

The Babcock logo, consisting of the word "babcock" in a lowercase, sans-serif font, is positioned inside a white, teardrop-shaped graphic on a blue background.

babcock



Education Services for all
Schools, Academies and MATs

2019-20

Welcome to the Services for all Schools, Academies and MATs Directory for 2019/20

How to purchase from Babcock Education

- Babcock LDP e-store
www.babcockeducationstore.co.uk/ldp
- Advance Purchase Prices. To take advantage of the discounted prices (where applicable) confirm your SLA by either the 31st March 2019 (schools purchasing for financial year starting April 2019) or by 31st July 2019 (schools purchasing for financial year starting September 2019).

Keeping in touch

We look forward to working closely with you again this year. Please let us know if there is anything else we can help you with that doesn't feature in this Directory or if you have any feedback.

Contact

BabcockEducationSW@babcockinternational.com
01392 287301

NEW for 2019/20

General Data Protection Programme (GDPR)



It's time to renew your Data Protection Officer annual subscription. Renewal prices start from just £2350 (see page 39)

Developing the Curriculum

Curriculum review, peer reviews and bespoke consultancy to support the design and effectiveness of your curriculum.
(see page 53)

Teaching Assistant Development Programme

A structured in-school/ cross-school programme of training for TAs to increase the impact of teaching assistants on learning and pupil outcomes.
(see page 52)

Emotional Logic



Become your school's Emotional Logic trainer with our 2-day Award Programme
(see page 17)

Support for NQTs and RQTs

(see page 54)

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Some of these services and/or prices are specifically for Devon maintained schools

Foreword

Effective, high-quality education services are a key factor in raising standards and improving outcomes for children and young people.

By having an education joint venture company as part of the education landscape, south west schools and academies continue to have access to high-quality education support services that are limited or non-existent elsewhere.

We are positively working towards our objectives to improve schools and settings, safeguard children and improve outcomes for vulnerable and disadvantaged children, and remain committed to partnership working with schools regardless of their status.

Selecting the best support for your school or setting

Our focus is to deliver cost effective, up-to-the-minute services that enable south west schools to have continued access to high-quality services that support the progress and attainment of our children and young people.

Babcock LDP – making a positive difference in education and the community

In 2018, Devon schools performed at or above the national average in a number of key measures. Among these were:

- the percentage of pupils achieving a Good Level of Development in the Early Years Foundation Stage in Devon, which increased from 70% in 2017 to 70.7%, compared with 70.5% nationally.
- in the Year 1 Phonics Screening Check the percentage of pupils in Devon achieving the expected level increased from 83% in 2017 to 84%, compared with 82% nationally.
- at Key Stage 1 the percentage of pupils achieving the expected standard in science increased from 84% in 2017 to 86%, compared with 83% nationally.
- in Devon 64% of Key Stage 2 pupils achieved the expected standard in reading, writing and mathematics combined, in line with national figures. This represents a 2% increase in Devon compared with 2017.
- at Key Stage 4 the average Attainment 8 score in Devon of 45.6 was again above the national average, which this year was 44.3.

Devon Education Fund – funding bright ideas

Babcock LDP continues to manage and support the Devon Education Fund. This Fund was established to provide funding for ambitious and innovative ideas and educational projects that will bring improved outcomes and lasting benefit for children, young people and learners in Devon. All eligible projects support at least one of the following areas:

- Education Innovation and Excellence
- Raising Standards
- Improving Quality
- Building Capacity
- Student-led Initiatives

Babcock LDP remains committed to continually develop our services to meet your needs through collaborative working and seeking feedback in the year ahead.



Shirley Humphreys
Regional Manager,
Babcock LDP

Babcock Education Reviews

- Give headteachers and school governors confidence and reassurance and will assist in preparing for an Ofsted visit
- Offer best practice and suggestions for next steps
- Are carried out by trusted, local and experienced professionals with the full backup and support of Babcock LDP
- Allow you to focus your time, energy and resources in the right areas to achieve success

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Attendance Review

- Using data – including processes for identifying, monitoring and tracking persistent absentees and other vulnerable pupils, attendance trends, target setting and the link between attendance and attainment
- Roles and responsibilities – checking how school staff, parents and pupils are made aware of their responsibilities
- Policies and strategies – attendance Policy, evidence of whole-school strategies including first day calling and transition arrangements
- Leadership and management – role of the Attendance Leader, governing board etc.
- Partnerships – with the LA and other external support agencies
- Communication – promotion of school attendance through feedback, Pupil Voice, etc.

Behaviour Review

The Ofsted framework contains guidelines for schools and settings in relation to Personal Development, Behaviour and Welfare. A Behaviour Review will cover the strand 'The Behaviour and Safety of Pupils at the School' and will provide advice on developing the school behaviour policy, while clarifying the powers and duties for school staff to develop best practice for managing behaviour.

It will focus on:

- School leadership
- Classroom management
- Use of rewards and sanctions
- Behaviour strategies and the teaching of good behaviour
- Staff development and support
- Pupil support systems
- Liaison with parents and other agencies
- Management of pupil transition
- Organisation and facilities

This will give headteachers and school governors confidence and reassurance and will assist in preparing reports and in preparing for an Ofsted visit.

Curriculum Review (primary and special)

The delivery of a meaningful and appropriately designed curriculum can be the driving force that accelerates the achievements of disadvantaged and vulnerable pupils, so they can achieve their full potential alongside their peers.

The aim of this review tool is to support you to reflect on the design and effectiveness of your school's curriculum, taking into account its impact on outcomes achieved by your pupils, the uniqueness of your school context, your community ambition, and your school's vision.

The purpose of the whole school review undertaken by external expertise is to:

- Provide an external overview of your current strengths and areas for development, using our Curriculum Review Tool
- Be a developmental process, which aims to provide school leaders, including governors, with clear guidance on next steps
- Fit with the cycle of continuous school improvement. The review can be repeated within the cycle of self-evaluation by school leaders. An Education Adviser can also facilitate later follow up reviews
- Provide a clear way to measure progress in effective curriculum development for school leaders

Basic Review Package:

- Preparation for visit based on discussion with the head of school, data scrutiny and contextual information gathering
- On site visit to complete review focusing on key areas identified through preparation process
- Summary of findings report indicating clear areas of strength and areas for development

Data Review

A review of current arrangements and suggested improvements to ensure that the best use is being made of data systems and reports such as ASP, Key to Success, Perspective Lite, IDSR and any commercially available systems used in your school.

Explore how reports, analysis and data systems can be used to inform discussions with senior leaders, other schools, Ofsted, LA advisors, Governors and parents, and can be used to frame questions which can go on to influence school improvement priorities.

Recommendations will be made to ensure that all relevant systems are available and being used effectively and suggestions made in relation to follow up work and more in-depth analysis that could be carried out to benefit the school.

Ethnic Minority and Traveller Achievement

The review will cover the following areas:

- The Inclusive and Welcoming School – how the school demonstrates an ethos of respect for the range of identities, ethnicities and languages in its community; how it demonstrates a welcoming approach to Black and Minority Ethnic (BME) pupils and families; how the school ensures that BME pupils and parents/carers participate in all aspects of school life
- The Caring School – how the school ensures the wellbeing and welfare of all BME pupils
- Management – how the school identifies whole-school priorities for BME pupils and addresses them; how it ensures that all staff are aware of their duties under the Equality Act 2010 and demonstrates clear procedures and policies that are understood by all

- Effective Teaching and Learning – how the school provides quality, effective teaching and learning with high expectations and a broad, appropriate and inclusive curriculum for all BME pupils
- Parent Partnership – how the school communicates and engages with BME parents/carers and local community groups

Governance Review (standard)

How effective is your School Governance?

This wide-ranging review covers:

- Assessing the effectiveness of the leadership of your governing board including the constitution and governance instruments
- How effectively your governing board understands its strategic role and can demonstrate evidence of this
- How clearly the governing board understands the strengths and weaknesses of the school
- How effectively the governing board holds the headteacher to account for the performance of the school, and how well the practice of 'support and challenge' is demonstrated
- The efficiency of the clerking arrangements
- The effectiveness of governing board meetings
- The effectiveness of delegation and the working of committees and/or lead governors

What's involved?

During a one day visit an experienced governance adviser will spend time talking to the head, the chair of governors, the clerk and at least one recently appointed governor. A range of paperwork will also be examined and scrutinised. Within ten working days of the visit you will receive a report with the findings of this review.

Who should consider booking a Governance Review?

The Governance Review is suitable for any governing board and will provide an invaluable assessment of strengths and weaknesses regardless of where you are on the 'Ofsted cycle'.

Governance Review (enhanced)

The enhanced review will build on the information acquired through the standard review, and will allow additional time for the adviser to work with the governing board on developing an Governance Improvement Plan to address the key priorities for improvement in governance.

2.5 days of governance adviser time to review current governance practice and work with the board to address areas for improvement. This will enable the board to move forward rapidly and focus on the key strategic priorities.

Benefits:

- Identification of areas for improvement
- Clear suggested next steps and recommended strategies and support solutions

- Time to work together with the adviser to co-construct a governance improvement plan
- Effective practice identified and shared leading to a focus on best use of time to allow rapid improvement
- Strengthening governance within the leadership team

Governance Website Review Service

Individual school review:

This service for governing boards will review the information available on your school website to ensure that the minimum statutory requirements are being met. The DfE has a list of information, policies and documents which it expects schools to publish on their website. Ofsted will look at and scrutinise the content of your website before they visit and will comment on non-compliance in their report. The review will:

- Look at the information and documents you published to ensure that the school is meeting the statutory criteria
- Identify gaps in criteria, with signposting and advice on how any oversights can be addressed
- Identify information which should not be on your website, or is out of date
- Check information relating to governors/trustees/directors/members and the governance of the school to ensure it meets the minimum levels required under DfE guidance and/or legislation
- Check links to ensure that they work properly and that they take the user to current information

We will produce a RAG rated report, identifying the findings of the review, highlighting any areas of immediate concern, together with suggestions for future action.

Federations and Multi-Academy Trusts:

If you require a bespoke service for several websites within your organisation more time may be required, please get in touch for further information and a quote. Where generic content across the sites is the same there will be no additional time required. Further information:

Fiona Collier, Governance Adviser, Babcock LDP
Fiona.collier2@babcockinternational.com

Governance Policies Review Service

This review will scrutinise the statutory policies for which the governing board is responsible. The review will check that the policies:

- Are up-to-date, reflecting current statutory requirements and best practice
- Have been reviewed within the statutory timeframe
- Are being approved/adopted at the appropriate level within the board
- That the school has the statutory policies required to meet their obligations

A written report will be prepared, identifying areas to be addressed, highlighting any areas of immediate concern, together with suggestions for future action. Where

appropriate, model policies will be provided and/or links to guidance to support policy preparation.

Personnel policies will not be reviewed, but will be checked to identify if they reflect the most recent version available. Policies will be accessed from the school website, or may be sent electronically; there is no requirement to visit the school.

Online Safety Review

We will review policies, plans and both desirable and required documents, as well as discussion with pupils, teachers, SLT, governors and parents. The visit will include both curriculum and hardware/software considerations, as well as refer to findings from the latest recommended and statutory papers.

The review will culminate with a report and could include an optional follow-up presentation to parents or staff.

Parental Engagement Review

How effective is your engagement with parents?

Research evidence demonstrates that parental engagement has the most significant effect on children's achievement even after all other factors such as social class, maternal education and poverty have been taken out of the equation.

Good parental engagement is something that schools know is vital to their success but one which they have traditionally found hard to self-evaluate. Ofsted will evaluate 'how well leaders and governors engage with parents and carers, and are transparent and accountable in their contact with parents'. Outstanding leadership and management will have a 'deep, accurate understanding of the school's effectiveness informed by the views of parents'.

This review will identify areas of good practice, areas for improvement, and give the school some suggested next steps.

The review will cover:

- Assessing the clarity of the school's vision and strategy for parental engagement
- How well parental engagement is embedded within the school
- How well embedded systems of parental consultation are and how these influence practice and policy
- The effectiveness of the school's strategy for communication with parents
- How well the school understands who its hard to reach parents are, and how effective strategies are for engagement with them
- How well parents of different groups of pupils are engaged, e.g. parents of pupils with SEND
- How well parents are openly valued and utilised in the school, including opportunities made for parents to come in to school for a range of activities
- How well the school provides support and access/signposting to support parents in relation to their child, including parenting skills

Performance Management (primary)

How effective is the performance management of staff in your school?

