



# Our Professional Development Offer

PEOPLE CENTRED • INDIVIDUALITY • BELONGING • TRANSFORMATIONAL • TOGETHERNESS

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# Our Mission

We will ensure that every child realises their potential We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

Our values reflect our aspirations for the kind of trust we want to be. Trustees, leaders and colleagues share a determination to ensure that our values are consistently reflected in our practice moving forwards.

# Our Values



We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.



Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.



Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.



We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.



We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. **We are better together.**

# Welcome from the Chief Executive

I am delighted to welcome you to Endeavour Learning Trust's Professional Development Offer. At Endeavour Learning Trust, our mission is centred on "Realising Potential" for our children, colleagues, and communities.

We are committed to understanding the aspirations of our colleagues and supporting them through a broad, high-quality professional development offer. This offer is universal, providing something for every colleague, regardless of role or career stage.

You play a crucial role in our Trust, and you deserve an offer that supports your personal and professional aspirations. I'm really excited about the opportunities this offer presents, ensuring access to a bespoke development programme tailored to your career aspirations.

Our offer is flexible and will evolve based on the feedback we receive. I encourage you to explore the sections most relevant to you and consider how they can help you achieve your goals. Many aspects are available flexibly, empowering you to take charge of your own development.

This offer supports our objective of being an employer of choice. A Trust where people want to join, stay, and develop, ensuring that we retain and build on the collective skills and expertise of colleagues.

Once again, welcome to your Endeavour Professional Development Offer. I hope you enjoy the opportunities it presents.

David Clayton  
Chief Executive



# Introduction

At Endeavour Learning Trust, we are dedicated to continuous professional development (CPD) as a key element in nurturing talent, enhancing skills, and unlocking potential. Our CPD initiatives are purposeful and interconnected, designed to align with the interests, needs, and aspirations of every colleague.

We recognise that whilst some colleagues will seek CPD to support their aspirations for career progression, for others their aspirations lie in being the very best that they can be within their current role. Both groups of colleagues are essential. One isn't better than the other—it's about recognising and valuing different strengths, and through our CPD offer we have sought to ensure that both of these groups have access to the professional development they need to achieve their aspirations.

We believe that by empowering our colleagues, we create an environment that encourages creativity, innovation, and celebrates individuality and excellence. Through ongoing learning and collaboration, we cultivate a community committed to lifelong growth and achievement."

## Our Five Guiding Principles of CPD

1. Talent Development: CPD is essential in nurturing and developing the talents of all colleagues, ensuring that everyone can reach their full potential.
2. Knowledge and Skill Enhancement: Focuses on enhancing the skills of individuals, providing them with the necessary tools and knowledge to excel in their roles.
3. Tailored Approach: CPD is purposeful and interconnected, tailored to meet the specific interests, needs, and aspirations of each colleague, ensuring relevance and impact.
4. Innovation and Creativity: Fosters an environment that promotes creativity and innovation, encouraging new ideas and approaches to improve practice.
5. Continuous Learning and Collaboration: Emphasises the importance of continuous learning and collaboration, building a community dedicated to lifelong development and shared success.



# Welcome to Frog

FROG Learn is a comprehensive learning management system (LMS) that seamlessly integrates all CPD opportunities across our Trust, supporting efficient resource development and sharing. With a single sign-in, users can easily access and create training content - programmes, certifications, research materials, webinars, and videos—tailored to school, subject, and staff-specific needs.

The platform also maintains records of training and certifications, allowing colleagues to track their professional learning over time and record their achievements. This streamlined approach ensures that our professional development offer is accessible for all colleagues.

Designed with flexibility in mind, FROG Learn is fully customisable, adapting to the evolving needs of our teams. This user-friendly system empowers colleagues to build skills, knowledge and understanding collaboratively across the Trust.



# Universal Offer

Our universal offer is the core of our professional development programme and is accessed by every colleague, regardless of their role or career stage. It acts as the gateway to our more tailored programmes which support each individual's professional development aspirations.

Our universal offer reflects the fact that CPD can happen through a range of activities that we undertake every day in schools, via our collaborative networks, or online.

Additionally, we are subscribed to iHASCO, providing online training and certificates in all areas of work and leadership development. Our commitment to continuous professional development ensures that all colleagues are equipped with the skills and knowledge they need to succeed.



# Learning from Line Management

At Endeavour Learning Trust, every colleague, regardless of role or responsibility, is entitled to high-quality line management. Each employee is assigned a line manager responsible for their wellbeing, performance, and professional growth.

**Your line manager should:**

- Meet with you formally at least once per half term and informally as needed
- Provide clear feedback, instructions, and expectations.
- Support your development through the Professional Development Review process, setting achievable goals.
- Offer opportunities for training, mentorship, and growth
- Respect your time, promote work-life balance, and trust your autonomy.

Line management is key to our success. If you need further support, please contact your Headteacher or The People Team.



## Target Audience

All colleagues

## Time and Date

All year round

## Course Length

As agreed with your line manager

## Key Areas

Support

Development

Coaching

Mentoring

Strategic Planning

# Induction Programme

When joining our Trust, we want new colleagues to feel welcomed, ready and prepared. To support this, our induction programme provides guidance and training in key areas, ensuring you are well-equipped and confident from day one.

Our training aligns closely with current practices, helping you integrate smoothly into our Trust community. By investing in your development early on, we foster a sense of belonging and readiness, allowing you to contribute effectively and feel valued as part of our team.

Your induction offer will include dedicated time with your line manager, as well as access to the information and training you need to approach your new role with confidence and excitement.



