



Shropshire and Telford
Education Partnership

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School led, T Transformative, E Excellence in P Partnership

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Here at STEP we continue to deliver a ONE STOP service for our schools, ensuring confidence that experienced, local experts are delivering our programmes bespoke to our Shropshire and Telford context. Working together as a teaching school hub we are recognised in the West Midlands for our joined up positive partnership.



National Professional Qualification (NPQ) News



The Alliance of Leading Learning continue to deliver exemplary NPQs to leaders across Shropshire and Telford. The full suite of **Fully Funded NPQ** programmes is delivered **locally for STEP**.

[Apply now for our 2023 – 2024 programmes.](#)

Shropshire and Telford Leaders embrace their new learning through the NPQs.

The Alliance of Leading Learning continue to drive school improvement through the delivery of the National Professional Qualifications. 171 NPQ participants from Shropshire and Telford are making good headway into their programmes.

Our NPQEL programme has been a resounding success with testimonials from our local leaders such as :

A really powerful and essential course for anyone considering executive headship and CEO roles in the future. This course has opened my mind to thinking differently, understanding differences and exploring all opportunities, whilst allowing you to network in a really manageable way on top of a busy workload. A brilliant must do course for any future forward thinking inspirational leader!

Michelle King Idsall School, Shropshire

Our NPQH cohort has 47 new delegates – with the majority coming from within Shropshire and Telford. The face to face sessions continue to inspire our future Headteachers:

This is the first real external CPD I've found that is absolutely supportive of my and in helping to secure my next role. I am a better leader as a result of the support, guidance and challenge. The face to face days are simply something to look forward to. Paul is overwhelmingly brilliant; his experiences and humour mean you spend the day challenged, but smiling. I could not recommend the course enough, but what makes it exceptional is the quality of the team delivering.

Jim Taylor, Shrewsbury Academy, Shropshire

Our NPQH AND NPQEL face to face sessions are delivered at a 5* hotel locally.

Our specialist programmes have also received high praise such as our NPQLTD:

“ This course is fantastic. You daren't leave the room for a minute as it's packed full of really worthwhile knowledge and thinking... I have already recommended it as I enjoyed it so much... the most useful course I have ever been on. ”

Join our success story and ensure real impact on your school performance.

The NPQs remain fully funded with **Targeted Support Funding for Small Schools (less than 600 pupils)**

The Department has updated the Targeted Support Fund offer for the 2023 to 2024 academic year to further incentivise state-funded schools and state-funded 16 to 19 educational settings in England to participate in NPQs.

For each teacher or leader they employ who takes an NPQ in the 2023 to 2024 academic year:

1. state-funded primary schools with one to 150 pupils will receive a grant payment of £800
2. state-funded primary schools with more than 150 pupils will receive a grant payment of £200
3. state-funded secondary schools and state-funded 16 to 19 educational settings with one to 600 pupils will receive a grant payment of £200

INVEST IN YOURSELF OR YOUR STAFF AND [APPLY HERE](#) FOR YOUR FULLY FUNDED PLACE.

WHERE / WHAT WE DELIVER:

[NPQLT](#) / [NPQLTD](#) / [NPQLBC](#) / [NPQLL](#) / [NPQSL](#)/[NPQEYL](#)– Delivered in either Telford or Oswestry
[NPQH](#) / [NPQEL](#)– Delivered in Nantwich

***NPQLL and NPQEYL – applicants follow this [link](#).**

For more information contact: Gemma Hargreaves, NPQ Strategic Lead – gemma.hargreaves@leadinglearning.co.uk or visit the Alliance of Leading Learning's website – leadinglearning.co.uk

Early Career Framework and Appropriate Body News



Increasing numbers on ECF

Our ever-expanding Appropriate Body and Early Career Framework provision is welcoming more and more schools across Telford and Wrekin, and Shropshire. We are delighted to facilitate increasing numbers of Early Career Teachers through their induction period and support them with accessing the early career framework. To all new schools – welcome on board!

Appropriate Body services are changing.

From September 2023 schools must use a Teaching School Hub as the Appropriate Body such as STEP. From September 2024 TSHs will be the sole provider of AB services.

Both Shropshire and Telford & Wrekin will cease operating as an AB from September 2023, therefore, any ECTs currently registered with Shropshire AB and T&W AB will need to be re-registered with STEP before the end of this academic year.