High-quality performance management is the key school improvement strategy. It is the mechanism that engages staff and secures effective professional development. Schools will be judged on the impact of their performance management by Ofsted through the following questions:

- How robust are your procedures for monitoring the quality of teaching and learning?
- How strong is the link between performance management, appraisal and salary progression in your school?
- How effective is professional development at delivering improved outcomes for students?
- To what extent is professional development based on the identified needs of staff and the needs of newly qualified teachers and teachers at an early stage of their career?
- How is best practice identified and modelled?

Babcock LDP can help you to develop performance management within your school by working with you to:

- Design and facilitate an internal review of the impact of current performance management and professional development processes to ensure that you are always 'Inspection Ready'
- Develop models for needs analysis and impact analysis
- Develop an internal training and development programme for governors, Senior Leadership Team, reviewers and staff to build individual skills and improve the quality of performance management and appraisal processes

Safeguarding Review

How do you implement and manage Safeguarding within your school?

Section 157/175 of the Education Act 2002 places a duty on local authorities and schools' governing bodies to make arrangements for carrying out their functions with a view to safeguarding and promoting the welfare of children. How do you:

- Safeguard your children and staff?
- Review your safeguarding policies and processes to manage change improvement?
- Identify training needs and maintain Senior Designated Lead at Group 3?
- Identify and ensure whole-school training is carried out?
- Identify and ensure Group 2 and Safer Recruitment Training is carried out?

Babcock LDP can help implement and facilitate management of Safeguarding within your school by providing:

- A comprehensive review to ensure your statutory requirements are being met
- An action plan for corrective and preventative measures

- Help with change improvements.
We can provide:
 - Templates and models
 - Group 3 training for Senior Designated Leads and their deputies
 - Regular training
 - Group 2 and/or Safer Recruitment Training for governors and heads

This list is not exhaustive.

Safeguarding - focused review to cover a specific area of safeguarding

For example:

- Safeguarding files and record keeping
- Single Central Record / recruitment
- Bespoke to your needs

SEND Review

“Educational excellence for children with SEND requires schools to use their best endeavours to meet the needs of all their pupils, and to monitor and track how well they are progressing. We know that classroom teachers are at the heart of schools’ response to meeting individual needs: excellent teaching is the key.” (Edward Timpson, former Minister of State for children and families)

The SEND review enables schools to evaluate the effectiveness of its provision for pupils with special educational needs and disabilities and helps to ensure that all children and young people, in all educational settings, achieve their very best, including the skills and qualifications that they need for successful transition to the next phase of their education.

The SEND review consists of a multi-step process and is led by skilled and highly experienced leaders of SEND with successful backgrounds in SEND, leadership and school improvement.

All SEND reviews are bespoke, building on the school’s own self-evaluation and reflecting the school’s own requirements.

The SEND reviews are a two-day package and provide a powerful opportunity for:

- Improving the quality of provision of SEND
- Incorporating a whole-school approach to SEND
- Supporting SENCos in the development of their role
- Ensuring the school’s SEN statutory obligations are met

This will support the raising of standards and achievement of all pupils. The outcomes of this review can be used by the school to prioritise areas for SEN development contributing to the school’s self-evaluation and improvement plan.

Preparing for Inspection Review

Are you ready for your first or next inspection?

This review is designed to support all schools and settings in preparing for their Ofsted visit and can be tailored to address your school’s needs, to ensure that your school is Ofsted ready!

Support may include all or some of the following:

- External quality assurance of the school self-evaluation and improvement plan
- Guidance on how to identify key data trends and identification of key lines of enquiry
- Preparing the monitoring and evaluation evidence base and analysis
- Preparing SLT and Governors for leadership interviews

Further support for Governors including the Chair/Vice Chair and Committee chairs involved in the process can be accessed through the Governor CPD Training programme (including bespoke training) and/or through Governor Consultancy via the Governance Consultancy e-store:

- Coaching support for middle leaders to review evidence base and analysis and prepare for leadership interviews
- School website and policy compliance reviews
- Managing communications for parents and carers

Additional support can be purchased to undertake:

- Safeguarding Review
- Attendance Review
- Behaviour Review
- Post Inspection Support

Post Inspection Action Plan

Following your Ofsted inspection, we offer a post inspection action plan (PIAP) process where a school improvement specialist will support you to draft your post inspection action/improvement plan(s).

- whole-school
- phase
- subject
- focus plans

Governance Improvement Plan

Following inspection or a review of governance, we offer a Governance Improvement/Action planning service where you will receive personalised consultancy to support governors to respond themselves to the school inspection report, so they can demonstrate the actions they are taking, and how these will contribute to improving the quality of education provided.



PUPIL PREMIUM SUCCESS

Are you maximising the
impact of your Pupil Premium
Funding?

Take a look at our review on
page 61



PE AND SPORT PREMIUM FUNDING

Are you maximising the impact
of your Primary PE and Sport
Premium Funding?

Take a look at our review on
page 62

Babcock Education partners with FutureLearn to help schools save money on their staff's professional development

We have teamed up with FutureLearn, Europe's leading online social learning platform (formed by The Open University in 2012), to create enjoyable, credible and flexible online courses that support your school staff to help improve the life chances of all children and young people.

Over the coming months you will see an expanding portfolio of online courses being developed by our Babcock curriculum advisers, SEND, inclusion experts and our mental health and safeguarding teams. All will be focussed on supporting your training and professional development needs, so you can increase and improve your capacity within school to support children and young people.

How will I learn?

Typically a course will last for 4–10 weeks, with between 3–4 hours of study required per week (e.g. 1 hour of online video and audio tuition and 2–3 hours of reading, assessment work, and community forum support).

Each course uses a variety of delivery channels, ensuring that learning is enjoyable, interesting, informative and supportive:

- Video tutorials
- Articles
- Online discussion forums
- Reflection activities
- Background reading
- Quizzes and assignments
- Access to learning mentors

What will it cost?

Many of our entry level courses are freemium courses, which means that they are free of charge (with time limited access to complete the course). Delegates have the option to pay for an upgrade, which will give them access to the course for as long as it remains on the FutureLearn platform and a certificate of achievement — providing they complete 90% of the course and score an average of 70% or higher on any course tests.

Benefits



- Save money on professional development with our freemium courses
- Reduce staff cover costs
- An engaging way to learn within a vast online community
- Choose when and where to study at a time and place convenient to suit you
- Interactive online learning with high completion rates
- Courses written by nationally recognised and credible education experts

Subscribe to our updates and bulletins to receive information about our new online training courses:



Improving Outcomes for Disadvantaged and Vulnerable Learners

Inclusion and Specialist Intervention and Support

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> Early Help

Early Help from Babcock LDP

What is Early Help?

When a child/young person/family needs something extra, Early Help is the initial response offered by all services in contact with children, young people and families. This builds an understanding to address extra needs and prevent situations from getting more difficult for children and young people. The aim of Early Help is to build on people's capacity and resources to manage their own dilemmas, resolve their own difficulties and prevent further problems in the future.

Early Help is not a designated team; it is the way that **EVERYONE** works together to support the needs of families.

Our Learner Services teams (Education Welfare, Educational Psychology, Ethnic Minority Traveller Achievement, Safeguarding and SEND) work with schools to strengthen how they work with children and families. We:

- Use the Devon Early Help Assessment tool to assess the Early Help needs of a family and individual family members. It is a multi-agency approach and means that the family and everyone involved can make a plan to provide support. Part of the process may include a Team Around The Family (TAF) meeting taking place, with the family to discuss the help they need and who will provide it.
- Support schools with appropriate policy and practice advice regarding vulnerable pupils
- Attend multi-agency Early Help practitioner meetings and undertake follow-up work
- Help schools identify children and young people with additional needs
- Provide information, support and strategies for vulnerable and disadvantaged children
- Provide bespoke training and whole-school/individual staff development



> Early Help

For more information:

To request Early Help from any of the teams at Babcock LDP please contact:

LDP-LearnerSupport@babcockinternational.com

or visit our website for useful links to available support:

www.babcockldp.co.uk

Improving Outcomes for Disadvantaged and Vulnerable Learners:

Inclusion and Specialist Intervention and Support



Educational Psychology

The Children and Families Bill introduced sweeping SEND reforms, placing new duties and responsibilities on schools and governors to support Children and Young People with SEND.

Our Educational Psychology Service (EPS) supports schools to implement SEND duties and requirements through:

- Specialist consultation
- Psychological assessment
- Practical advice
- Training/Inset/twilight sessions

The EPS supports schools and parents of CYP with SEND and those who are vulnerable, complex and challenging. They promote maximum outcomes, wellbeing and educational success.

Schools need to comply with the new legislation and Early Help Strategy in order to support their most vulnerable pupils. The Educational Psychology team has detailed knowledge and close links with Devon County Council and is ideally placed to support schools with these new duties.

Bespoke Consultancy

Expertise and advice to provide additional support to schools, children and young people, parents, carers and other agencies:

- **High-quality, bespoke training and whole-school/ staff development:** literacy; numeracy; personalised learning; low-incidence difficulties; loss and bereavement; behaviour management; emotional wellbeing/mental health awareness
- **Strategic whole-school work:** coaching; action research; behaviour and inclusion audits; supervision and stress management for staff; collaborative problem-solving/‘Circles of Adults’
- **Work with children and young people:** representing their views; individual or group therapeutic support; individual assessment, consultation and advice; direct individual work to support access to the curriculum
- **Work with parents/carers and staff of other agencies:** mediation work; support for transition; signposting and liaison; solution focused consultation; workshops and support groups

Bespoke Consultancy

Please see our website:

www.babcockldp.co.uk/ed-psych

Benefits

- Proven/high-quality psychological support
- Rapid support for school priorities
- Cutting-edge advice
- Comprehensive multi-agency links for complex CYP
- Consistent support for settings, families and Children and Young people from early years through to adulthood
- All Babcock EPs are Level 3 Safeguarding trained
- Foremost information and advice on SEND legislative changes
- Guaranteed delivery, backed by large team resources
- Guaranteed quality-HCPC registered, Enhanced DBSs, regular supervision and bespoke CPD
- Access to specialist EP support for low incident conditions/issues

84% of parents felt that the EPs involvement with their child was very helpful/ helpful in making a positive difference. 88% of parents felt that the EP understood their child's needs and 95% felt feedback was easy to understand

“The EP was very friendly and understanding. [it was useful following EP involvement] to be able to understand my daughter more and the areas where she struggles.”

“It helped us to pinpoint what her needs were and the level of support she would need.”

Parent voices

Costs

Multiples of six hours' delivery and support (including visit report): **£530**

Emotional Logic



Emotional Logic is a programme designed to improve emotional literacy and reduce depression and anxiety. It is a conversation based tool that can be used with:

- Targeted pupils who are experiencing anger, depression, anxiety or self-harm
- All pupils as part of the wider PSHE curriculum
- Staff to support areas of workload, work-life balance or conflict resolution

Emotional Logic helps people of all ages to understand how all emotions have useful purposes, including the unpleasant ones when seen as part of an integrated process of adjusting to change, disappointment, setback or hurt. Emotional Logic moves people beyond current mindfulness strategies of creating a calming 'safe place', towards taking reasonable actions with others to address the root of issues and move forward.

Training Programmes and Emotional Logic Award

An Introduction to Emotional Logic

A 90-minute, practical session introducing the basic concept of Emotional Logic to staff or parents.

1:1 Support (Class, Group or Individual) Individual or groups of children are given a basic introduction to Emotional Logic. Following the session most children are able to identify ways to become calm and explain how they feel more clearly.

Emotional Logic Lesson Plan Training

This training is designed to enable school staff to deliver basic Emotional Logic teaching to class groups or individuals.

Emotional Logic Award for Schools

This is a two-term programme of study and practical activity for a member of school staff to be able to deliver the Emotional Logic Lesson Plan training within their school or setting and to carry out 1:1 Emotional Logic sessions with pupils, carers or colleagues.