## Target Audience

New colleagues joining Endeavour Learning Trust

## Time and Date

At the start of joining us

## Course Length

Variable depending on role

## Key Areas

Safeguarding

Administration

Policies

Systems & Processes



# Secondments & Mentoring

At Endeavour Learning Trust, we believe that professional development is most secure when colleagues have the opportunity to put what they learn into practice.

As a result we are committed to colleagues accessing secondment opportunities across the Trust to put their new skills and knowledge into practice, and to support their ongoing development.

In addition, we are also committed to support the development of colleagues by offering mentoring opportunities. For example, colleagues who have aspirations to progress into a new role can request mentoring from a colleague fulfilling a similar role.

If you feel you would benefit from a secondment or a mentoring opportunity, please discuss this with your Headteacher or CPD lead.



## Target Audience

All colleagues

## Time and Date

All year round

## Course Length

As agreed with your line manager

## Key Areas

- Support
- Development
- Coaching
- Mentoring
- Strategic Planning

# Professional Development Review

Our Professional Development Review (PDR) process replaces legacy appraisal systems, taking a people-centred approach to supporting the development of our colleagues. All colleagues, regardless of their role or career stage benefit equally from this approach.

Colleagues are empowered to lead their own PDR process with the support of their line manager. The process is focussed on the individual aspirations of each colleague, recognising that whilst some colleagues will be seeking progression, others will be focussed on being the best that they can be within their current role.

PDR meetings supplement normal line management, providing all colleagues with the opportunity to reflect on their CPD with their line manager and consider opportunities for their own development.



## Target Audience

All colleagues

## Time and Date

Three times a year

## Key Areas

- Personal aspirations
- Reflection
- Professional Development
- CPD
- Opportunities

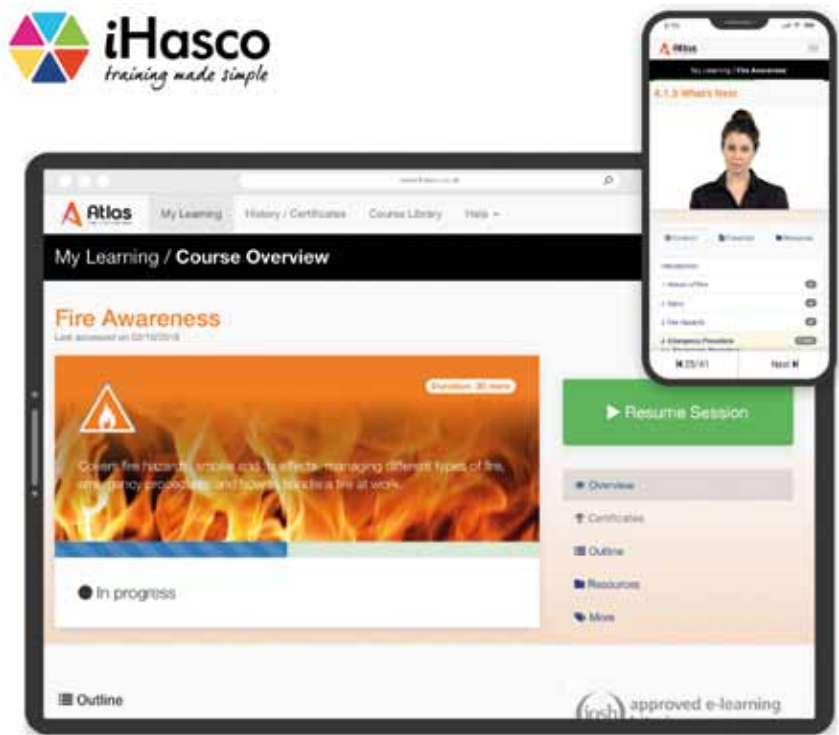
# Online Learning with iHASCO

iHASCO makes online training simple and accessible for colleagues at all levels.

With an easy-to-use platform, you can explore a vast library of over 150 accredited, high-quality courses in areas such as Management, Health & Safety, Human Resources (HR), Compliance, and Soft Skills Training.

Whether you're looking to strengthen your current expertise or explore a completely new field, iHASCO provides the tools you need. The platform also tracks your completed courses, helping you stay on top of your training.

This is important for ensuring you meet necessary standards, while also opening doors for your personal and professional growth.



## Target Audience

All colleagues

## Time and Date

Any time (Online)

## Course Length

Varied depending on course

## Key Areas

Soft skills

Management

Finance

Health & Safety

Human Resources

## Learn more



# Artificial Intelligence in Education

Artificial Intelligence (AI) is rapidly becoming part of our daily working lives. In education, it offers significant potential as a tool to support teaching and learning.

The Trust is currently exploring various AI programmes to identify practical ways they can benefit schools. Professional development sessions are being considered to examine real- life applications of AI, helping educators understand its opportunities and challenges.

This exploration aims to provide opportunities for schools to develop their understanding and use of AI to support their needs. By focusing on practical applications, the Trust hopes to help schools explore how AI can enhance teaching, learning, and overall school practices.



## Target Audience

All colleagues

## Time and Date

TBA

## Course Length

TBA

## Key Areas

Apps

Planning

Assessment

Analytics

Ethics

## Learn more





# Safeguarding

At Endeavour Learning Trust we are absolutely committed to ensuring that our approach to safeguarding is exceptional, going beyond our statutory obligations and providing an environment where every child feels confident and safe.

Our primary responsibility is to ensure the safety and well-being of all students, providing an environment where they are protected from harm.

To be effective in this role, ongoing training and development is essential. Regularly updating your knowledge and skills ensures you can recognise concerns for a child's safety and wellbeing, understand the latest safeguarding protocols, and respond appropriately to any concerns. By prioritising this continuous learning, we can collectively maintain a safe and supportive environment for our students.



