

# CONTINUOUS PROFESSIONAL DEVELOPMENT AND SUPPORT

2024-25



Leaders



Teachers



Support Staff



#TogetherWeExceed

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**EXCEED TRAINING**

**EXCEED NETWORKS**

**EXCEED WORKING GROUPS**

**EXCEED PROGRAMMES**

**EXCEED CONFERENCES**



# Exceed Training



Peer support networks for  
Leaders, Teachers and  
Support Staff



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Exceed Training

# Fully Accredited Safer Recruitment Training

**Facilitator: Emma Hendry, Exceed Academies Trust**

*To reserve a place, email*

*[hr@exceedacademiestrust.co.uk](mailto:hr@exceedacademiestrust.co.uk)*

Focusing on recruitment practices through the lens of safeguarding, this accredited Safer Recruitment training course will equip participants with the skills to determine the suitability of prospective candidates as well as identify and deter those who may pose a risk. Participants will also gain insight into robust staff induction and training practices which support the mandatory requirements outlined within the DfE Keeping Children Safe In Education statutory guidance.

## When and where?

Cavendish Extra

09:00-16:00

13/09/24 or 22/11/24

## Who is this event suitable for?

Anyone who is involved in recruiting staff on behalf of our schools and the Trust, including SLT, Office Managers, Governors and Trustees



Exceed Training

# HR Training

**Facilitator: Emma Hendry, Exceed Academies Trust**

*To reserve a place at one or more of these event,  
email [hr@exceedacademiestrust.co.uk](mailto:hr@exceedacademiestrust.co.uk)*

## **Monday 9th September 2024 - HR Hearing Management**

Chairing staff hearings, facilitating effective decisions and presenting a successful case on behalf of the school.

## **Tuesday 8th October 2024 - Recruiting Staff Wisely**

Making effective staff appointments when faced with a reduced pool of candidates and the impact of making the wrong recruitment decision.

## **Thursday 14th November 2024 - Employment Case Law**

What we can learn from the worst case scenarios... and how to avoid a tribunal claim.

## **When and where?**

Exceed Head Office

14:00-16:00

## **Who is this event suitable for?**

School and the Trust staff, including SLT, Office Managers, Governors and Trustees

# EDUCATION 4 CHANGE YORKSHIRE



**Curriculum  
Resources**



**Conference**



**Training and  
support**

**A new partnership for 2024-25 between Exceed  
Academies Trust and Education4Change London**



**EDUCATION  
4 CHANGE**



Exceed Training

# HR Training

**Facilitator: Emma Hendry, Exceed Academies Trust**

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email [hr@exceedacademiestrust.co.uk](mailto:hr@exceedacademiestrust.co.uk)*

## **Monday 2nd December 2024 - Effective Workforce Planning**

Developing a staffing structure, managing a declining budget and cost effective deployment of teaching and support staff.

## **Thursday 16th January 2025 – Securing Accountability**

Monitoring and challenging underperformance, ensuring consistency, creating accountability and developing a support plan.

## **Monday 3rd February 2025 - Managing Disciplinary Investigations**

Handling and raising concerns, managing a disciplinary process and exploring the role of the Investigating Officer.

## **When and where?**

Exceed Head Office

14:00-16:00

## **Who is this event suitable for?**

School and the Trust staff, including SLT, Office Managers, Governors and Trustees



Exceed Training

# HR Training

**Facilitator: Emma Hendry, Exceed Academies Trust**

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## **Thursday 27th February 2025 - Dealing with Difficult Conversations**

Identifying types and styles of communication, framing conversations and de-escalation techniques.

## **Thursday 13th March 2025 - Mediation Skills**

The role of the internal mediator, facilitating conversations and encouraging resolution.

## **Monday 28th April 2025 - Effective HR Practice**

Improving staff attendance, Identifying concerns, engaging staff and maintaining a positive agenda for change.

