

Trust Continuous Professional Development

In Bourne Alliance Trust we believe that ‘everyone matters and everyone belongs’ and the documents in our Strategy library set out how this is achieved in our Trust. Our Trust values are Innovative – Inclusive – Individual and we embed this throughout all that we do in the Trust.

High quality and ongoing Continuous Professional Development (CPD) is essential to build a fully efficient and effective workforce that will provide the best possible primary experience for all our children regardless of need. We believe in offering CPD opportunities for all staff to develop, regardless of role.

Formal qualifications

Many roles in our organisation offer opportunities for formal qualifications. This may be to develop the next step in your career, or to formally recognise the job role you hold. Opportunities for formal qualifications include:

- Level 2 and level 3 Teaching Assistants
- Higher Level Teaching Assistant
- Degrees and Masters level qualifications
- All NPQ (National Professional Qualifications)
- ECT (Early Career Teachers)
- HR qualifications
- Health & Safety qualifications
- SENDCo qualification
- First aid (at a variety of levels)
- Counselling qualifications
- Forest School qualification
- Maths Specialist Teacher

Innovative

Inclusive

Individual

Role Related CPD

No matter how experienced a member of staff is, the ever evolving change in Education means we must all keep learning and developing to improve what we can offer our children and families. This includes:

- Management Information
- Designated Safeguarding Lead
- IT based systems supporting a wide range of roles
- Health & Safety training and certification
- Mental health and wellbeing training
- Pupil interventions training such as ELSA, Lego Therapy, Sand Tray and Speech & Language
- EYFS team development
- Subject knowledge and subject leadership training and development
- TA training which matches that offered to teachers
- Educational research training, projects and forums
- Assessment training and moderation processes across a wide range of subjects
- HR training and development
- Finance training and development
- Premises team training
- Educational Visits training
- Pedagogical training
- School Improvement training

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Collaborative CPD offer

With our Trust culture being driven by collaboration and teamwork, we deliver and engage in wider, collaborative CPD sessions within our Trust and across the local Alliance schools:

- '4 school offer' at least termly for our Trust schools. The proximity of our schools means we can offer up to 4 different sessions concurrently, using the specialisms in our schools. Staff choose which session to attend based on the needs of their class, their own professional development or interests
- Alliance CPD – this can be through events such as
 - Writing moderation processes
 - Engaging speakers on a range of subjects such as Diversity and Equality,
 - Premises training leading to certification
 - Subject leadership training and forums
 - Teach Meets
 - Team Teach training (using Trust Team Teach Trainers) etc

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