## Target Audience

All colleagues

## Time and Date

Annually

## Course Length

1 day

## Key Areas

- Duty of Care
- Statutory Guidance
- Child Protection
- Prevent
- Referrals

# Endeavour Open Networks (EON)

Our networks are open to schools within and beyond our Trust, reflecting our broader commitment to supporting improvements across the local education system.

Promoting open learning and sharing practice strengthens specialist knowledge and skills.

Connecting with other schools fosters creativity, innovation, and professional networking.

If we don't currently offer a network for you, please contact the School Improvement Team. We will continue to extend our range of networks where there is demand.

### Our current network offer:

- |           |               |
|-----------|---------------|
| Maths     | Reading       |
| English   | Early Years   |
| Science   | ECTs/ITTs     |
| History   | PSHE/PD/CEIAG |
| Geography | SEND          |
| MFL       | Safeguarding  |
| DT        | HLTA          |
| Art       | Attendance    |
| Music     | Behaviour     |
| PE        | Operations    |
| Computing | Estates       |
| Drama     |               |

## Target Audience

- Curriculum and Pastoral Leaders
- Support Staff

## Time and Date

Term 1 - 3 on Thursdays

## Course Length

5 sessions  
- 1 hour each

## Key Areas

- Primary phase
- Cross phase
- Secondary phase



# Apprenticeships

Apprenticeship opportunities funded by the apprenticeship levy offer a fantastic way to develop and extend your knowledge and key skills while working.

Apprenticeships are designed to fit alongside your current role, making it easier to progress in your career without leaving your job. Whether you're looking to gain new qualifications or advance in your field, apprenticeships provide a flexible, practical path to career development while you earn.

You will be supported by your line manager through your apprenticeship programme. Don't be discouraged by the 20% off-the-job training requirement; this includes various learning opportunities that take place in your workplace.



## Target Audience

All colleagues

## Time and Date

See course schedules

## Course Length

Varied depending on course

## Explore Courses

Best Practice



Government Portal



# First Aid Training

First aid training is crucial for ensuring the safety and well-being of everyone in our community. Through our health and safety provider, Compliance Education, we offer a range of essential first aid courses:

- Paediatric First Aid (1 day)
- Emergency First Aid at Work (1 day)
- First Aid at Work (3 days)
- Mental Health First Aid (1 day)

These courses equip participants with the knowledge and confidence to respond effectively in emergencies, potentially saving lives and reducing the severity of injuries. Investing in first aid training fosters a safer, more supportive environment for all.

## Target Audience

All colleagues

## Time and Date

Determined by number and organisational need

## Course Length

Day(s) depending on course

## Key Areas

- Minor injuries
- Choking
- CPR
- Defibrillator use
- Shock



## Pathway Spotlight



**Hannah  
Watkinson**

**Class Teacher &  
Music Subject Lead**

**Churchtown  
Primary School**



From a young age, I dreamed of teaching and achieved that dream through hard work. I began in secondary education, teaching music, but transitioned to primary education after starting a family. Teaching is a privilege. Guided by the mantra, 'Be the teacher you would want for your own children,' I am inspired daily to nurture the children of today for tomorrow's world.



Class Teacher and  
Music Subject Lead

Teaching  
Assistant

Reading Angel at  
Churchtown Primary

Middle Leaders  
Development  
Programme

Post Graduate  
Teaching Qualification

## New to Teaching

Our CPD offer is designed to empower trainee teachers (ITTs) and new teachers (ECTs) with the essential knowledge, skills, and confidence required to make a meaningful impact on our children. We provide a range of diverse opportunities, both within and beyond the school environment, and across the Trust, to support you in your professional development.

We place a strong emphasis on a sense of collaboration and the power of togetherness, fostering an environment where continuous improvement and mutual support are at the heart of our approach. This commitment to ongoing development leads to transformational change in teaching and learning, ensuring that both teachers and children thrive.





# Embrace SCITT Teacher Training

Our partnership with Embrace SCITT, part of the Embrace Teaching School Hub, delivers exceptional school-based training through diverse, high-quality placements. Embrace SCITT offers a rigorous programme focused on excellence in pedagogy and curriculum, grounded in research-informed practice.

By drawing on the expertise of talented facilitators within Endeavour Learning Trust schools and partnering with schools and agencies across the North West and the UK, Embrace SCITT ensures that trainees receive the highest standards of professional development.

This collaborative approach equips future educators with the skills and knowledge needed to excel in their careers and make a lasting impact in the classroom.



## Target Audience

Training to be a teacher

## Time and Date

September - July

## Course Length

11 months

## Key Areas

Pedagogy

Curriculum

Planning

Behaviour

Research

## Learn More



# Teacher Apprenticeship

Are you a teaching assistant or a member of support staff working with students and dreaming of becoming a teacher? This could be your opportunity!

The Teacher Apprenticeship, offered through the Best Practice Network, is a postgraduate programme that leads to Qualified Teacher Status (QTS). Whether you aspire to be a primary, secondary, or SEND teacher, this school-based programme allows you to earn while you learn.

Gain hands-on experience, practical skills, and support from experienced educators while working towards your qualification. This programme is tailored for those already working in schools, making it an ideal pathway to transition into a fully qualified teaching role and advance your career in education.