Throughout the training, and once qualified, a person holding the Award in Emotional Logic is able to access supervision from a senior Emotional Logic practitioner.

The Award is suitable for school staff with pastoral or behavioural responsibility. It is also suitable for school governors who have a statutory duty for the wellbeing of the staff in their schools.

Benefits

Learning Emotional Logic gives you:

- A structured way to understand the useful purposes of emotions
- The ability to turn unpleasant emotions into positive actions
- Self-respect, particularly when things become complicated or confusing
- Empathy, making better guesses about how others feel and think

"The children worked really well together in groups - it has helped them to understand how their peers respond in difficult situations. As they all now know the cycle, they will not only be able to work through a problem for themselves, but they will also be able to recognise these emotions in others and support them when trying to resolve a challenging situation."

SENCo Meavy Primary School

Costs

An Introduction to Emotional Logic 90-minute session: £200 for up to 20 delegates (plus £1 per person for resources)

1:1 support: £510 for 6hrs and **£275** for 3hrs (plus £1 per person for resources)

Emotional Logic Lesson Plan Training: from £180 per person

Emotional Logic Facilitator Award for Schools: from £1500 per person

Contact us to discuss your bespoke options:
BabcockEducationSW@babcockinternational.com

Ethnic Minority and Traveller Achievement Service (EMTAS)

The DfE requires data to inform policy on EAL high needs group. The EMTAS team can provide help and support for schools completing English language proficiency assessments, including training sessions and an assessment framework.

Do you have bilingual pupils or Traveller pupils in your school?

By working alongside you and using our specialist knowledge, we can help your school to improve educational outcomes for children and young people from Black and Minority Ethnic and Traveller heritages, as well as those learning English as an additional language (EAL).

Bespoke Consultancy

- Bilingual support for EAL children for induction, transition and attainment
- A full range of services to improve access, engagement and participation of Traveller children, young people, parents and carers
- Advice and training on meeting the needs of Ethnic Minority (EM) pupils
- Specialist resource loans
- Additional assessments to distinguish between SEN and EAL needs
- Equality policy guidance from an EMTAS perspective
- Bespoke specialist training for schools and settings, e.g. race equality training, Youth Cultural Champions Programme
- Preparation for Ofsted through EMTAS Review and parent/pupil consultations (see page 7)
- First Language GCSE preparation (including access to Mandarin, Polish and Arabic GCSE preparation classes)
- Extended 1:1 or small group bilingual support
- Access to website
- Bespoke packages of support to meet specific school requirements
- Displays, assemblies and lessons on family history, autobiography and local culture within the community
- Cultural awareness events
- Support for home language assessments

Benefits

Devon EMTAS is a dedicated multi-ethnic and multilingual team with over 20 years' experience of working with Devon schools. The team's input can support school improvement by:

- Helping to ensure the positive inclusion of bilingual pupils and young people from Black and Minority Ethnic and Traveller heritages
- Improving outcomes and closing the gap for all Ethnic Minority pupils
- Supporting staff by ensuring they are equipped and confident in meeting the needs of all Ethnic Minority pupils including Travellers
- Offering an EMTAS Review in preparation for Ofsted

"Can we just thank you as a school for organising the Bilingual Support Worker visit so quickly. We are very impressed - the visit went really well this morning. Staff feel reassured and I'm sure parents feel less anxious which is key to supporting both children as well as we can within our setting."

Devon Primary School

Costs

Multiples of six hours

Advisory Teacher: **£486**

Bilingual Support Worker: **£308**

EMTAS Review: **£486**

Ethnic Minority and Traveller Achievement Service (EMTAS)



Do you have bilingual pupils or Traveller pupils in your school?

By working alongside you and using our specialist knowledge, we can help your school to improve educational outcomes for children and young people from Black and Minority Ethnic and Traveller heritages, as well as those learning English as an additional language (EAL).

In addition to the services that Babcock LDP provides on behalf of the LA, the following may be purchased by DCC maintained schools:

Bespoke Consultancy

- Bespoke specialist training for schools and settings, e.g. race equality training, Youth Cultural Champions Programme
- Preparation for Ofsted through EMTAS Review and parent/pupil consultations (see page 7)
- First Language GCSE preparation (including access to Mandarin, Polish and Arabic GCSE preparation classes)
- Extended 1:1 or small group bilingual support
- Access to website
- Bespoke packages of support to meet specific school requirements
- Displays, assemblies and lessons on family history, autobiography and local culture within the community
- Cultural awareness events
- Termly newsletters
- Support for home language assessments
- Support for providing a Distance Learning Programme for Traveller pupils

Benefits

Devon EMTAS is a dedicated multi-ethnic and multilingual team with over 20 years' experience of working with Devon schools. The team's input can support school improvement by:

- Helping to ensure the positive inclusion of bilingual pupils and young people from Black and Minority Ethnic and Traveller heritages
- Improving outcomes and closing the gap for all Ethnic Minority pupils
- Supporting staff by ensuring they are equipped and confident in meeting the needs of all Ethnic Minority pupils including Travellers
- Offering an EMTAS Review in preparation for Ofsted

"Can we just thank you as a school for organising the Bilingual Support Worker visit so quickly. We are very impressed - the visit went really well this morning. Staff feel reassured and I'm sure parents feel less anxious which is key to supporting both children as well as we can within our setting."

Devon Primary School

Costs

Multiples of six hours (only required to top up what Devon LA provides as part of its commissioned services)

Advisory Teacher: **£423**

Bilingual Support Worker: **£267**

EMTAS Review: **£423**

SEND – Strategic Support (mainstream and special)

Schools must be confident that school policy, provision and practice is in line with relevant legislation including the Children and Families Act 2014, Equality Act 2010 and SEND Code of Practice 2015.

Ensure your school is able to demonstrate clearly the progress and achievement of this key vulnerable pupil group. SEND Strategic Leadership Support will ensure you have the latest knowledge, information and practical strategies to develop and improve your SEND provision.

Our team has an extensive range of experience in the field of SEND, school leadership and improving schools. We can provide bespoke support, advice and development to schools, settings, colleges, employers, training providers and organisations that work with children and young people with SEND.

SEND Review

A rigorous review of the setting's SEND policy, practice and provision, including leadership and governance of SEND. All reviews are personalised to the school's requirements and are a two-day package which includes: observations of learning and scrutiny of work, students' achievement, data analysis, curriculum provision, school improvement priorities, self-evaluation tools, learning walks and discussions with headteachers, staff, pupils and governors. (see page 9)

Bespoke SEND Strategic Leadership Consultancy

Our team can provide a wide range of specialist training, support and professional challenge in order to develop individual and whole-school/organisational provision and improvement. The needs of schools and organisations vary significantly so our team is able to create tailored packages according to your individual requirements. This may include:

- Embedding a clear graduated approach to meeting SEN and disabilities (including using Devon's Graduated Response Tools)
- Develop your school's ability to demonstrate your Early Help offer and ensure appropriate multi-agency working
- Analysing and using data to target interventions and evaluate outcomes
- Curriculum support
- Preparation for Ofsted
- SENCo role (including leadership development, effective provision target setting, monitoring impact and outcomes, communicating with parents and services, running effective meetings)
- Advising on statutory compliance
- Developing the role of the SEND governor
- Effective development of support staff
- Understanding SEN funding
- Reviewing procedures and statutory responsibilities for pupils with SEND
- Programmes of bespoke training
- SEND school improvement for all primary, secondary and special schools

Benefits

- Improving outcomes for pupils with SEND
- Support the improvement of high-quality inclusive teaching
- Ensure a broad and balanced curriculum that allows progression for all pupils
- Ensure school compliance
- Quality assure your school self-evaluation and effective preparation for Ofsted

"I recently attended Babcock SEND training and arrived very daunted by my role and responsibilities as the lead governor. The training was just a morning and during that time I learned so much, not just about SEND, but about what difference I could make as a governor. Both the trainer and training were excellent, very easy to understand, very interactive and very useful group discussion time. I now feel much more equipped to carry out this role more effectively and would highly recommend attending this training."

St Luke's Science and Sports College

Leadership of SEND

Four-day professional development programme which focuses on how to be an effective and skilled leader of SEND within a changing educational landscape.

Benefits

- Clear understanding of SEN funding and its place within the wider context of school budgets and planning
- Developing strategic planning across settings including multi-academy trusts and federations
- Understanding how effective monitoring and evaluation of outcomes impacts on improving the quality of provision

Costs

Multiples of six hours' delivery and support: **£621** per six hours

SEND Review: **£1242**

Leadership of SEND: **£2484**

SEND – Communication and Interaction

The Communication and Interaction (C and I) Team consists of highly qualified and experienced Advisory Teachers, a Pre-5 Autism Specialist and Specialist Support Assistants.

We offer support, advice and guidance for children and young people where Autism and/or Speech, Language and Communication Needs (SLCN) is the primary need.

Bespoke Consultancy

We enable staff to meet the needs of pupils through whole-school development, consultancy and training. In collaboration with schools and other professionals, we support parents/carers through parent training programmes such as Autism awareness workshops and Speech, Language and Communication Needs workshops (SLCN - Robins).

The C and I team supports the statutory assessment process and pupil transitions between key stages, schools and in to adult services. Schools are assisted in implementing the standards, framework and staff competencies from the Autism Education Trust for autism and the Communication Trust for speech and language.

Training and Professional Development

A wide range of tailor-made training is available to support provision for communication and interaction in schools and learning communities. Training can be embedded into a wider support package to improve desired outcomes.

Central courses include:

- Autism training (including Autism Education Trust tier1, 2, 3)
- Speech, Language and Communication Needs
- Accredited ELKLAN training for speech and language in the secondary school
- Language and literacy
- Visual learning approaches
- Sensory processing
- Autism awareness
- Pathological demand avoidance
- Autism and girls
- Autism and vulnerability

Benefits

- Partnership working with educational settings from 0-25, individual children and their families
- Collaborative working with other agencies in education, health and social care
- Provision of best practice including high-quality teaching, targeted group interventions and individualised learning

"I really do appreciate your help with this matter. Your conversation with the head and R's awesome teacher have succeeded in securing R's 'safe' inclusion at the external event. R had a fantastic day and thoroughly enjoyed the event. Really, thanks so much."

Devon Primary School

"Thank you so much for the training you did with us - people are really talking about it and I am seeing changes in practice I had only dreamed of! Thanks also for all the attachments which I will use for future staff meetings as reminders."

Devon Primary School

"Thank you for the training last night. I thought it was very helpful, had a real purpose, and the speaker was very engaging."

Devon School

Costs

Multiples of six hours (only required to top up what Devon LA provides as part of its commissioned services): **£423** per six hours

In-school training is available from the Communication and Interaction team: **£263** for three hours.

Autism Education Trust

A 3 tier autism training programme for professionals in education.

The SEND Code of Practice specifies that professionals working in education settings should be prepared to support young people on the autism spectrum and all staff should have a basic awareness of autism and the needs of individuals.

Delivered by the highly experienced Babcock LDP autism team, the AET programme offers face-to-face training for professionals working with young people.

Programmes are offered across the Early Years, Schools and Post 16 sector. The programmes form an essential part of your Continuing Professional Development and play a key role in supporting your organisation to meet the needs of young people on the autism spectrum, ensuring progression and reducing NEETS.



To find out more about our autism training visit www.babcock-education.co.uk/ldp/cpd

SEND – Sensory Impairment (Visual Impairment, Hearing Impairment and Multi-Sensory Impairment)

Some children and young people require special educational provision because they have a disability which prevents or hinders them from making use of the educational facilities generally provided. These difficulties can be age related and may fluctuate over time.

Many children with a sensory impairment will require specialist teaching support and/or equipment to access their learning. This is provided by either a Teacher of the Deaf, Advisory Teacher for Visual Impairment or a Qualified Teacher of Multi-Sensory Impairment.