STEP have been working closely with both Local Authorities to ensure that the transition is as seamless as possible. If you missed our joint Telford and Wrekin webinar in March, please get in touch and we can talk you through any queries you may have. For our Shropshire partner schools, please attend our webinar on Thursday 27th April from 3.30 – 4.30pm. An invite will be sent to Shropshire schools in due course.

To reflect or expansion of AB services and in response to feedback from schools re our current platform, we are investing in a brand-new portal called ECT Manager. Other hubs are using ECT Manager Nationwide and we are excited to go live in July 2023. Please don't register for the Autumn cohort until July.



Registration of ECTs for the Best Practice Network Summer 23 intake commencing training in April / May is now open! Please refer to <https://www.stepwm2.co.uk/our-offer/ecf-ab> for details of how to register your ECT(s) or contact the ECF team directly at: ECF@stepwm2.co.uk. The cut-off for this cohort will be the May half term. ECTs and Mentors starting in the Summer cohort will be added to online-only groups made up of individuals from across the country, starting at the same point.

Initial Teacher Training News



The Associate Teachers (students) 2022 /23 cohort across all our Alliances working together as part of STEP are nearing the end of their courses. We would like to thank all those who have supported the training of our Student Teachers over the past year. From the University of Chester, our partner schools, facilitators and all those who plan and administer the programme. It is exciting to be part of a locally delivered teacher training programme watching the progress of our students, from a wide variety of backgrounds and experiences developing their teaching expertise over the year.

The School Direct programme is a national teacher training initiative being delivered locally.

Schools are at the heart of the training to teach process. Each of the partners within STEP work with Chester University and have designed and developed their school led teacher training programmes to provide trainees with a bespoke, locally based and high quality course which have excellent reputations.

Some of the Alliances are still interviewing for September 2023 and we encourage people to apply to train to teach with one of the STEP providers of Teacher Training. You must have the qualifications, keenness to learn and a drive to become an outstanding teacher. Every person training with us has a different starting point whether straight from university, working in a school or a someone looking to change career.

This is a comment from one of our previous career changing Associate Teachers in their second year of teaching in a local primary school in Shropshire.

Emily – Two Years On

When you finally make the choice to take a leap into a new career, it can be a daunting decision. But then you suddenly find yourself in a room, talking to an array of career-driven, eclectic people, and you find your voice. The mentors and tutors you have along the way as you train make your experience unique and purposeful, all out of the goodness of their own hearts. In time you realise, that is what teaching is – reflective, supportive, ambitious.

Applying and interviewing for teaching roles can be a tricky time when you are coming to the end of your training year but using all you know over that time can take you above and beyond when you find a school, the right school. Becoming an ECT is a moment to be proud of and not scared of. As you are working through mentor sessions, modules, reflection tasks, lesson looks and so much more, suddenly before you know it, you are pushing your own boundaries and growing into a reflective and purposeful teacher, ready for the rest of your career.

Session supporting Associate Teachers to understand the requirements of the Relationships and Health Education Curriculum, looking at healthy relationships, the importance of family and how to actively listen to children, staff and parents.

Please access the [STEP website](#) to find out more about what each Alliance offers and find out more about training with us.

Continuing Professional Development News



SUCCESSFUL COMPLETION FUTURE IN MIND PROGRAMME IN TELFORD AND SHROPSHIRE

We are delighted to have 131 partners. 122 of these are nurseries, infant, junior, primary, secondary, special schools and alternative provision settings and 9 are local partners, involved in supporting children and young people in their roles. Thank you for your commitment to addressing some hard-hitting topics this year. In your feedback you say that as a result of the training, you feel well equipped to understand and support the needs of children, young people and their families. Feedback from delegates shows that you feel supported in meeting the mental health needs of pupils and families at your school.

SHROPSHIRE - UNDERSTANDING AND SUPPORTING CHILDREN WHO EXPERIENCE TRAUMA

This session was aimed at supporting us to understand what trauma is and how it affects the children and young people we work with. Working with the Shropshire Education Psychology Team, there were opportunities to really understand how much trauma affects the brain and the ability of the child to attend to learning. As a result, this is often mistaken for ADHD or Autism. The watching of the Resilience Film in the afternoon, provided the evidence of the impact that trauma in childhood can have in adulthood and that Adverse Childhood Experiences (ACEs), do not discriminate against gender, disability, race, religion, culture, age or sexuality.