## Target Audience

Teaching Assistants and Support Staff

## Time and Date

Differing starting points

## Course Length

15 months

## Key Areas

Pedagogy

Curriculum

Planning

Behaviour

Research

## Learn More



# Embrace Early Careers Teachers (ECTs)

Embrace Teaching School Hub, in partnership with The National Institute of Teaching and Teach First, offers a comprehensive Early Career Teacher (ECT) induction programme. This two-year training and support package is designed to assist newly qualified teachers in their professional development.

The programme integrates theory, practice, and feedback, guided by expert leaders and experienced teachers. ECTs' benefit from a reduced timetable during their first two years, allowing them to focus on their learning. Additionally, they receive a dedicated mentor and complimentary membership to the Chartered College of Teaching, ensuring continuous professional support and development.



## Target Audience

ECT 1  
ECT 2

## Time and Date

Term 1 - 3

## Course Length

12/24 months

## Key Areas

Pedagogy  
Curriculum  
Planning  
Behaviour  
Research

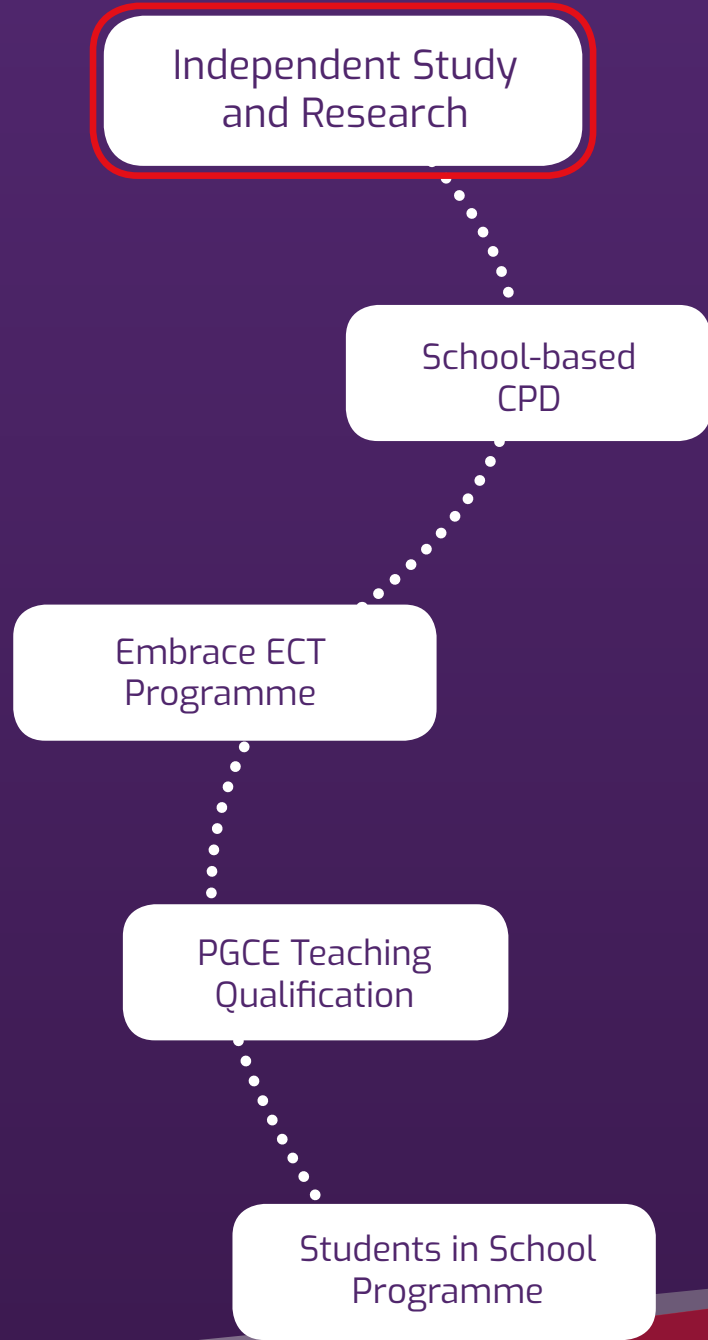
## Learn More



**Rory Ryding**  
Geography Teacher  
Wellfield Academy

“Working with dedicated young people has always been a rewarding and fulfilling career pathway for me. Collaborating with inspirational colleagues has consistently motivated me to aim high, supporting students' ongoing academic and personal growth with care, commitment, and enthusiasm.”

# Pathway Spotlight





# Experienced Teachers

Continuous Professional Development is pivotal in ensuring that teaching colleagues remain up-to-date with current research, and are equipped to provide our children with the very best experience. By engaging in CPD, teachers enhance their knowledge and skills fostering an exceptional learning environment for our students.

Research-informed practice is central to our CPD offer, guiding teachers in adopting effective classroom strategies. Opportunities for development as leaders and teachers emerge through collaboration, individual research, and targeted training.

By finding value and interest in these opportunities, teachers can develop their strengths, ultimately leading to a more dynamic and impactful educational experience for students.

# School-Based Practice

We prioritise the professional development of all staff, dedicating time and resources to high-quality CPD. With clear aims, our CPD builds knowledge, inspires staff, and enhances teaching and leadership skills, leading to improvements in student outcomes.

Opportunities for school-based CPD are plentiful, including Departmental Development Reviews, where staff benefit from shared expertise within teams. Activities like team teaching, classroom observations, lesson studies, and school-led INSET and CPD sessions allow staff to share best practice and refine methods collaboratively. Staff can also engage with external experts, bringing fresh perspectives to enrich teaching.

Staff may also contribute to training programmes and lead or join local and national networks, creating a community of educational practice across the Trust.