The Sensory Impairment Team can provide support and training in the following areas to ensure compliance with the Equality Act 2010:

- Visual Impairment
- Hearing Impairment
- Multi-Sensory Impairment

Bespoke Consultancy

The team can offer the following support to allow your school to improve the outcomes of children with a sensory impairment:

- 1:1 functional vision/hearing/multi-sensory assessment
- An observation of the child in the classroom and how they access the curriculum
- Evaluation of the learning environment
- Teaching strategies/modelling good practice to support staff
- Strategies to promote inclusion within the classroom
- Defining and highlighting the possible impact of a visual/hearing/multi-sensory loss
- Identification of what the problems are when a child has a sensory loss e.g. possible delay in language acquisition, localisation of sound, impact of background noise, behaviour implications, accessing incidental learning, acquisition of language – assessment, monitoring and intervention
- What is the impact of the sensory loss e.g. delays in acquisition of phonics, effects on learning to read, unconventional letter formation in writing, potential delay in educational outcomes
- How to address the sensory loss and problems e.g. appropriate amplification and the limitations – hearing aids and Assistive Listening Devices, how to monitor and maintain equipment, bringing the child to the fore, effective use of technology – maximising contrast on white boards, supplementing visual information with auditory information
- Training for school staff to raise awareness of sensory loss and increase capacity within school

Don't forget that our Multi-Sensory Impairment Advisers are qualified teachers of MSI to:

- Carry out deafblind assessments for your local authority
- Undertake the initial deafblind assessment
- Provide on-going deafblind support

Benefits

- Improve outcomes and close the gap for pupils with a sensory impairment
- Improve access to the curriculum
- Ensure your school can provide high-quality universal provision to children with a sensory impairment

"Our Teacher of the Deaf has thorough, in-depth knowledge of the children that she works with as well as fostering very positive and constructive working relationships with our families. Our staff have received individual, relevant advice and support thus enabling the children to make sustained progress and develop a positive identity of themselves. The training, including deaf awareness and cued speech, that we and some of our parents have received, has been useful, accessible and highly valued."

SENCo, Brixington Primary School, Exmouth

Costs

Multiples of six hours (only required to top up what Devon LA provides as part of its commissioned services): **£423** per six hours.

Visual Impairment training is available for schools and colleges who have children and young people that don't have a statutory plan: **£263** for three hours.

Hearing Impairment and Multi-Sensory Impairment training is available for non Devon maintained schools to purchase: **£263** for three hours.

This is bespoke training which focuses on positive outcomes and practical management strategies which teachers can use to ensure more effective inclusion.

SEND – Physical Difficulties and SEND ICT (PDIT)

The SEND Code of Practice states that the UK Government is committed to inclusive education of disabled children and young people and the progressive removal of barriers to learning and participation in mainstream education.

The Equality Act 2010 classifies disability as having a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities

Bespoke Consultancy

The Physical Difficulties and ICT team supports schools and settings in identifying and removing barriers for children with a wide range of disabilities.

This can be done through:

- Observation and assessment
- Discussions and meetings
- Individual work with a child/young person
- Written recommendations
- General guidance on physical development – see www.babcockldp.co.uk/send-support
- Advice about developing fine motor skills
- Input around pre-handwriting and handwriting skills
- Specific guidance regarding individual needs
- Signposting to other services/sources of information
- Specialist support on access to the curriculum including practical lessons and recording
- Advice on appropriate resources and adaptations
- Supporting the access to and use of ICT in schools for children and young people with a wide range of needs:
 - Sensory and physical
 - Communication and interaction
 - Cognition and learning
- Guidance on adaptive access to ICT – see www.babcockldp.co.uk/send-support
- Training for staff to increase their knowledge of particular needs/resources/solutions
- Specific support and guidance during times of transition
- Assistance in identifying and managing fatigue/pain levels
- Guidance around establishing and maintaining friendship groups
- Working as part of the multi-disciplinary Team Around a Child and contributing to the creation and implementation of statutory and non-statutory plans
- Helping schools meet their statutory legal requirements regarding the moving and handling of children with physical difficulties through training and ongoing support

Some children with complex needs will fall into the criteria for being seen through the Devon Commissioned Service, but if they do not, our time can be purchased.

Benefits

- Enabling schools to break down barriers to learning for their pupils
- Improving outcomes for children
- Improving transition experiences for pupils and schools
- Increasing inclusion for school trips and off-site activities
- Improving the health, safety and wellbeing of staff and students through guidance around safer moving and handling

"I just wanted to thank you for the excellent Moving and Handling training session that you delivered to us. It was very thorough and all staff found it extremely helpful and informative."

SENCo in Post 16 provision

"You have made a real difference this year and the parent has really appreciated it."

Primary School SENCo

Costs

Multiples of six hours (only required to top up what Devon LA provides as part of its commissioned services): **£423** per six hours

Moving and Handling (initial and refresher courses)

Suitable for any staff working with a child or young person who has Physical/Movement difficulties. (Not suitable for those working with children who have emotional or behavioural difficulties requiring physical interventions.) Subjects covered:

- Legal Requirements
- Risk Assessment
- Handling Plan
- Intimate Care
- Personal Emergency Evacuation Plan
- How to Keep Your Back Safe
- Handling Aids
- Practical Techniques

SEND – Social Emotional Mental Health

When children experience social and emotional difficulties, they may become withdrawn or isolated and may display challenging, disruptive or disturbing behaviour. Children with social, emotional and mental health (SEMH) difficulties will often feel anxious, scared and misunderstood.

Personal development, behaviour and welfare is one of the four key judgements of the Ofsted framework, in which schools are required to provide evidence to demonstrate effective practice and the impact of improvement strategies.

Our SEMH Support Team is experienced and skilled in supporting schools to meet the needs of our most vulnerable and achieve Ofsted outcomes.

Bespoke Consultancy

The SEMH Team offers a wide range of tailor-made support including:

- Bespoke group / whole school training including Attachment Based Mentoring, PIPS (Physical Intervention and Preventative Strategies), Supporting SEMH Through Small Group Work, Developing Nurture Groups, NQT Support, How the Brain Works, An introduction to Practical Counselling Skills to Promote Effective Learning and Restorative Approaches
- Whole class observations, supporting school staff to develop Individual School Based Plans, Personalised Curriculums/Timetables, Behaviour Care Plans and Individual Risk Assessment
- Whole school/Team/Individual solution focused coaching
- Advice and Guidance for Statutory Processes
- Developing in-house systems to monitor, review and evaluate efficient and effective support of those with identified SEMH needs, including audits of policy and practice

In addition to the intervention strategies above, staff training and development is available to purchase and could include:

- Behaviour Review (see page 6)
- Classroom behaviour management and policy review
- Anger management
- Supporting boys' learning
- Individual and whole-school coaching

Benefits

- Reduce exclusions and increase inclusion
- Ensure you are Ofsted ready
- Raise the progress of vulnerable pupils
- Enhance provision for pupils with SEND
- Empower rapid and sustainable improvement
- Improve pupil and staff wellbeing

"I just wanted to say a huge thank you for your advice, guidance and knowledge which has really steered me in a positive direction and has really made me see my job role in a completely different light. I am going back to my job with fresh new ideas that I will be passing on to my colleagues. It's really given me some time to reflect on how I approach my role. Your sessions were extremely inspiring to me and for that I am truly grateful to you."
MTA Positive Playtime training course

Costs

Multiples of six hours (only required to top up what Devon LA provides as part of its commissioned services): **£486** per six hours

Behaviour Review

Primary <200 pupils **£731**

Primary >200 pupils **£972**

Secondary **£1458**

Costs

Multiples of six hours (only required to top up what Devon LA provides as part of its commissioned services): **£423** per six hours

Behaviour Review

Primary <200 pupils **£636**

Primary >200 pupils **£846**

Secondary **£1269**

Devon
Maintained
schools ONLY

Passive Intervention and Prevention Strategies (PIPS)

Passive Intervention and Prevention Strategies (PIPS)

PIPS training is aimed at all staff working in Primary Schools, Secondary Schools, Special Schools and Alternative Provisions. It aims to support staff in developing a consistent, effective and acceptable team approach to managing behaviour, while, crucially, maintaining positive relationships and minimising risk for all.

Module 1: Prevention and De-escalation

This explores the key issues surrounding challenging behaviour and emphasises the importance of positive, preventative verbal and non-verbal de-escalation strategies. This module includes work on:

Values • The Emotional Impact of Challenging Behaviour • Help Protocol • The Prevention Continuum • Positive Prevention Strategies/Strategies to Avoid • Systems and Structures in School • Individual Behaviour Care Plans

Module 2: Passive Intervention and Prevention

This promotes the least intrusive, most caring handling strategies and explores a continuum of passive techniques designed to keep both pupils and staff as safe as possible based on “making movement safe” rather than “overpowering”. This module includes:

Legislation and Guidance • Reporting and Recording • Principles Underpinning Passive Intervention • Moments of Crisis • Personal Space • Following Movement • Guiding and Escorting • Standing, Sitting, Kneeling

Costs

Passive Intervention and Prevention Strategies
Training

Whole day inset (up to 20 delegates): **£568**

Two staff meetings 3.5 hrs total (up to 20
delegates): **£383**

(Options for training for more than 20 delegates are
available)

Expected Outcomes from the Two Modules:

- experience and practise the skills of guiding, safe touch and holding
- explore how these acts of care combine with calming, diffusing and problem solving strategies
- experience passive intervention strategies designed to follow rather than force movement
- identify key elements for developing a consistent team approach to managing challenge
- improve knowledge and understanding around Risk Assessment
- increase awareness of the importance of recording and reporting, monitoring and evaluating
- provide a process of repair and reflection for both staff and children
- develop an increased sense of confidence at times of crisis

For further information please contact:

andy.simpson2@babcockinternational.com | sue.vanstone@babcockinternational.com

Attachment Based Mentoring

A relational approach to learning, development and well-being

It is widely recognized that vulnerable children struggle to access learning and experience success at school. With interventions purely designed to move them on with learning, they often have difficulty engaging and making progress.

Perhaps something else is needed?

Attachment based mentoring is a relational, child-centred and holistic approach to supporting our most vulnerable children.

Drawing on theories and research from the fields of attachment, coaching and resilience, it is a comprehensive practical guide as to what to do and how to be, to ensure that the individual needs of each child are met.

The approach aims to enable children to feel safe, connected and capable - forming positive relationships and enjoying learning.

Why choose this training?

- Understand the needs of all children including the most vulnerable and how they can find it difficult to engage with learning
- Learn how to become the child's significant adult
- Meet attachment needs by considering the mentoring relationship
- Develop solution focused coaching and mentoring skills
- Consider the wider role of the mentor in terms of social learning, advocacy and practical support

Course programme

- Day 1 Attachment and Relationships
Being the significant adult**
Providing a relationship for the child within which they experience protection, connection, understanding and care.
- Day 2 Development
Being the coach**
Using solution focused coaching skills to support the child to identify skills and strengths and work towards what they would like to achieve.
- Day 3 Practical support and skill development
Being the parent in school**
Providing support which ensures the child is fully included in all aspects of school life.
- Supervision session**
An opportunity to ask questions, share good practice and problem solve.

Costs

3.5 day programme in-school for up to 20 delegates **£4200**

For information about our one-day courses and to find out more about the research that supports this Attachment Based Mentoring programme and read about the significant positive impact on the children and their learning: www.babcockldp.co.uk/attachment-based-mentoring

Coaching

Our Coaching team is made up of experienced Educational Psychologists and Advisory Teachers.

There is strong evidence to suggest that coaching has a positive impact on teaching and learning and builds capacity for change in schools. Ofsted recommend that schools should extend their understanding of, and expertise in, coaching to ensure good professional development.

Coaching has a wide range of applications and can be used not only with teachers but with children and young people.

Many teachers and students feel stuck with their development. Training and teaching alone often fails to bring about the change required. Coaching identifies clear outcomes for the individual, what works well and how to move forward. As well as focusing on a person's strengths, skills and attributes, it also addresses issues of strategy, confidence, motivation and identity which are often significant barriers to development.

Bespoke Consultancy

- **Coaching for teachers, teaching assistants and leadership teams.** This can be offered on an individual basis or as part of a school project. As well as individual coaching sessions for members of staff, schools can opt to have a group of teachers coached. In this case the themes identified through individual coaching sessions are discussed with the group as a whole and a group coaching session is then offered to identify outcomes and ways forward.
- **Coaching for children and young people.** We offer individual sessions and group sessions for children and young people. These can be one off sessions or a series of coaching sessions, usually 4-6. Coaching can be aimed at raising achievement and supporting young people with their social and emotional development.
- **Personalised and flexible training packages** that introduce and develop coaching skills for use with adults and students. Our courses range from 3 hour workshops to 3 day courses. We regularly develop bespoke training to meet the needs of the setting.

