

Introduction

We know the very best employees have a genuine desire to learn more about their area of expertise and working within the educational sector. We also know that leading the Trust through clarity, not control, and ensuring we don't work in isolation but also allow space for innovation we will keep us ahead of the curve.

Our Professional Studies training combines in-house training and external programmes. Each school also has a professional development programme to ensure that we are developing exceptional talent across our Trust. Great school schools are built on talented people who are research-informed to become experts in their given area. Our Professional Studies Programme is central to our 'Empowered to Lead' model. Colleagues can only lead with high levels of knowledge, skills and understanding of their specialism.

External Training

- Online learning modules provided by Access ensure all new staff joining the Trust have a sound level of knowledge and understanding of key areas to work safely and effectively in their roles. Existing members of staff are also provided with opportunities to update their training.
- For the Early Career Framework, all our newly qualified teachers will have a named subject mentor to support their development during their first two years in the profession.
- Working as a Strategic Partner in the East Midlands Teaching Training Programme, we can access places for staff to take part in the following programmes:
 - National Professional Qualification for Leading Teacher Development (NPQLTD) – for teachers who have, or are aspiring to have, responsibilities for leading the development of other teachers in their school. They may have responsibilities for the development of all teachers across a school or specifically trainees or teachers who are early in their career.
 - National Professional Qualification for Leading Behaviour and Culture (NPQLBC) – for teachers who have, or are aspiring to have, responsibilities for leading behaviour and/or supporting pupil wellbeing in their school.
 - National Professional Qualification for Leading Teaching (NPQLT) – for teachers who have, or are aspiring to have, responsibilities for leading teaching in a subject, year group, key stage or phase.
 - National Professional Qualification for Senior Leadership
- We would always encourage staff to take advantage of professional bodies training and resources.
- Employees can also access a range of courses via the apprenticeship scheme to gain or enhance their current qualifications.

Internal Training

- TTCT resource bank provides briefing sheets and training tutorials on a range of aspects across the Trust to ensure that our employees have a clear idea of what success looks like and quick reminders for everyone to access.
- We meet regularly across our network groups to ensure the best practice across our Trust is disseminated. Our best practice then becomes our common practice both in our teaching and support functions.
- Each year we will identify training needs and provide relevant training both for support and teaching staff.
- We have two whole Trust CPD opportunities to work on joint improvement projects and to keep abreast of national developments in the sector.
- Schools host teachmeets, leadmeets and researchmeets over the school year so that staff can share ideas and learning.
- All staff are required to complete a number of mandatory training modules each year to keep their knowledge up to date for example Safeguarding and fire awareness.