## Target Audience

All colleagues

## Time and Date

Dependent on school's CPD programme

## Course Length

Dependent of course and directed time

## Key Areas

- School Improvement
- Behaviour
- Curriculum
- Pedagogy
- Safeguarding



# ECT Induction Mentor/ Tutor

The mentor plays a vital role in supporting Early Career Teachers (ECTs) by guiding their development and helping them grow into confident, effective educators. Through this partnership, mentors not only share their knowledge but also enhance their skills in leadership, communication, and coaching.

The experience offers valuable CPD for both mentor and mentee, shaping the next generation of teachers. By nurturing new talent, mentors contribute to creating a skilled teaching workforce. This collaborative effort strengthens the profession, ensuring high-quality education for the future.

Mentoring helps build a foundation for lifelong learning, empowering both teachers and students to reach their full potential.



## Target Audience

Experienced  
Teachers

## Time and Date

Term 1 - 3, Six 90  
minute online sessions  
+ ECT Mentoring

## Course Length

1 year

## Key Areas

- Coaching
- Mentoring
- Deliberate practice
- Well being
- Research

## Learn More



# Local Research Hub

Our local research hub, Blackpool Research School, is supported by the Education Endowment Foundation to enhance networking and collaboration for our colleagues. It draws on expertise from local, national, and international sources, fostering a vibrant academic environment.

The research hub focuses on supporting research-informed practices, aiming to deepen our understanding of how students learn and identify best practices to drive educational innovation.

Working with Blackpool Research School enriches our approaches to teaching and contributes to a broader dialogue on effective education, helping us stay at the forefront of educational advancement.



## Target Audience

Teachers and Teaching  
Assistants

## Time and Date

Term 1 - 3

## Course Length

Dependent on  
type of training  
event

## Key Areas

- Research
- Networking
- Curriculum
- Pedagogy
- Behaviour

## Learn More





# University Courses

University study is a fantastic opportunity for colleagues to develop in the classroom and across the Trust. By linking with leading universities, we enhance our CPD offer with access to further study, Master's and PhD programmes in various areas surrounding education and leadership. This partnership fosters a rich academic community, nurturing expertise that positively impacts students and colleagues.

Teachers gain advanced knowledge and skills, which drive innovation and excellence throughout the Trust. By engaging in cutting-edge research and practices, they evolve into leaders in education, significantly contributing to continuous improvement and the delivery of an exceptional education offer for our students.



## Target Audience

All colleagues

## Time and Date

See course schedules

## Course Length

Varied depending on course

## Explore Courses

Edge Hill



LJM



## Michelle Morris

Deputy Headteacher  
Brindle Gregson Lane Primary School



From a young age, I have been fascinated by the natural world, climbing trees, discovering hidden places, and exploring. I believe curiosity should inspire every subject and that a child's school experience should be full of awe and discovery. This sparked my passion for creating curricula and designing opportunities through exploration. ”

# Pathway Spotlight

Maths Hub Leader

Middle Leadership Training

Curriculum Training

Forest Schools Course

Teaching Degree

# Specialised Development for Colleagues

Colleagues across our Trust work in a variety of specialist areas, and our professional development connects teams with industry leaders. This empowers them to gain advanced knowledge, apply innovative practices, and foster continuous improvement.

By increasing expertise, schools can better address challenges, support all colleagues, and meet the diverse needs of our children, helping the Trust to "Realise Potential."

We value our colleagues across all of our teams, including student support, administration, finance, HR, estates, marketing, community, catering, IT, data, and governance, and are excited to expand our CPD offer to meet the aspirations of these colleagues

These opportunities may apply to colleagues in specialised roles or those wishing to broaden their understanding of the Trust's work.

# Teaching Assistants

Teaching assistants are vital to the education and development of our children. Offering opportunities for professional growth ensures they remain effective in their roles.

We provide valuable programmes, including CPD sessions and partnerships with organisations like the Maths Hub, which delivers qualifications to support maths education. Best Practice also offers Level 3 and Level 5 apprenticeships focusing on SEND, behaviour, and pedagogy. In-house professional development includes safeguarding through DSL training and the DSL Academy, ensuring comprehensive development.

Additionally, SHARES CPD training opportunities are available to further enhance the skills and knowledge of teaching assistants, helping them grow professionally and contribute effectively to children's education.



## Target Audience

Teaching Assistants

## Time and Date

See course schedules

## Course Length

Varied depending on course

## Explore Courses

### MathsHubs



### Best Practice



### SHARES





# Designated Safeguarding Lead (DSL)

Endeavour Learning Trust offers in-house DSL training to support schools in meeting their safeguarding responsibilities. These programmes are tailored to help staff stay updated with best practices in safeguarding, and covers all areas outlined in the statutory guidance necessary to fulfil the DSL or Deputy DSL role.

Participants in the training gain the expertise needed to provide comprehensive advice and support on pupil welfare, safeguarding, and child protection matters. The programmes also emphasise the importance of understanding the DSL's role in helping schools meet statutory requirements and fostering a whole-school approach to safeguarding, where everyone works together to keep our children safe and support their well-being.



## Target Audience

- School Leaders
- Pastoral Staff
- DSL

## Time and Date

- 1 course per term

## Course Length

- 1 full day (face to face)

## Key Areas

- Trauma
- Statutory Guidance
- Culture
- Child Protection
- Local arrangements

# DSL Academy

The DSL Academy, offered by Endeavour Learning Trust, is a specialised ongoing network focused on wider areas of safeguarding practice. Designed for Designated Safeguarding Leads (DSLs), the network provides an opportunity to share practice and explore the granular elements of safeguarding, enhancing participants' ability to develop culture and maintain safety in schools.