"The coaching training has really helped to foster a culture of reflective thinking and support at the school."
Teacher, Haytor View Primary School

"Coaching has enabled me to take ownership of my own development. Through coaching I have developed a clear idea of where I am going and have identified relevant next steps that fit my situation. Regular coaching means that I am constantly moving forward and this impacts on the children. We are developing as individuals together."
Teacher, Haytor View Primary School

Benefits

Coaching supports schools to:

- Improve the quality of teaching and learning
- Raise achievement
- Establish clear outcomes needed for progress
- Ensure that good practice is embedded
- Bring about sustainable change

Training in Coaching:

- Provides school staff with a structure and method for reflection, problem solving and developing a clear vision for the future
- Enables teachers to work together and take responsibility for their development
- Provides a tool for working with children individually and in the classroom

Costs

Coaching for school staff or pupils

1-1.5 hrs –	£161
1.5-3 hrs –	£279
3-4.5 hrs –	£385
4.5-6 hrs –	£530

Personalised and flexible training packages


For up to 20 delegates. 1 day's training can be spread over 3 twilights.

Three hour workshop	£719
One day training	£1339
Two day training	£2678
Three day training	£4017

Costs may vary according to group size.



Safeguarding Schools and Settings

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Some of these services and/or prices are
specifically for Devon maintained schools



Section 175 of the Education Act 2002 places a duty on local authorities and schools' governing bodies to make arrangements for carrying out their functions with a view to safeguarding and promoting the welfare of children.

"Everyone who comes into contact with children and their families has a role to play. School and college staff are particularly important as they are in a position to identify concerns early, provide help for children, and prevent concerns from escalating."
(Keeping Children Safe in Education, 2018).

In addition to the services that Babcock LDP provides on behalf of the LA, the following may be purchased by DCC maintained schools:

Safeguarding Review

Support the school to meet statutory requirements by conducting a Safeguarding Review which will inform the school of significant additional risks that need to be addressed. We will make recommendations where appropriate and help the school to maintain and develop a safeguarding culture in accordance with Ofsted requirements and good practice.

How do you implement and manage Safeguarding within your school?

Section 157/175 of the Education Act 2002 places a duty on local authorities and schools' governing bodies to make arrangements for carrying out their functions with a view to safeguarding and promoting the welfare of children. How do you:

- Safeguard your children and staff?
- Review your safeguarding policies and processes to manage change improvement?
- Identify training needs and maintain Designated Safeguarding Leads at Group 3?
- Identify and ensure whole-school training is carried out?
- Identify and ensure Group 2 and Safer Recruitment Training is carried out?

Babcock LDP can help implement and facilitate management of safeguarding within your school by providing:

- A comprehensive review to ensure your statutory requirements are being met
- An action plan for corrective and preventative measures
- Help with change improvements. We can provide:
 - Templates and models
 - Group 3 training for Designated Safeguarding Leads and their deputies
 - Regular training
 - Group 2 and/or Safer Recruitment Training for governors and heads

This list is not exhaustive.

Safeguarding - focused review to cover a specific area of safeguarding

For example:

- Safeguarding files and record keeping
- Single Central Record / recruitment
- Bespoke to your needs

Bespoke Consultancy

We can offer bespoke consultancy to address specific safeguarding issues and/or provide safeguarding supervision support for your Designated Safeguarding Lead.

Training and Professional Development

Current courses include:

- Extremism, Radicalisation and PREVENT – training suitable for all school staff
- Child Protection Raising Awareness (Group 2)
- Two day initial Group 3 Safeguarding
- Safer Recruitment and Allegations Management (nationally accredited)
- Group 3 Safeguarding Refresher Training
- Safeguarding for Governors
- Supervision within child protection
- Record Keeping
- Safeguarding for Administrators
- Child Sexual Exploitation
- Safer Working Practices
- Autism and Vulnerability

Benefits

- Fast and direct access to safeguarding support
- Proven, quality service from experienced and trusted professionals
- Experts who understand the South West context

"We all appreciated your friendly, pragmatic and supportive approach post a decent Ofsted outcome and note too the pertinence, rigour and detail of your attached visit report."
Devon Primary School

Costs

Consultancy rate: **£423**

Safeguarding Review

1 day review including annotated review template **£423**

1.5 days review visit including written report and action plan **£636**

Safeguarding – focused Review

£213 (3 hrs), **£423** (6 hrs)

Online Safety Review (hardware/software)
see page 76

Safeguarding

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Section 157/175 of the Education Act 2002 places a duty on local authorities and schools' governing bodies to make arrangements for carrying out their functions with a view to safeguarding and promoting the welfare of children. How do you:

- Safeguard your children and staff?
- Review your safeguarding policies and processes to manage change improvement?
- Identify training needs and maintain Senior Designated Lead at Group 3?
- Identify and ensure whole-school training is carried out?
- Identify and ensure Group 2 and Safer Recruitment Training is carried out?

Babcock LDP can help implement and facilitate management of safeguarding within your school by providing:

- A comprehensive review to ensure your statutory requirements are being met
- An action plan for corrective and preventative measures
- Help with change improvements. We can provide:
 - Templates and models
 - Group 3 training for Senior Designated Lead and their deputies
 - Regular training
 - Group 2 and/or Safer Recruitment Training for governors and heads

This list is not exhaustive.

Safeguarding - focused review to cover a specific area of safeguarding

For example:

- Safeguarding files and record keeping
- Single Central Record / recruitment
- Bespoke to your needR

Bespoke Consultancy

We can offer bespoke consultancy to address specific safeguarding issues and/or provide safeguarding supervision support for your Designated Safeguarding Lead.

Training and Professional Development

Current courses include:

- Extremism, Radicalisation and PREVENT – training suitable for all school staff
- Child Protection Raising Awareness (Group 2)
- Two day initial Group 3 Safeguarding
- Safer Recruitment and Allegations Management (nationally accredited)
- Group 3 Safeguarding Refresher Training
- Safeguarding for Governors
- Supervision within child protection
- Record Keeping
- Safeguarding for Administrators
- Child Sexual Exploitation
- Safer Working Practices
- Autism and Vulnerability

Benefits

- Fast and direct access to safeguarding support
- Proven, quality service from experienced and trusted professionals
- Experts who understand the South West context

Costs

Consultancy rate: **£423**

Safeguarding Review

1 day review including annotated review template **£423**

1.5 days review visit including written report and action plan **£636**

Safeguarding – focused Review

£213 (3 hrs), **£423** (6 hrs)

Online Safety Review (hardware/software)
see page 76

Safeguarding (cont'd)

Safeguarding subscriptions for academies and MATs

- Establish, implement and follow good safeguarding policies and procedures
- Ensure all staff are aware of and follow your safeguarding policies and procedures
- Ensure that all staff and volunteers receive child protection training to promote the welfare of your children and protect them from harm.

Choose the Safeguarding subscription that best suits the needs of staff in your school/academy

Our most comprehensive Level 3 subscription includes:

- Child Protection Awareness training for up to 100 staff in each academy
- Safeguarding Reviews for each academy
- One day multi-agency refresher training for the Designated Safeguarding Lead in each academy
- Support and advice on individual cases via phone or email
- Safeguarding bulletins – half termly
- Attendance at a termly Safeguarding Forum for each academy (one place per establishment, per term is included in the subscription)
- Complex case and consultation support (max 6 hours)
- Membership of the Babcock LDP Safeguarding website with unlimited access to:
 - Regularly updated Child Protection/Safeguarding Handbook
 - Safeguarding policies, procedural updates and changes to legislation including guidance on implementation

"As you know, I "bristled" at your first visit and, on reflection, considered your comments in a more reflective way and led improvement changes in school. We've just come out of our weekly safeguarding meeting, initiated after your advice, and have put in place actions for three "concern" pupils today. In all honesty it is unlikely that these would have been actioned previously, or at least not until they hit a higher threshold. I think that this illustrates the positive impact of your work with us and I like to give thanks where it's due... so thank you Jon."

Devon School

"Just wanted to say, that the newsletter is as helpful as ever, especially the links to changed documents and policies, etc. I found the SCOMIS explanation about Fortnite very helpful and will be passing this on to my parents today. Thanks to all, great job."

Devon Primary School

"We all appreciated your friendly, pragmatic and supportive approach post a decent Ofsted outcome and note too the pertinence, rigour and detail of your attached visit report."

Devon Primary School

"I thought it was the best safeguarding training I've ever been to, and I've been to a lot! This was because you gave great/useful scenarios and examples instead of just reading from or talking about slides. The advice was presented in a very real and practical way, which is far better than just spouting information that can be easily forgotten. Having been sceptical about what I would actually learn, I learnt a lot."

Devon Primary School

SUBSCRIPTION	LEVEL 1	LEVEL 2	LEVEL 3 - option 1	LEVEL 3 - option 2
Membership of website	✓	✓	✓	✓
Termly Safeguarding Forum	✓	✓	✓	✓
Phone and email support	✓	✓	✓	✓
One day multi-agency refresher training for Designated Safeguarding Lead		✓	✓ (for each academy)	✓ (for each academy)
Safeguarding Review (school visit plus report)		Half day (for each academy)	Whole day (for each academy)	Whole day (for each academy)
Onsite Child Protection Awareness training for 100 staff			✓ (held in one academy only)	✓ (for each academy)
PRICES	£565 core including 1 academy + £265 per additional academy	£897 core including 1 academy + £572 per additional academy	£1353 core including 1 academy + £572 per additional academy	£1353 core including 1 academy + £755 per additional academy



Education Welfare

Our Education Welfare Service (EWS) supports schools in achieving higher levels of attendance for the whole school as well as for individual pupils by:

- Providing strategic advice supporting policy and operational practice within schools
- Offering advice and training on the evaluation and effective use of attendance data
- Supporting Early Help and the use of detailed casework to address low attendance levels
- Progressing a clear escalation process to encourage improvement
- Instigating an effective legal process to address parental responsibility
- Maintaining multi-agency practice to address issues affecting good attendance

Education Welfare Officer (EWO) Support

Use our experience and knowledge in:

- Supporting and guiding your school in effectively managing its Attendance Improvement Strategy
- Supporting your school in working with your most vulnerable families and pupils
- Supporting your school in making the most of the Local Authority Legal Process

Evaluating your Attendance Operation

- Comprehensive Year End and Disadvantaged Pupil Attendance Data review and report
- Attendance Operation and Procedures Review
- 2 x one hour review sessions

Understand where you are and start thinking about where you want to be.

Cost: Two data reviews, attendance and procedures review, plus follow up review sessions: **£425**

New Attendance Lead (or Attendance Governor) support session

- Understanding the role and responsibilities of the Attendance Lead (or Governor)
- Introduction to understanding and managing attendance as a Lead (or Governor)
- Introduction to understanding attendance data

A confidence boosting support session for the newly appointed Attendance Lead (or Governor).

Cost: 2 hour (1:1) session in your school: **£89**

Bespoke fits best

Tell us what you want and let us explore together a bespoke Strategic Attendance Support package to suit your operational and financial needs.

Contact us to discuss your requirements:

BabcockEducationSW@babcockinternational.com

MATs and Federations

Please contact us direct to discuss bespoke pricing:

BabcockEducationSW@babcockinternational.com

Benefits

- Fast and direct access to support services for vulnerable children and young people
- A proven quality service from skilled and experienced professionals
- Improved rates of pupil attendance and reduced persistent absence levels
- A clear process of challenge and escalation to address poor attendance
- An efficient and responsive legal service to challenge parental responsibility
- Greater confidence that all statutory requirements are being met in relation to school attendance
- A 'One Stop Shop' service for attendance and safeguarding concerns

"The EWS has provided much needed support to the school in promoting good attendance by students. The advice given to staff has helped shape a coherent attendance strategy. Working with the school and staff the EWS has fostered engagement with the families of our students. The dedication, care and knowledge of our EWOs has been first rate and their excellent reputation is well deserved."