## **When and where?**

Exceed Head Office

14:00-16:00

## **Who is this event suitable for?**

Anyone who is involved in recruiting staff on behalf of our schools and the Trust, including SLT, Office Managers, Governors and Trustees





# EMPLOYEE ASSISTANCE PROGRAMME

- 24/7 Confidential Helpline
- Structured Counselling
- Online Resources

Download the **Wisdom** app  
from your mobile device App  
Store

Organisation code:

**MHA102316**





Exceed Training

# HR Training

**Facilitator: Emma Hendry, Exceed Academies Trust**

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email [hr@exceedacademiestrust.co.uk](mailto:hr@exceedacademiestrust.co.uk)*

## **Thursday 15th May 2025 - Staffing Culture Reform**

Recognising the issues, identifying examples of poor staff morale and learning how to change your culture for the better.

## **Monday 9th June 2025 - Leading People**

Identifying differing leadership styles in an education context and defining and adapting your own leadership practice.

## **Thursday 3rd July 2025 - Building Resilience**

Managing stress, looking after mental wellbeing and encouraging resilience in yourself and others

## **When and where?**

Exceed Head Office

14:00-16:00

## **Who is this event suitable for?**

Anyone who is involved in recruiting staff on behalf of our schools and the Trust, including SLT, Office Managers, Governors and Trustees



# EXCEED EXPERT COLLEAGUES

Your colleagues from Exceed Academies Trust schools that provide bespoke peer to peer support to other schools across the Trust.



## Bespoke peer support:

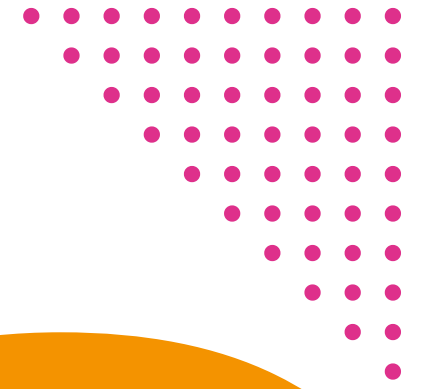
Safeguarding

SEND

English

Maths

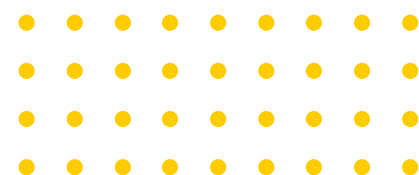
Early Years



# Exceed Networks



Peer support networks for  
Leaders, Teachers and  
Support Staff



Exceed Networks



# Exceed Designated Safeguarding Leads (DSL) Network

**Facilitators: Charlotte Wightman, Appleton Academy and Rebecca Marshall, Horton Grange Primary School**

The DSL network meetings take place each half term and provide the opportunity for DSL's across the Exceed trust to discuss strategic priorities, key themes and emerging trends from across the city. The meetings allow professionals to provide each other with advice, support and collective supervision. This protected time gives professionals the opportunity to work as a collective body, holistically to improve safeguarding practices and processes, for our children, young people and our families.

## When and where?

Various venues.

13:30-14:30

02/10/24, 19/11/25, 04/02/25, 25/03/25, 06/05/25, 01/07/25

## Who is this event suitable for?

Safeguarding Leads

*Scan or click*

Exceed Continuous Professional Development and Support Registration Form



# Equity, Diversity and Belonging (EDB)

Our Trust's strategy:

-  **Strand 1: Improving Representation and Belonging**
-  **Strand 2: Develop an Inclusive Culture**
-  **Strand 3: Provide Training and Support**
-  **Strand 4: Ensure the School Curriculum Promotes EDB**



Exceed Networks



# Exceed Attendance Network

**Facilitator: Tim Phillips, Bowling Park Primary School**

A network for helping schools to cultivate a welcoming, structured school environment where every child is eager to attend, through understanding and navigating the legalities of school attendance and fostering a culture of support over sanctions. Through collaborative efforts, we aim to dismantle barriers to consistent attendance, empower schools with data-driven insights, and champion a community where best practices elevate every student's educational journey.