By focusing on safeguarding complexities, the network builds on the statutory training and ensures DSLs remain informed about local and national updates to manage safeguarding issues effectively. Each session spotlights a specific safeguarding issue allowing the time for DSLs to explore these areas in detail.



# Financial Management

Managing school finances involves many aspects, from compliance and budgeting to placing orders, understanding funding, curriculum financial planning, and mastering Excel. To support both finance and non-finance professionals, we offer a series of in-house training videos available on our learning management system, FROG.

These resources are designed to help you onboard with ease and develop your financial management skills at your own pace, focusing on areas that match your role and interests.

Whether you're new to financial management as a budget holder or looking to deepen your expertise, our flexible, user-friendly training ensures you gain the knowledge and confidence needed to manage school finances effectively.



## Target Audience

- Finance Team
- Leadership Teams
- Budget Holders
- Interested colleagues

## Time and Date

Any time (Online)

## Course Length

Varied depending on course

## Key Areas

- Compliance
- School funding
- Placing orders
- Managing budgets
- Excel skills

# Estates Management

Our CPD programme for Estates staff supports their professional development and equips them to excel in their roles.

We offer role-specific training, including IOSH Managing Safely, Asbestos Awareness, Legionella Control, and Fire Safety. Sustainability-focused courses, such as carbon footprint management and waste reduction, reflect our commitment to environmental responsibility.

Staff can also enhance leadership and teamwork skills through tailored programmes, with regular PDRs identifying individual learning needs.

This comprehensive approach ensures Estates staff remain skilled, confident, and aligned with best practices in facilities management.





# Catering

Our CPD programme for catering staff focuses on professional development while maintaining exceptional service and compliance standards.

Training includes essential certifications like Level 2 Food Safety, HACCP Principles, and Allergen Awareness to meet legal requirements. Staff can also enhance their expertise in meal planning and preparing diverse dietary options, such as vegetarian, vegan, and allergy-friendly dishes.

This training supports catering teams in delivering safe, nutritious, and high-quality meals efficiently and sustainably.

**Training opportunities:**

- Level 2/3 Food Hygiene
- Allergen Awareness
- COSHH Training
- HACCP Principles



## Target Audience

Catering Team

## Time and Date

Dependent on course

## Course Length

Varied depending on course

## Key Areas

- Food Hygiene
- Allergies
- Regulation
- Food Safety
- Nutrition

# IT Skills

Our CPD programme for school-based IT technicians enhances expertise and supports the effective management of digital infrastructure.

Training covers asset management systems like Snipe IT, system and network administration, and MIS platforms such as Arbor. Technicians can deepen their skills with JAMF training for Apple device management and hands-on courses in EdTech tools, including Promethean and Smartboard maintenance.

Cyber security is a key focus, alongside Google Workspace and Microsoft 365 administration to improve digital collaboration and productivity.

This comprehensive training ensures IT technicians remain skilled, adaptable, and responsive to the Trust's evolving needs.



## Target Audience

IT Technicians

## Time and Date

Dependent on course

## Course Length

Varied depending on course

## Key Areas

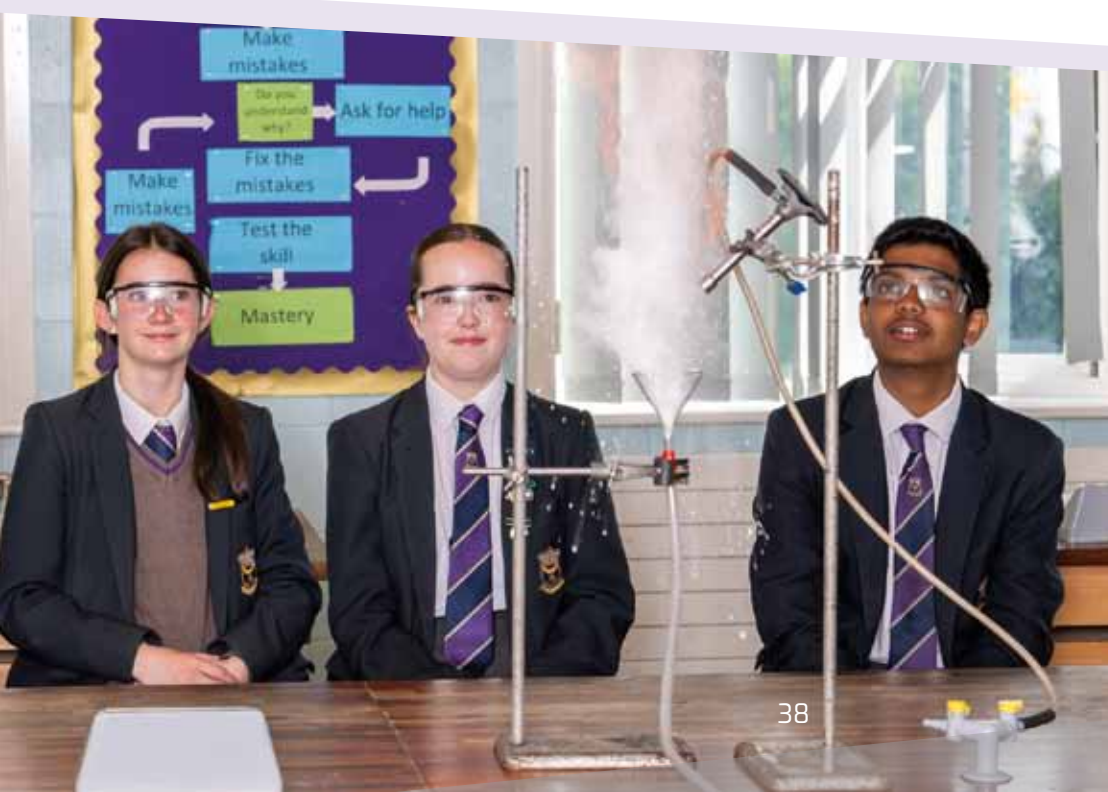
- Asset Management
- Arbor
- Cyber security
- Microsoft 365
- Software

# Marketing and Communications

Marketing and communication are central to promoting our Trust. By leveraging various channels, including social media, print, branding, advertising, events, website content, and PR, we celebrate successes, engage with local communities, and connect with current and prospective students and families.