Headteacher, Devon Primary School

Attendance Data and Reporting

Supporting schools to effectively collect, collate and utilise both school and national attendance data.

Listen to your data to inform your practice.

Let us do your number crunching whilst you concentrate on improving the attendance and attainment of your pupils.

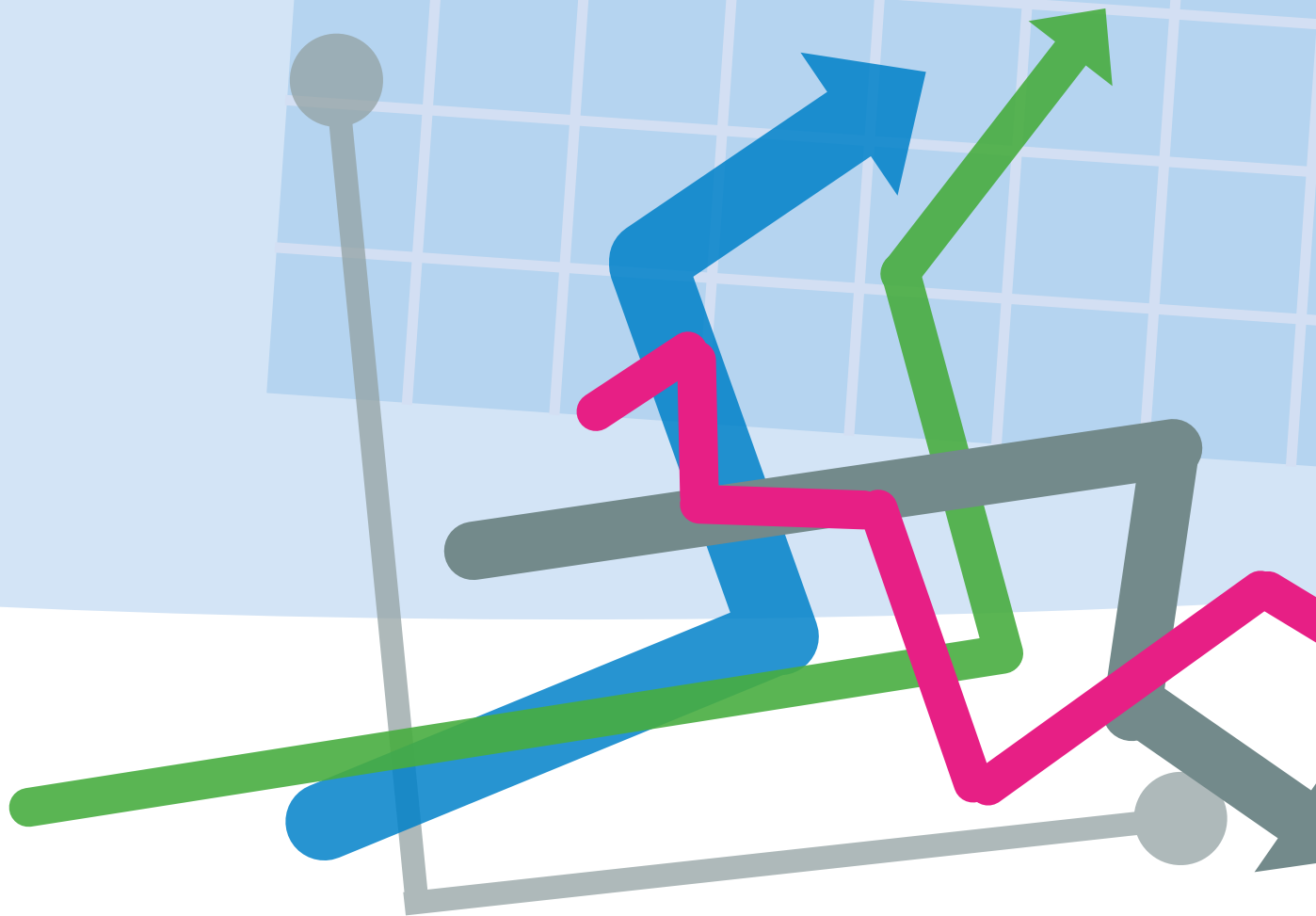
The Disadvantaged Pupil Attendance Tracker (DPAT)
(see page 36 and 37).

The Year End Attendance Profile
(see page 36 and 37).

The In Depth Attendance Profile and Support.
(see page 36 and 37).

Costs

Multiples of six hours (only required to top up what Devon LA provides as part of its commissioned services): **£267** per six hours



The Profile: Disadvantaged Pupil Attendance Tracker

Ofsted, Attendance and your Disadvantaged (Vulnerable) pupils

Using your SIMS data we will set up your disadvantaged (vulnerable) groups. To regularly monitor the comparative attendance data of your disadvantaged pupils, all you need do (ever again!) is to email us a timely SIMS Report at the end of each half term. We will then collate that data and prepare half-termly reports that allow you to:

- Monitor pupil attendance on an individual pupil and group level (PA, PP, FSM, SEN, CIC, EAL and by gender)
- Compare your groups with the latest available national and local published data (from the latest DfE Statistical Releases)
- Monitor the gaps between your disadvantaged groups and your non-disadvantaged groups. (Diminishing the Distance)
- Monitor the % of PA in each of your disadvantaged groups (example – 25% of your FSM Pupils are Persistently Absent)
- Identify your PA pupils that sit in more than one disadvantaged group

These reports, over time, will provide evidence of your use of comparative and longitudinal data to monitor and analyse the attendance of your disadvantaged pupils.

We will do the data crunching allowing you more time to focus on using this data to support the improved attendance and attainment of your disadvantaged pupils.

Single report **£156**
Termly reports **£406**
Half-termly reports **£624**

"I just want to let you know how incredibly useful we are finding the Disadvantaged Pupil Attendance Tracker. The first copy we printed off is now covered with annotations and is a vital focus in our monitoring meetings in college. When I had to report on attendance to our governors I simply printed them the overview and spoke using the scribbles on the heavily used annotated version. Will do similar when our friends from OFSTED pay a visit! Thanks for this – less time pulling together the data means more time actually doing something about it!"
Devon College

The Profile: In-Depth Attendance Reports

"I am really pleased with the format and impact that the Disadvantaged Pupil Attendance Tracker reports. For this small amount [of money], we have received detailed analysis of these children's attendance, and it has given us an at-a-glance record that we can use in evidence, and also use to celebrate improvements that were being made. This was especially useful during our recent OFSTED inspection, where we used it to demonstrate the impact of our actions against some persistent absenteeism that we were encountering. I would really recommend this facility to schools, and the turnaround time was excellent between ordering and its arrival."
Devon Primary School

Attendance – A comprehensive analysis – 'Get the Picture'

Offering a simple yet comprehensive, comparative and contextualised visual analysis (with written commentary) focusing on your attendance and punctuality data. Benefit from an easy to understand report that can help you to:

- Identify specific areas of your current attendance management practice that may warrant future focus and development
- Reinforce and support the evidence of your regular

monitoring, analysis and understanding of your attendance and punctuality data (at a whole-school, PA, disadvantaged groups and pupil level)

- Contextualise and compare your current attendance data with historical school data and the latest local and national data and trends

1 off profile **£410**

3 profiles (1 per term) **£902**

"The service provided by this team has been pivotal in shaping our provision around attendance and punctuality, underpinning change management in our school in an area that has been an enormous challenge and barrier to raising standards. Members of the EWS, including great care and guidance from the EWS Lead, have offered a skilled and well informed service tailored around the needs of our school community. This has been completely focused on improving outcomes for children and with due regard for safeguarding."
Devon Primary School

The Profile: Year End Attendance Report

Analyse your data and reflect on your Attendance Management Practice

The Year End Profile focuses on;

- Whole School Attendance
- Persistent Absenteeism
- Vulnerable Groups (SEN, FSM, PP, EAL, Gender)
- Term Time Absence
- Punctuality
- Unauthorised Absence Code patterns

Benefits

- Comprehensive and comparative charts
- Data that supports Ofsted expectations
- Better understanding of your whole school attendance data
- Additional monitoring evidence
- Analysis of your vulnerable group data

£203

To book a Profile please visit our e-store: www.babcockeducationstore.co.uk/ldp
For further information please contact:

Peter Walker | peter.walker@babcockinternational.com

Wayne Westacott | wayne.westacott@babcockinternational.com

Compliance and General Data Protection Regulation



General Data Protection Regulation (GDPR)

Babcock Education has teamed up with an experienced public sector data protection consultancy business to offer schools unique solutions that will support you with your Data Protection needs.

We understand schools have tight budgets and in many cases very limited expertise in data protection, so we offer a full range of packages to suit different needs and budgets.

Existing Subscribers - Data Protection Officer Annual Subscription - RENEWAL

This Outsourced DPO subscription renewal package provides continuous support and covers all your data protection requirements:

- Telephone and email advice helpline
- Complaints management
- Handling ICO correspondence
- Monthly reporting to the school's SLT
- Provision of regular compliance reports
- Refresher training to staff and/or governors
- Staff Awareness Training (PowerPoint)
- Revised policies, templates, posters and bulletins



Delivered by
Amber Badley, Firebird Data Protection Consultancy Ltd.

New Subscribers - Outsourced Data Protection Officer Subscription

New subscribing schools will benefit from our revised DPO Service, which includes:

- GDPR Assessment Audit with a full report and action plan
- Creation or review of RPA log (Data Mapping Inventory)
- Telephone and email advice helpline
- Complaints management
- Handling ICO correspondence
- Monthly reporting to the school's SLT
- Provision of regular compliance reports
- Refresher training to staff and/or governors
- Staff Awareness Training (PowerPoint)
- Revised policies, templates, posters and bulletins

Compliance Audit and Data Mapping Inventory

- GDPR Assessment Audit with a full report and action plan
- Creation or review of RPA log (Data Mapping Inventory)

Benefits

- Saves you time, money and effort trying to interpret the new complex and extensive legislation
- Expert advice and guidance to hand, helping you avoid huge fines and compensation claims for data protection breaches
- Access to a highly-experienced Data Protection Officer
- Ready-made policies, guidance and templates
- Avoids the need to recruit a dedicated data protection expert, or re-train (and qualify) an existing employee to take on the new legal duties

"We are very happy to recommend the service provided by Amber Badley of Firebird, who are working with Babcock LDP, to help schools wade through the new General Data Protection Regulation. We decided as a school that we would sign up for the full service. It was a well-made decision. Amber has made the process less complicated, provided documents, advice and reassurance. We have monthly meetings and she is there if we have any questions, which is quite often, as this is new to all of us. This is quite a cost to a school, especially with reduced budgets, but it's worth it for peace of mind and the back up in case of a breach."

Primary School, East Devon

"The GDPR service we have received from Babcock LDP has been extremely comprehensive. The training provided to all our staff was excellent and vital in raising their awareness of the new legislation. Amber has provided excellent support to the College and assisted us in becoming ready for the introduction of GDPR."

Devon Secondary Headteacher

Costs

Subscription Renewal: Prices start from **£2350** per school. MAT and federation packages are available from **£1325** per additional school.




New Subscribers: Prices start from **£3550** per school. MAT and federation packages are available from **£2150** per additional school





Assessment Audit: £571


Data Mapping Inventory: £571



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 Some of these services and/or prices are specifically for Devon maintained schools

Improving Schools and Settings

Delivering high-quality leadership, governance, quality first teaching and an inclusive education for all are the key drivers that ensure that children in our schools achieve their full potential and go on to be happy successful citizens in our ever changing world. Currently we are facing unprecedented challenges within the education system including teacher retention, managing workload, poor mental health and wellbeing in both students and staff whilst trying to ensure all children achieve their potential no matter what their background or needs in an increasingly challenging resourcing and funding situation.

Babcock LDP provides cost effective solutions to ensure that school leaders and staff have the skills and understanding to meet these challenges. In addition to the support and guidance already offered to Devon Schools through the Local Authority commissioning framework we offer a range of packages including reviews to support self-evaluation and school improvement planning, training, consultancy and programmes that can be tailored to schools' needs and circumstances.

This Improving Schools and Settings section provides an overview of useful services and programmes available to all schools and should be looked at in conjunction with our universal training offer, conferencing programme and other consultancy offers which we develop across the year.