## When and where?

Bowling Park Primary School, New Cross Street.

13:30-15:30

19/09/24, 14/11/24, 23/01/25, 13/03/25, 08/05/25, 19/06/25

## Who is this event suitable for?

Attendance Leads and Attendance Officers

*Scan or click*

Exceed Continuous Professional Development and Support Registration Form



Exceed Networks



# Special Educational Needs and Disabilities Network

**Facilitators: Joanna Jackson, Holybrook Primary School and Richard Bottomley, Bradford AP Academy**

Exceed Academies Trust aims to improve life chances and outcomes for the learners in its schools. The Trust contributes effectively to system-wide improvements in education, is committed to safeguarding and promoting the welfare of children and expects all stakeholders to share this commitment.

The Designated Safeguarding Leads (DSL) Network aims to provide a networking forum for DSLs to obtain information, share good practice and make links with colleagues in other schools and understand the safeguarding arrangements locally and nationally.

## When and where?

Various venues.

13:00-15:00

15/10/24, 12/12/24, 07/02/25, 11/03/25, 17/06/25

## Who is this event suitable for?

SENCOs

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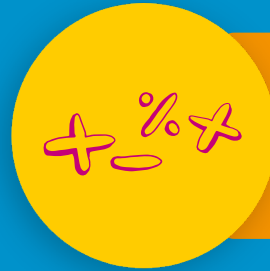
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# Curriculum hubs

Support and training



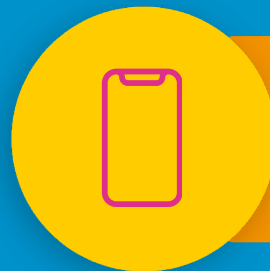
**West Yorkshire Maths Hub**

<https://wymathshub.co.uk>



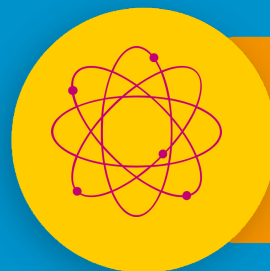
**Burley and Woodhead English Hub**

<https://www.burleywoodheadenglishhub.com>



**Bingley Grammar Computing Hub**

<https://www.bingleygrammar.org/Our-School/Computing-Hub-West-Yorkshire/>



**STEM Learning**

<https://www.stem.org.uk>

Exceed Networks



# Governor Development Network

**Facilitators: Peter Taylor, Duncan Jacques, Paul Butler  
and Guests**

These events support our governors to explore topical themes and issues affecting schools and trusts. As well as providing an insight into the issues and the key considerations, governors are supported to ask questions relevant to their role whilst providing support to their school or the trust.

Each event includes a tour of the host school to help develop belonging across the trust partnership.

## **When and where?**

Various school-based venues.

16:30-17:00

13/11/24, 12/02/25, 30/04/25

## **Who is this event suitable for?**

Members, Trustees, and Governors

# Subject hubs

Support and training



**Early Years Stronger Practice Hub  
(for pre-Reception support)**

<https://stedmundsbradford.org.uk/early-years-stronger-practice-hub>



**nasen - SEND CPD**

<https://nasen.org.uk/events>



**Exceed Apple Regional Training Centre**

<https://education.apple.com>



**Research School Network**

<https://researchschool.org.uk/>

Exceed Networks



# Exceed Reading Network

**Facilitators: Leanne Ruddock, Harden Primary School and Helen Bradley, Copthorne Primary School**

Supporting Reading leads to design and develop their school curriculum and undertaking their leadership role in partnership with other Trust schools.

## When and where?

Various venues.