These efforts build strong relationships, share our vision, and highlight achievements across our schools. Through creative campaigns, compelling stories, and impactful visuals, we inspire trust, strengthen our reputation, and ensure our schools are at the heart of their communities.

Every message we share reflects our values, celebrates diversity, and fosters a sense of belonging, helping us to grow and thrive together as Trust.



## Target Audience

All colleagues

## Time and Date

Any time  
(Frog courses)

## Course Length

Varied depending  
on course

## Key Areas

- Branding
- Social Media
- Event planning
- Canva
- Merchandise

# Human Resources

A strong HR team fosters a positive culture through clear roles and the right skills. We will prioritise training, mentoring, certifications, conferences and expanding HR knowledge for professional growth,

**For colleagues interested in HR, we will offer comprehensive training on topics such as:**

- Managing difficult conversations
- The benefits of coaching
- Conducting return to work meetings and supporting wellbeing
- Basics of employment law
- Effective recruitment processes

**We will also offer CIPD Level 3, 5, and 7 apprenticeships, along with short courses on:**

- HR Leadership and Strategy
- Employee Relations, Equality
- Diversity and Inclusion in HR



## Target Audience

School Leaders  
Interested colleagues

## Time and Date

Dependent on  
course

## Course Length

Varied depending  
on course

## Key Areas

- Training
- Development
- Mentoring
- Certification
- Legal knowledge





# Pathway Spotlight

Mollie  
Fairhurst

Human Resource  
Manager  
Endeavour Learning  
Trust

“ Every day, I'm excited to work with incredible people – matching them with their passions, guiding them along meaningful career journeys, unlocking their potential, celebrating every milestone, and watching their confidence soar. ”



# Leadership Development

Our leadership development offer focuses on creating a diverse pipeline of talent and opening doors for aspiring leaders through targeted programmes and partnerships. We have established key collaborations to support colleagues with nationally accredited courses.

In partnership with Embrace Teaching School Hub, we are delivering National Professional Qualifications (NPQs), providing a strong foundation for future leaders. Our collaboration with the Abacus NW Maths Hub also strengthens leadership in maths education.

We are expanding opportunities with our Endeavour Leaders of Education (ELs), who provide school-to-school support.

Our leadership development offer also provides opportunities for colleagues to take on leadership responsibilities within their teams.



# Line Management

Line management plays a vital role in driving school success. It ensures teams meet Trust and school goals through clear direction, communication, and support. As a line manager, your leadership directly affects team morale, productivity, and problem-solving, which is why supporting your development is so important.

By offering training and resources, we empower you to lead effectively, make informed decisions, and foster a positive work environment.

Effective line management involves regular, informal, and formal conversations—blending coaching, mentoring, guidance, and accountability.

Meetings should balance challenge with support, covering progress on actions, goal- setting aligned with development plans, and setting clear timescales.



## Target Audience

New to management and school leadership

Experienced managers and school leaders

## Time and Date

Term 1 - 3; flexible

## Course Length

1 day

## Key Areas

- Active Listening
- Evidence-informed dialogue
- Coaching
- Strategic Planning
- Impact Reviews

# Aspiring Leaders

The Aspiring Leaders Programme is designed and delivered by colleagues within Endeavour Learning Trust. The programme focuses on equipping aspirant leaders across all roles within the Trust with essential skills and knowledge for impactful and people-centred leadership.

The programme covers key components critical for effective leadership, such as strategic decision-making, team management, and effective communication.

By blending theory with hands-on application, the programme ensures aspirant leaders are confident and well-prepared to take on leadership responsibilities, driving positive change and fostering our values-driven culture.





# New to Leadership

The New to Leadership program, designed and delivered by colleagues within Endeavour Learning Trust, is designed to support individuals who are new to their leadership role, and is equally focussed on both teaching and support staff. It emphasises the development of key leadership characteristics essential for shaping strategy, effective implementation, and clear communication.

Participants will learn to lead with confidence, foster collaborative environments, and drive positive change within their teams. The programme aims to equip new leaders with the skills needed to manage challenges, inspire others, and contribute to the overall success of the Trust, ensuring a cohesive and well-executed vision for both students and staff.



## Target Audience

Colleagues new to leadership

## Time and Date

Term 1 - 3; flexible

## Course Length

1 day

## Key Areas

- Culture
- Managing others
- Developing staff
- Leading change
- Strategic thinking

# Personal Leadership Coach

Leadership is complex and ever-changing, and coaching offers a unique opportunity to grow and thrive in your role. Through tailored conversations, coaching helps you reflect on challenges, set clear goals, and build confidence in decision-making. It's a space to explore new perspectives, sharpen skills, and develop strategies to lead effectively. Whether you're navigating change, managing teams, or striving for personal growth, coaching provides practical support and guidance.

This is a chance to invest in your leadership journey and unlock your full potential. With limited spaces available, this opportunity is ideal for those ready to commit to meaningful development and make a lasting impact. Don't miss the chance to take your leadership skills to the next level.



