominance, influence, steadiness and conscientiousness) behavioural assessments to identify behavioural strengths and challenges. Supporting the wellbeing and continued success of the headteacher and the school.

Sessions: face to face/ virtual and will consist of between 8-10 sessions (up to 21 hours in total) including telephone support

Coaching can also be offered to a staff group i.e. senior/middle leaders and sessions would be delivered with group/individuals as appropriate following the same model)

Coaching 1-1 for senior leaders/middle leaders/ school practitioners

To ensure positive and sustained change for staff who need support to achieve professional and school goals/aims using DISC (dominance, influence, steadiness and conscientiousness) assessments to identify behavioural strengths and challenges. Individuals will work on an action plan and feedback/ evaluation will assess the impact of coaching against the stated goals and objectives.

Sessions: face to face /virtual and will consist of up to 6 sessions (up to 14 hours in total) including telephone support

Finance for new to headship

Understanding finance cycles and the finance roles / responsibilities of the school business manager, Governing Board and Headteacher within the School. Supporting the seamless working of these groups to meet school statutory functions and finance challenges.

Sessions: Three half day session one per term (face to face / virtual)

Embedding sustainable income generation in your school

Session 1 covers the key principles of fundraising; quick wins; The 8 routes to funding; Building support and a fundraising culture in school.

Session 2 Identifying and prioritising projects; Assembling an action plan; Introducing passive income streams; Effective marketing/communications techniques to encourage donations.

Sessions: Two half day sessions (face to face or virtual)

We also commission other leadership and support staff bespoke training /support for your school, including:

- ◆ team building
- ◆ customer services
- ◆ appraisals
- ◆ marketing

Contact **Alison Bennett**,

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Feedback from schools on services 2023

Annual survey rated
workforce training
100% for quality and
support.

Workforce rated 100% good
for responsiveness to
requests

ELP 2023 survey



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