13:30-15:30

24/09/24, w/c 18/11/24 - school visits, 30/01/25, 24/03/25, 10/06/25

## Who is this event suitable for?

Reading Leads

*Scan or click*

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Development and Support Regis-  
tration Form



Exceed Networks



# Exceed Key Stage 1 Writing Moderation Network

**Facilitator: Rachel Dolby, Cavendish Primary School**

Ensuring consistency across the trust with a shared understanding of KS1 moderation whilst providing each other with a critical friend and professional challenge; to help raise standards and pupils make positive progress.

## When and where?

Various venues.

13:30-15:30

21/11/24, 13/03/25, 19/06/25

## Who is this event suitable for?

Writing Leads

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## Initial Teacher Training in Bradford, Craven and Leeds



■ PRIMARY

■ SECONDARY

■ PRIMARY WITH SEND

■ APPRENTICESHIPS



Regional Training Centre

# APPLE TEACHER

*Become accredited as an Apple Teacher  
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your classroom.*

*Online, self-study, practical programme..*

*Suitable for Leaders, Teachers and  
Classroom-based Support Staff.*

Exceed  
Apple Regional  
Training Centre

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Exceed Networks



# Exceed Early Years Network

**Facilitator: Lucy Azzopardi, Horton Park Primary School**

We believe that all children are entitled to the best possible start to their school life. Every child has a right to the very best learning opportunities and to succeed in a safe, secure and caring environment that is led by highly skilled and knowledgeable practitioners.

The Exceed Early Years Networks support Early Years Leaders, teachers and practitioners to fulfil this vision for our schools by enabling them to access support from other leaders across the trust. Practitioners can share information about research, teaching strategies and feedback from CPD that may positively impact each of the settings.

## When and where?

Various venues.

13:00-15:00

01/10/24, 05/11/24, 15/01/25, 18/03/25, 18/06/25

## Who is this event suitable for?

Early Years Leads

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Exceed Networks



# Exceed Maths Network

**Facilitator: Caroline Hall, Harden Primary School**

Support Maths Subject Leaders to design and develop their school curriculum and to undertake their leadership role in partnership with other Trust schools.

## When and where?

Harden Primary School

13:30-15:30

16/10/24, 04/12/24, 29/01/25, 12/03/25, 11/06/25

## Who is this event suitable for?

Maths Subject Leaders

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Development and Support Regis-  
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# REDUCING WORKLOAD UTILISING ARTIFICIAL INTELLIGENCE (AI)

*Reducing Workload Utilising AI Strategy*

*Prompt Craft resources for Leaders, Teachers,  
and Classroom-based Support Staff*

*Acceptable Use Agreement and AI in  
Education guidance*



[www.exceedacademiestrust.co.uk/ai](http://www.exceedacademiestrust.co.uk/ai)



Exceed Networks



# Exceed Writing Network

**Facilitator: Annabel Naylor, Horton Grange Primary School**

To develop a culture of honest and supportive conversations that allow for meaningful reflection on current practice; opportunities to share ideas and have a positive impact on pupil writing outcomes and attainment

## When and where?

Horton Grange Primary School

13:30-15:30

11/10/24, 31/01/25, 28/03/25, 05/06/25

## Who is this event suitable for?

Writing Leads

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Exceed Continuous Professional Development and Support Registration Form



Exceed Networks



# Exceed Geography Network

**Facilitator: Jon Cannell, Geographical Association**

Supporting Geography Subject Leaders to design and develop their school curriculum and to undertake their leadership role in partnership with other Trust schools.