## Target Audience

Leaders of all levels annually  
(5 available spots)

## Time and Date

Term 1-3; flexible in-person and online sessions

## Course Length

5 sessions

## Key Areas

- Strategic thinking
- Goal setting
- Decision making
- Reflection
- Communication



# Embrace Teaching School Hub

Embrace Teaching School Hub, in partnership with The Church of England Education Office and The National Institute of Teaching, delivers a comprehensive selection of NPQs. These qualifications feature expert coaching, peer networking, and a shared vision for driving education forward, all supported by experienced facilitators who prioritise your wellbeing and personal growth, ensuring a robust leadership development experience.

**NPQs offer:**

|                       |                      |
|-----------------------|----------------------|
| Primary Maths         | SENDCO               |
| Early Years           | Middle Leadership    |
| Literacy              | Senior Leadership    |
| Behaviour and Culture | Headship & Executive |
| Teaching              | Headship             |
| Teaching Development  |                      |



## Target Audience

Experienced Teachers  
School Leaders

## Time and Date

Term 1 - 3

## Course Length

Dependent on  
type of course

## Key Areas

Research  
Networking  
Curriculum  
Pedagogy  
Behaviour

## Learn more



# Abacus NW Maths Hub

Our partnership with Abacus NW Maths Hub and the National Centre for Excellence in the Teaching of Mathematics (NCETM) focuses on advancing leadership in maths education. We offer collaborative, research-informed professional development to enhance maths teaching through targeted workshops, leadership training, and ongoing support.

**Training is available for non-specialist, support staff and teachers in KS1-5 covering areas such as:**

|                        |                          |
|------------------------|--------------------------|
| Mastery in Number      | Foundation & Core Maths  |
| Teaching Mastery       | CPD Leads                |
| Specialist Knowledge   | School Development Leads |
| Leadership Communities | Targeted School Support  |
| Maths Pedagogy         |                          |



## Target Audience

Teaching Assistants  
Experienced Teachers  
School Leaders

## Time and Date

Term 1 - 3

## Course Length

Dependent on  
type of course

## Key Areas

Mastery  
Pedagogy  
Specialism  
CPD Training  
Networking

## Learn more





# Endeavour Leaders of Education (ELEs)

Our collegiate school-to-school support offers comprehensive training and guidance from a dedicated team of leaders. ELEs work closely with schools to address key areas of need, enhancing educational practices and creating a positive impact across our Trust community.

This collaborative approach ensures tailored support, innovation, and the sharing of best practices, ultimately enriching the educational experience for students and staff alike.

New ELEs are appointed annually and are supported through a comprehensive induction programme.

**Current ELE roles include:**

- Research
- Development
- Pedagogy
- Leadership
- CPD
- Trainee Teachers
- Curriculum



## Target Audience

- Support Staff
- Experienced Teachers
- School Leaders

## Time and Date

Deployed throughout the academic year

## Course Length

Annual role

## Key Areas

- Subject support
- Curriculum
- Behaviour
- Safeguarding
- Early Years

## Learn more



# Safer Recruitment

Safer recruitment training in education is essential for ensuring that schools create a safe environment for students. This training equips staff with the knowledge and skills to recruit and vet staff effectively, safeguarding against potential risks. Participants learn to recognise signs of inappropriate behaviour, understand legal requirements, and implement best practices in the recruitment process.

By focusing on safeguarding principles, safer recruitment training helps schools make informed decisions when hiring staff. It also emphasises the importance of ongoing vigilance and creating a culture of safety within the school community. This training is vital for all staff involved in recruitment to ensure that children's welfare is prioritised at every stage.

This training is accredited by The Safer Recruitment Consortium.



## Target Audience

- School Leaders
- Trust Leaders
- Governance
- DSL
- Anyone in recruitment

## Time and Date

1 per term

## Course Length

1 day (in-person)

## Key Areas

- Safeguarding
- Recruitment
- Vetting
- Legal compliance
- Risk Assessment

# Governance

Our Local Academy Councillors (LAC) and Trustees play a vital role in the success of our schools and the Trust as a whole.

All new Trustees and LAC members benefit from a comprehensive induction process, delivered by our Governance Professional, to ensure they are well-equipped to fulfill their role from the outset.

Ongoing training is provided at least twice a year through Governance conferences, which also offer an excellent opportunity to network with peers across the Trust. Additionally, all Trustees and LAC members receive annual safeguarding training.

We also provide further opportunities for independent learning and development, including access to a range of resources and training materials to support their role.



## Target Audience

LAC members  
Trustees

## Time and Date

Term 1 - 3

## Course Length

Dependent on  
type of course

## Key Areas

Safeguarding  
School Improvement  
SEND  
Stakeholder engagement



## Christy Lyons

Deputy  
Headteacher

Burscough Priory  
Academy



Throughout my time in education, the most rewarding aspect of all my roles has been leading and developing others to impact the outcomes of our young people. Whether leading a department, a faculty, or a whole - school project, I have always learnt something about myself, the process, and the power of working collaboratively with teams to achieve a greater goal. ”

# Pathway Spotlight







## Start Planning Your Professional Development

We are proud of our professional development offer, and the opportunity this presents for you to realise your potential and achieve your aspirations. We value every individual's unique potential and believe that together, we can achieve remarkable things.

We are constantly seeking to develop our offer, so if there is something you would like to access that isn't currently available, please let us know. We would be delighted to explore this with you.

If you would like more information about our professional development offer or the opportunities available to you, please speak to your in-school CPD Lead, or contact the School Improvement Team.



**Proud to be part of**



**Realising Potential**