TELFORD AND WREKIN - UNDERSTANDING AND SUPPORTING CHILDREN AND YOUNG PEOPLE WHO SELF-HARM/HAVE SUICIDAL IDEATION.

This was a very intense day of certificated training, requested by partners due to the increase in the use of self-harm to manage emotions and gain control. The suicide element was included

as it is the biggest killer of under 35 year olds. The session was run by Harmless, who provide support to professionals, young people and their families, including those bereaved by suicide. The session covered the myths linked to suicide and self-harm as well as addressing our use of language, stigma and bias. This prepares schools well for the likely changes to the RSHE curriculum from September 2023.

FUTURE IN MIND PLANNING for 2023-2024

Following your feedback on the mental health issues your staff, children and young people are facing each and every day, the following aspects have been identified for the academic year 2023-2024.

Shropshire

1. **Understanding and supporting children and young people with anxiety**
2. **Understanding, supporting and re-engaging children and young people with emotion based school avoidance**
3. **Cognitive Behaviour Therapy Tools and Strategies to use with children and young people**

Telford

1. **Understanding, supporting and re-engaging children and young people with emotion based school avoidance**
2. **Cognitive Behaviour Therapy Tools and Strategies to use with children and young people**
3. **Understanding and supporting staff understanding that all behaviour is communication. Providing strategies to support avoidant behaviour, anger, dysregulation, trauma and attachment. Strategies will support staff to recognise and prevent escalation and how to de-escalate and maintain positive relationships.**

If you would like to join this DfE accredited programme for 2023-2024, please contact sian.deane1@taw.org.uk

DON'T MISS YOUR FINAL CHANCE TO CLAIM THE DfE FUNDED MENTAL HEALTH LEAD COURSE AND JOIN US IN AUTUMN 2023, FUNDING ENDS IN MARCH 2024

We are offering further dates in the autumn term for you to use your DfE funding of £1200 to

train your mental health lead. The funding will cease in March 2024.

The cost of the training is £800 and there is £400 toward the cost of cover

1. Day 1 - 22nd November
2. Day 2: 24th January
3. Day 3: 26th February

Have you used your grant for the Mental Health Lead and now need to train another? The cost of the training is £800. The provider we are working with has the following discount for subsequent places:

1. **50% for training a second lead if the previous lead trained with The Root Of It(Severn) – This would be £400.**
2. **30% for training a second lead if the previous lead trained elsewhere –This would be £560.**

"If you feel that one of these discounts apply to you, please contact info@rootofit.com and tell us them previous lead's name and email address so that they can confirm your discount at the time of booking. Retrospective discounts cannot be honoured therefore you must contact them at the time of booking for these to apply."

Please click on the link below to make your booking.

<https://mentalhealthlead.com/course/advanced-mental-health-lead-telford-november-2023-smhl008/>

Updates/Reminders

1. **CPD** - Don't miss your final chance to claim the DfE funded Mental Health Lead Course and join us in the Autumn Term 2023, funding ends in March 2024 - Email Sian Deane for further details sian.deane1@taw.org.uk
 2. **ECF/AB** - New ECT Manager registration portal now live! Contact: Rhian de Winter for further details ECF@stepwm2.co.uk
 3. **NPQ** - You can apply now for NPQ courses: contact Gemma Hargreaves for further details Gemma.Hargreaves@leadinglearning.co.uk
 4. **ITT** - Some of the Alliances are still interviewing for September 2023 and we encourage people to apply to train to teach with one of the STEP providers of Teacher
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Training. Contact: Greg Smallbone for further details
admin@shropshireprimartpartnership.co.uk

Dates for your diary

1. September 2023 - ECT registrations
2. March 2024 - deadline for CPD funding for Mental Health Lead Course
3. Summer Term 2023 - NPQ registrations now live
4. Summer Term 2023 - ITT interviews still available

STEP will:

1. Work with openness, transparency and collaboratively as a Professional Learning Community in devising and delivering innovative, high quality programmes for school improvement and the quality of teaching and leadership.
2. Secure the commitment of our wider communities by developing and maintaining effective partnerships.

Our vision is to work in partnership to be a proven force in assuring uniform, rapid school improvement, driven by our moral purpose to ensure teaching standards continue to rise in our Shropshire and Telford School.

CONTACT

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