## When and where?

Microsoft Teams

13:30-15:00

13/11/24, 04/03/25, 23/06/25

## Who is this event suitable for?

Geography Subject Leaders in subscribing schools (Harden, Cottingley Village, Holybrook, Horton Grange, Baildon Glen, Bowling Park, Knowleswood, Copthorne, Appleton, Horton Park)

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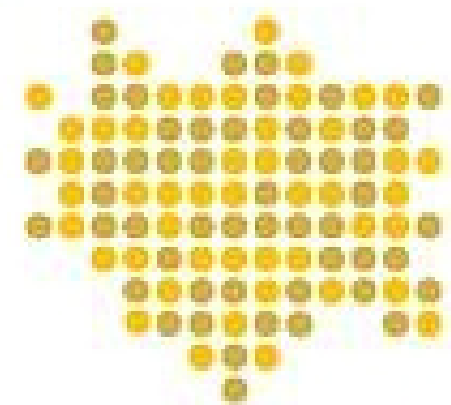
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# YORKS 100

Aspiring Headteacher Programme designed and delivered by Exceed Academies Trust in partnership with trusts across England. The programme includes an international study visit.

We aim to support 100 aspiring headteachers over five years to begin their journey. Apply in the Spring term for the next academic year.



Yorks100

[HTTPS://YORKS100.SUBSTACK.COM](https://yorks100.substack.com)



Exceed Networks



# Exceed History Network

**Facilitator: TBC, Historical Association**

Supporting History Subject Leaders to design and develop their school curriculum and to undertake their leadership role in partnership with other Trust schools.

## When and where?

Microsoft Teams

13:30-15:00

10/10/24, 06/02/25, 25/06/25

## Who is this event suitable for?

History Subject Leaders in subscribing schools (Harden, Cottingley Village, Holybrook, Horton Grange, Baildon Glen, Bowling Park, Knowleswood, Copthorne, Appleton, Horton Park)

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Exceed Networks



# Exceed Computing Cluster

**Facilitator: Tim Bleazard, STEM Learning**

Building of individual and collective self-evaluation, collaborative support to enhance computing curriculum provision in Exceed schools. Supported by STEM Learning.

In addition, some schools receive bespoke in-school support: Horton Park Primary School, Appleton Academy, Cavendish Primary School, Horton Grange Primary School, Copthorne Primary School, Holybrook Primary School, Cottingley Village Primary School, Bowling Park Primary School, Knowleswood Primary School, Oastlers School and Park Aspire.

Funding approved by STEM Learning.

## When and where?

Exceed Head Office

13:00-15:30

18/11/24, 14/01/25, 02/04/25, 21/05/25, 08/07/25, 25/09/25

## Who is this event suitable for?

Computing Subject Leaders.

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Exceed Networks



# Reducing Workload Utilising Artificial Intelligence (AI)

**Facilitator: Paul Butler, Exceed Academies Trust**

A one-hour introduction to using Generative Artificial Intelligence (AI), such as ChatGPT and Microsoft Copilot, to reduce workload.

The session will explore:

- What Artificial Intelligence is
- The key considerations when choosing to utilise Artificial Intelligence to reduce workload
- Resources produced by Exceed Academies Trust to support your first steps.

To date, over 430 Exceed staff and partner school staff have accessed this workshop.

## When and where?

Online via Microsoft Teams

15:45-16:45

06/11/24, 11/11/24

## Who is this event suitable for?

Leaders, Teachers and Support Staff

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Development and Support Regis-  
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# NATIONAL PROFESSIONAL QUALIFICATIONS



*For Leaders, Teachers and Support Staff\**



[www.teachingschoolhub.co.uk/npq](http://www.teachingschoolhub.co.uk/npq)

*\* Selected programmes and eligibility criteria*



# Exceed Working Groups

Peer support groups for  
Leaders, Teachers and  
Support Staff



[www.exceedacademiestrust.co.uk/talent](http://www.exceedacademiestrust.co.uk/talent)

Exceed Working Groups



# Exceed InnovAItors Working Group: Teaching and Learning

**Facilitator: Paul Butler, Exceed Academies Trust**

Supporting the exploration and development of Artificial Intelligence for teaching and learning, including curriculum resources, pedagogy, and the trialling of resources that help to reduce workload and enhance learning.

## When and where?

Various.