Our aim is to allow schools to consider their school improvement support requirements to ensure that staff remain at the cutting edge of their profession through training and development opportunities delivered by high-quality practitioners from across the education system.

Leadership and Governance:

- Governance Consultancy
- Headteacher Performance Management
- Leadership Consultancy and Training Events
- Developing your Role as a Peer Reviewer
- National Award for SEN Co-ordination
- Teaching Assistant Development Programme
- Developing your Curriculum
- Newly Qualified Teachers' and Recently Qualified Teachers' Support
- School Improvement
- SEND Strategic Support

Reviews to support Self-Evaluation and Improvement Planning

- Curriculum Review
- Data Review
- Governance Reviews
- Online Safety Review
- Performance management and professional development
- Preparing for Inspection
- Pupil Premium Review
- Sports Premium Review
- SEND Review

Briefings and Network Meetings

- EYFS Teachers/Leaders
- EYFS Teaching Assistants
- Computing
- Mathematics and English (primary)
- Mathematics and English (secondary)
- NQT/RQT
- PE
- Science (primary)
- Science (secondary)

Teaching and Learning

- Computing
- EYFS
- English (primary and secondary)
- Mathematics (primary and secondary)
- Outdoor Education
- PSHE
- Science (primary and secondary)
- STEM
- Additional Curriculum Support

Data and Assessment

- Data and Assessment
- Statutory Moderation Support (academies)

School Support Services

- School Library Service
- Dartmoor Centres
- Music Service

Leadership and Governance



Governance Consultancy

The work of governing boards is increasingly being scrutinised and judged. Boards need to be able to rely on a trusted and experienced source of training, information and advice to support them in the valuable work that they do, and to ensure that they meet their legal responsibilities. The Regional Schools Commissioner has governance as one of their top priorities. We can help to ensure that your governance stands up to scrutiny and that all those involved, in some increasingly complex structures, are able to keep up-to-date with expectations.

The Governance Consultancy team knows and understands first hand the challenges facing school governors, trustees and clerks. Our experienced staff and team of associates support, inform, guide, train and advise governors, trustees, headteachers and clerks as they seek to achieve and maintain high-quality governance within their schools in a modern climate of clear, confident, strategic leadership and sharply focused accountability.

Subscription

For a governing board the subscription provides:

- Individual and confidential access to telephone and email helplines staffed by our experienced team
- Termly Governance Today magazine
- Termly Checklist document to keep you up-to-date
- Weekly 'Governance Alert' bulletin
- Access to the Governance Consultancy website (password protected)
- Access to a wide range of high-quality training and development sessions for governors, trustees and clerks, many offered at no additional charge
- Continued access to Better Governor non-premium content

Costs for academies, MATs and non-Devon maintained schools:

Taking into account the variety of different models of schools and academy trusts, we offer a straightforward charge either as a stand-alone school or academy, or based on the number of Local Governing Bodies (LGBs) in a MAT or federation. This ensures that all those involved in governance can access the full range of our service, and the costs can be shared across the number of schools involved.

Stand-alone school/academy: **£918**

2 school MATs: **£1122**

Small MATs 3 - 5 LGBs: **£1658**

Medium MATs 6 - 10 LGBs: **£2958**

Larger MATs 11+ LGBs: **£POA**

Better Governor (see page 60)

Full access to all written articles on Better Governor is free of charge to all registered users. For access to webinars, podcasts, screencasts and much more, why not take out a subscription for just **£199** per annum, per school.



Benefits

- Enable your governing board to be trained, informed and up-to-date
- Access to our website for information, templates, model policies and proformas, when you need it
- Ensure support and advice targeted to your needs via access to email and telephone helplines
- Build evidence for Ofsted that your governors and trustees are developing their skills and fulfilling their legal duties
- Delivery by a team of experienced governance practitioners with a proven track record
- Receive support tailored to your requirements

Costs

Core subscriptions: See table opposite

Costs for additional services

In-house training from **£348**

Adviser visits individually costed

Governance Review (Standard) **£609**

Governance Review (Enhanced) **£928**

Parental Engagement Review **£609**

Website Review **£415** (**£359** for subscribing schools)

Review of Policies **£415** (**£359** for subscribing schools)

Bespoke Governance Development from **£348**

Non-subscribing schools

Delegate attending a full-day course **£156**

Delegate attending a part-day course **£114**

Costs

The subscription is based on pupil numbers. Where schools are in a federation with a single governing board, the subscription charge relates to the overall total number of pupils within the federation.

Up to 150 pupils	£489
151-210 pupils	£582
211-420 pupils	£676
421-600 pupils	£770
601-900 pupils	£889
901+ pupils	£999

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Governance Consultancy

The Professional Clerk

A Department for Education (DfE) funded development programme for clerks to school and academy governance boards.

Key features

If you're a clerk with several months' experience or more, we'll help you develop the specialist skills and knowledge to carry out your role confidently and effectively.

- Improve how you work, and the quality of governance at your school
- Study alongside other clerks and support each other during and after the training
- Provide valuable evidence for Ofsted of the competence of your governing board

The programme is closely aligned to the DfE's Clerking Competency Framework:

- Understanding governance
- Administration
- Advice and guidance
- People and relationships

Interactive, blended learning

The programme offers two half-day face-to-face workshops led by an experienced facilitator, online support and development activities.

You will learn from self-evaluation, practical exercises, facilitated discussions, real-life case studies, and through sharing experiences with other clerks.

You'll be supported by an expert facilitator who will provide guidance, feedback and encouragement, both in the workshops and online.

"Brilliant content delivered with enthusiasm and passion."

Governors induction

"The training was more helpful than I expected. The size of the group enabled an open dialogue."

Role of the Chair

"Relevant and detailed. Really helpful, enabled discussions. Charming and professional leads. Big thank you."

Special school governors training

"Great enthusiasm from the facilitators – helped me to believe that effective governance can make a real difference."

Governors Induction

Headteachers – Facilitating Great Governance

A short day course for headteachers (new, experienced or aspiring) which focuses on how they work with their board to co-construct highly effective governance.

Key features

- A face-to-face session
- A blend of facilitated discussion and sharing of peer practice alongside examples of best practice plus action planning for improvement

Chairs – Leadership Programme

A three-day package of training and mentoring to develop leaders and aspiring leaders so that they can lead effective change (these units can be accessed separately).

Key features

Face-to-face sessions linked to school-based activities and self-led learning which will enable you to:

- Develop yourself as an effective leader
 - Build an effective team
 - Deliver demonstrable school improvement
- This includes access to peer mentoring and a tutor mentor.

Bespoke In-house Governor Development:

We can work with you to construct a bespoke in-house session tailored to your needs. You may want to join together with other boards and share the cost.

Popular sessions include:

- Ofsted – expectations of governance
- Visioning
- Roles and responsibilities
- Managing parental complaints

Headteacher Recruitment and Induction

Choosing a new headteacher is the most critical decision for a governing board. A new headteacher has the potential to energise a school, develop staff and improve outcomes for young people. We will support governing boards throughout the process in making the right choice.

Headteacher Recruitment

Professional guidance from an educational adviser during the process to support:

- Initial meeting with governing board
- Shortlisting
- Planning and organising the interview programme
- Preparation of assessment activities for candidates
- Overseeing the assessment activities during interview days
- Professional feedback to all candidates

All our support is tailored towards the individual needs of schools to help attract the very best candidates for the school. Our educational advisers are professionals who have held senior management or headship posts and have wide ranging experience of leadership recruitment.

Headteacher Induction

In addition to attendance at the DCC funded Welcome Day, and initial adviser visit, further support can be purchased, and training events are also offered.

Did you know...

All new headteachers in Devon schools/academies may attend one of our DCC funded Welcome to Devon sessions.

Please contact: BabcockEducationSW@babcockinternational.com for further information.

Benefits

- Secure high-quality leadership for your school
- Maintain a confidential and secure recruitment process
- Access high-quality, impartial, value for money advice and support

"All questions were rapidly and very helpfully answered. The advice and help were delivered with clarity. Advertising and the information pack were prepared professionally and ensured a good response leading to timely shortlisting and interviews. It was a pleasure to work with your expert guidance."

Chair of Governors, South West Primary School

Costs

Primary headteacher recruitment from **£POA**
Secondary headteacher recruitment from **£POA**
Daily rate: **£621**
Support visits of up to three hours: **£332**

Costs

Primary headteacher recruitment from **£1617**
Secondary headteacher recruitment from **£2281**
Daily rate: **£621**

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Headteacher Performance Management and Coaching, Mentoring and Supervision

Headteacher Performance Management is a responsibility of governing boards and is one of the key elements of leadership to ensure the effective delivery of high-quality education for all children in a school. Babcock LDP can support this process with highly qualified and experienced advisors with the most up-to-date and current knowledge of the requirements of Ofsted, the DfE and other relevant educational bodies and authorities.

Headteacher Performance Management

Babcock LDP Headteacher Performance Management (HTPM) will support governing boards to ensure that they receive the best advice to ensure that the critical process of headteacher appraisal delivers positive outcomes which support school improvement.

Babcock LDP HTPM will:

- Reflect on the headteacher's performance and how this impacts directly on school improvement and children's education
- Be a supportive and motivating experience where the headteacher receives specific and constructive feedback
- Set objectives linked to the improvement of children's education
- Enable the improvement of professional practice and identify the headteacher's professional development needs for the next 12 months
- Recognise the need to consider the headteacher's career aspirations
- Be part of an ongoing professional dialogue between the headteacher and governors
- Remain a confidential process unless the headteacher decides to share objectives with a wider audience

Preparation before the meeting:

- Ensure the governing body have discussed and clarified the process and expectations of the appraisal based on current areas of priority
- Discuss with the relevant governors the focus of the advisor's role in the appraisal process
- Review of relevant data, previous year's appraisal and current school development priorities

Appraisal meeting

A face-to-face discussion to review the previous year's appraisal and set objectives for the current year (see above).

Follow up

Feedback to governors as necessary and submit written reports of the review and new appraisal using school formats. Additional mid-year review can be completed on request.

Coaching, Mentoring and Supervision

As part of the ongoing support that Babcock LDP provide to headteachers we are now offering a programme of coaching and mentoring. In this ever changing and highly accountable educational landscape, being a head of school or senior leader in school is probably one of the most challenging and yet rewarding roles in schools today. This programme offers an opportunity for leaders to access much needed personal support as well as providing ways to move forward and feel empowered to do their best.

Individual Coaching/Mentoring for senior leaders and heads of schools:

- Regular 1:1 sessions both face-to-face and teleconferencing
- Focus and topics identified by the coachee
- Feedback and support provided to develop the individual

Group Coaching/Supervision:

- Groups of teachers or senior leaders receive individual face-to-face coaching sessions
- The coach will identify themes emerging through the individual coaching sessions
- Themes are then presented to the group as a whole for discussion
- A group coaching/supervision session is then offered to identify outcomes and ways forward

Benefits

Coaching supports leaders to:

- Develop and explore their own approaches to improving outcomes for children in their schools
- Establish clear outcomes needed to develop professionally and to improve the quality of all aspects of the school
- Gain confidence in their leadership and the skills and expertise they contribute to the school
- Improve team dynamics and develop common purpose and goals
- Bring about sustainable change



Costs

Headteacher Performance Management: **£522**
Coaching, Mentoring and Supervision: **EPOA**

Beyond Monitoring (primary)

If you are a headteacher or senior leader in a good school, and want to develop both your own skill set and whole school bespoke systems to improve pupil outcomes, then this three-day training package represents unbeatable value. This training package addresses the most common themes reported upon by Ofsted in recent inspections.

Key Features

Taking place over three full training days hosted by outstanding schools you will work with colleagues to get right to the heart of how to systematically improve teaching and learning in your school.

You'll collaborate with other heads and senior leaders on practical tasks between the training days, sharing your knowledge and understanding, to take learning and teaching to the next level in your school.

Day One – Leadership strategies that improve teaching.

This includes a live guided observation of teaching in the host school – maximising your skills in accurate diagnostic observation and feedback to staff.

Day Two – Leadership strategies that improve learning.

This includes detailed scrutiny of pupil books, systems for ensuring good pupil progress and strategic timetabling.

Day Three – Developing systems that work.