13:00-15:00

16/09/24, 06/11/24, 27/01/25, 17/03/25, 07/05/25, 30/06/25

## Who is this event suitable for?

Leaders, Teachers and Support Staff

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Exceed Working Groups

# Exceed InnovAItors Working Group: Leadership and Administration

**Facilitator: Paul Butler, Exceed Academies Trust**

Supporting the exploration and development of Artificial Intelligence for leadership and administration, including trials of resources that reduce workload and provide efficiencies.

## When and where?

Various.

13:00-15:00

25/11/24, 24/03/25, 07/07/25

## Who is this event suitable for?

Leaders and Support Staff

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Exceed  
**Teaching  
School Hub**



Teacher development through:

- ✓ Early Career Teachers Programme
- ✓ Appropriate Body
- ✓ National Professional Qualifications



[www.teachingschoolhub.co.uk](http://www.teachingschoolhub.co.uk)



# Exceed Programmes



Peer support groups for  
Leaders, Teachers and  
Support Staff



[www.exceedacademiestrust.co.uk/talent](http://www.exceedacademiestrust.co.uk/talent)

Exceed Working Groups

# Exceed Trauma

# Informed Schools

# Programme: Training

**Facilitator: Lyndsey Brown, Oastlers School**

Trauma Informed School The fully-funded Special Schools Outreach Programme provides schools with two support option: training and bespoke school support. Training focuses on the whole school approach to behaviour considering the needs of children and young people who have suffered or continue to suffer from Adverse Childhood Experiences (ACEs). Following the introduction to ACEs, the training deepens trauma informed practice through the exploration of themes. This helps participants to understand why children behave as they do and informs how we support families. Topics may include: \* Neuroscience \* Domestic Abuse \* Child Sexual Abuse \* Bereavement \* Criminal Exploitation \* Bereavement

## When and where?

Oastlers School

15:30-17:30

24/09/24, 26/11/24, 25/02/25, 11/03/25, 22/04/25, 24/06/25

## Who is this event suitable for?

Leaders, Teachers and Support Staff

*Scan or click*

Exceed Continuous Professional  
Development and Support Regis-  
tration Form



Exceed Working Groups

# Exceed Trauma Informed Schools: Bespoke Support

**Facilitator: Lyndsey Brown, Oastlers School**

Bespoke school support provides advisory and strategic support to assist schools to meet the needs of individual children where there are SEMH concerns. The advice and support helps to develop robust system and processes for the school to support the child. This is a time-limited programme. The child may be invited to Oastlers School for direct support on a Friday afternoon, e.g. for counselling.

## When and where?

Please contact Lyndsey Brown to explore the support offer.

## Who is this event suitable for?

Leaders

*Scan or click*

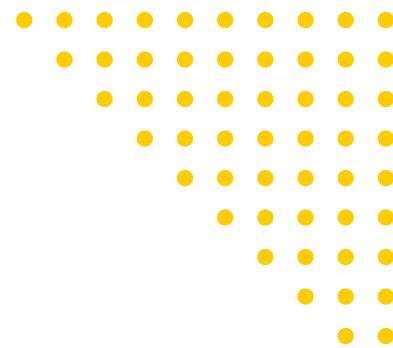
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Development and Support Regis-  
tration Form





# **EARLY CAREER TEACHERS PROGRAMME**

[www.teachingschoolhub.co.uk/ect](http://www.teachingschoolhub.co.uk/ect)



# Exceed Conferences



Peer support groups for  
Trustees, Governors and  
Leaders



[www.exceedacademiestrust.co.uk/talent](http://www.exceedacademiestrust.co.uk/talent)

Exceed Working Groups



# Trust Development Day 2025

**Keynote speaker and workshops**

**Marc Rowland, Unity Schools Partnership**  
***Addressing Educational Disadvantage***

Details of more workshops and presentations to follow.

## **When and where?**

Saturday 21st June 2025  
Cedar Court Hotel, Bradford  
08:30-15:00

## **Who is this event suitable for?**

Trustees, Governors and Leaders

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