A comprehensive exploration of the bespoke systems that will guarantee success in improving pupil outcomes.

Benefits

- Improve pupil outcomes
- Improve Ofsted judgements
- Develop accurate, transferable diagnostic skills that can be used to support all the schools in a federation or MAT
- Get the strategy for improvement right first time
- Develop shared responsibility that translates into improvement across your staff

Some of the positive feedback from previous delegates:

- *Excellent course. Thank you. Challenged my thinking greatly! Have already tried some of these ideas and my school will improve at a greater rate.*
- *Very informative, helping to see bigger picture. Less is more.*
- *Excellent. Just started new role as A.H so this has given me lots of strategies. Homework tasks were very appropriate to school improvement.*
- *Very good course, feel more informed and confident about going back to school with new ideas.*
- *Lots of actions to take back to school and discuss – already started these discussions.*
- *The course covered many school improvement areas and prepared me very well for making changes back in school.*
- *Refreshing clarity – challenged lazy thinking.*

Costs

£561 per delegate or **£1020** for two delegates from the same school

Middle Leadership Development Programme

It is impossible to overestimate the value of high-quality middle leadership in school. Join us to explore how you can excel in this vital role.

This comprehensive training package for Middle Leaders takes place over three days, spread out over time and represents unbeatable value. Each session is a masterclass in Middle Leadership.

Key Features

At the heart of school improvement lies shared responsibility.

It's not just about sharing a philosophical desire for pupils to achieve as well as they are able: it is about everyone in your school being committed to making the consistently applied and embedded changes to practice that will drive up the quality of teaching and learning.

As Middle Leaders you have a key role in the leadership of planned change in your school, working closely with senior leaders and other middle leaders to bring about whole-school improvements.

Middle Leaders drive change, in the way that the chain transmits the power from the pedals of a bicycle to the wheel. In this way, your role is to connect the strategies of SLT to practical changes that impact positively on learners.

This training package comprises three action-packed whole day sessions. Each session will stimulate your leadership thinking and develop your leadership capacity to support and challenge, so that you can secure school improvement and develop personal career potential both for yourself and the colleagues you work with.

Benefits

- Develop the skills and knowledge of school leadership
- Understand the role of the middle leader and how to more effectively contribute to whole-school improvement
- Explore the importance of working collaboratively and with emotional intelligence to bring about school improvement through effectively managing people and change
- Consider the importance of impact evaluation and examine 'what difference has my leadership made to the outcomes for our pupils/students?'

"I am so pleased I was able to complete the course before we got 'the call' this week. I felt in a much better place to be able to answer the questions asked of me and talk about the impact I was having as a leader. Thank you for your time in answering our questions and shaping the course around our needs so well. I would thoroughly recommend, and have done so, this course to other people in my position as it really has provided me with the knowledge and confidence I need to help to take our school and pupils further in my areas of responsibility."

Costs

£459 per delegate

Developing your role as a Peer Reviewer

Aligned with the September 2016 Ofsted Framework, Supported Peer Reviews are not an inspection, but a process which results in a key judgement about the extent to which the team can uphold a school's own self-evaluation. The process ends with a report which covers strengths and areas for development.

Introduction to Supported Peer Review

Supported Peer Review:

- Is a sustainable approach to school improvement
- Focuses on all schools on their journey to excellence
- Is designed to support self-improving schools and build leadership capacity
- Recognises the centrality of partnership working
- Supports schools to self-evaluate, celebrate, challenge, support and learn together

Depending on the model purchased, a Babcock Education School Improvement Consultant can work with you. This brings many advantages, particularly for headteachers new to the review process or short of time. The consultant can offer training to the review team to:

- Guide them through the process
- Help them to use and apply review 'tools'
- Securely plan the review
- Facilitate team meetings and deal with any unforeseen issues arising.

Benefits

To provide external peer review and validation of a school's own self-evaluation:

- Celebrate strengths and identify future challenges
- Secure continued improvement more rapidly through collaboration
- Support the school's continued development
- Exchange ideas and strategies resulting in the sharing and transfer of effective practice
- Enhance professional development for school leaders

Costs

Level 1: **£1248**

Peer Review Training and Documentation

Level 2: **£2133**

Documentation, Peer Review Training and consultant at one Peer Review

Level 3: **£POA**

Documentation, Peer Review Training and consultant at each Peer Review – price depends on the number of schools in a cluster



National Award for SEN Coordination



The National Award for SEN Coordination

The National Award for SEN Coordination is a postgraduate qualification, which is mandatory for teachers new to the role of SENCO and would be beneficial for experienced SENCOs. Other teachers in schools or Further Education settings may also be eligible to gain the qualification.

The South West Consortium: SENCO

The Award is offered through the South West Consortium consisting of the University of Exeter and Plymouth University, working in conjunction with the local authorities of:

- Bournemouth
- Cornwall
- Devon
- Dorset
- Plymouth
- Poole
- Somerset



Since 2010 over 1500 SENCOs in the South West have attained the Award.

You will benefit from...

- Six taught face-to-face days
- Local LA (Local Authority) context for learning through face-to-face and virtual learning support and resources
- Professional learning community
- Networking with local SENCOs and sharing good practice
- High quality local tutors with extensive expertise, experience, and knowledge
- High-quality formative feedback

"The programme is exemplary in the way that the university works in partnership with regional/local area professionals"
- External Examiner

Find out more

If you are a SENCO in Bournemouth, Dorset or Poole or would like to apply to the **University of Exeter** programme please contact Dr Hazel Lawson: h.a.lawson@exeter.ac.uk

www.exeter.ac.uk/education/graduatestudies/sencoordination

If you are a SENCO in Cornwall, Devon, Plymouth or Somerset or would like to apply to the **Plymouth University** programme please contact Mandy Andrews: mandy.andrews@plymouth.ac.uk

www.plymouth.ac.uk/courses/postgraduate/pgcert-the-national-award-for-special-educational-needs-coordination

"The course enabled me to reflect on my strengths and areas of development particularly in relation to my leadership style" - SENCO student

SENCO Mentoring

Find out more about Babcock's 1:1 SENCO mentoring.

Contact:

LDP-LearnerSupport@babcockinternational.com for further information

Teaching Assistant Development Programme

The Teaching Assistant Development Programme is a structured in-school/cross-school programme of training for TAs (and this would complement and extend the UCL TA training and introduction to MITA sessions). The aim is to increase the impact of teaching assistants on learning and pupil outcomes.

This programme is for TAs and leadership teams within primary, infant and junior schools who have identified the need for development of teaching assistants and/or who have an increased number of TAs new to role/new to post.

Structure of the programme

The programme will be delivered in school as four half-day training sessions across two terms (with the option of two additional subject knowledge sessions) and will focus on the following aspects:

- Encouraging independence in learning
- Providing effective feedback/securing effective interactions with pupils to support learning
- Positive behaviour management strategies
- Case study and professional reflection

In between each training session TAs will be given a gap task to complete, these will be brought back and discussed as part of the following session.

It will be expected that a member of the SLT is present at each training session and there will be a pre-training meeting with the headteacher and the allocated lead for the programme to outline the programme and expectations.

On completion of all four sessions TAs will receive a certificate acknowledging their attendance and the school will receive a certificate acknowledging their participation in the programme.

Outline of the training sessions

Session 1 will:

- Provide a general overview and introduction to the programme
- Explore strategies for developing children's independence in learning
- Provide time to look in more detail at the MITA scaffolding model and its use by TAs in supporting independent learning
- Introduce the first gap task linked to trialling a method discussed with a particular group of pupils

Session 2 will:

- Provide time for feedback and findings from gap task 1
- Explore models for effective feedback, linked to the EEF research
- Provide opportunities to reflect on the impact of current feedback to pupils
- Allow TAs the opportunity to reflect on current approaches and identify next steps to increase the impact of the interactions they have with pupils on outcomes
- Set the second gap task linked to increasing the impact of feedback

Session 3 will:

- Provide time for discussion and outcomes from gap task 2
- Explore strategies for positive behaviour management
- Introduce 'scenarios' to explore and discuss regarding adult responses to particular situations
- Introduce the third gap task linked to the development of a case study linked to areas explored so far as part of the programme

Session 4 will:

- Provide time for presentation of case studies linked to the impact of work developed so far
- Provide opportunities for TAs to reflect on their development and identify next steps, setting clear actions
- Allow the lead member of staff to identify how development will continue beyond the programme and draw up key actions
- Request evaluations to be made of the programme

Costs

Pre-programme session plus 4 half-day training sessions: **£2200** per school/MAT/cluster for up to 20 Teaching Assistants (in-school venue)

In addition to the 4 sessions schools can buy in the following additional subject knowledge sessions:

Core subject knowledge for English – half-day (**£530**, including prep) up to 20 Teaching Assistants (in-school venue)

Core subject knowledge for Maths – half-day (**£530**, including prep) up to 20 Teaching Assistants (in-school venue)

Developing your Curriculum

The Ofsted review of the place of the curriculum within its accountability framework has brought with it a new opportunity to focus on the power of the curriculum in holistically enhancing children and young people's life chances to ensure that they achieve their full potential. Going forward all schools will be exploring how they achieve this through the delivery of a meaningful and appropriate curriculum.

We have been working with groups of schools across the sector to develop our thinking, to ensure that our offer supports schools to implement their curriculum, building on what is working well and widening opportunities through effective teaching and learning, improving outcomes achieved by your pupils and recognising the uniqueness of your school context, your community ambition and your school's vision.

Primary and Special Schools Curriculum Review

The delivery of a meaningful and appropriately designed curriculum can be the driving force that accelerates the achievements of disadvantaged and vulnerable pupils, so they can achieve their full potential alongside their peers. The aim of this review tool is to support you to reflect on the design and effectiveness of your school's curriculum, taking into account its impact on outcomes achieved by your pupils, the uniqueness of your school context, your community ambition, and your school's vision.

The purpose of the whole school review undertaken by external expertise is to:

- Provide an external overview of your current strengths and areas for development, using our Curriculum Review Tool
- Be a developmental process, which aims to provide school leaders, including governors, with clear guidance on next steps
- Fit with the cycle of continuous school improvement; the review can be repeated within the cycle of self-evaluation by school leaders. An Education Adviser can also facilitate later follow up reviews
- Provide a clear way to measure progress in effective curriculum development for school leaders

Basic Review Package

- Preparation for visit based on discussion with the head of school, data scrutiny and contextual information gathering
- On-site visit to complete review focusing on key areas identified through preparation process
- Summary of findings report indicating clear areas of strength and areas for development

Costs

Primary and Special Schools Curriculum Review

<200 pupils **£595**

>200 pupils **£750**

Multi Academy Trusts and Groups of Schools Curriculum Peer Reviews

£POA

Daily rate: **£621**

Multi Academy Trusts and Groups of Schools Curriculum Peer Reviews

Our Curriculum Peer Review programme will support senior leadership teams operating across more than one school to develop a continuous improvement approach through Peer Review processes for curriculum design, development and distributed curriculum leadership.

Core Package

- Training for a group of school leaders to develop their skills in carrying out peer reviews and the key principles of high-quality curriculum design and delivery
- Supported reviews to develop skills and to support consistency of peer reviewers
- Supported moderation sessions
- External quality assurance

Peer reviewers trained in this way will also have the option to become part of our curriculum partnership to provide support to Babcock LDP and provide ongoing support to new MATs and groups of schools undertaking this programme.

Bespoke consultancy, training and support

Bespoke consultancy provided by experienced advisers to support the development of your curriculum offer or to provide specific curriculum subject advice and support to ensure your curriculum offer is appropriate and supports progress across the phases.

The focus of visits is negotiated with school leaders to best meet the school's needs.

Support may include all or some of the following:

- Response to areas of need identified through a curriculum review or through the school's own self-evaluation and improvement planning processes
- Support to develop skills and knowledge relating to overall curriculum design and implementation
- Focussed support to develop a particular curriculum subject offer
- Support to ensure that cross curricular links in English and Maths are meeting the needs of children and supporting progress

This package of support will be developed with school leaders to meet their needs and costs will be agreed accordingly.

Newly Qualified Teachers' and Recently Qualified Teachers' Support

As the Appropriate Body with statutory responsibility for the quality of NQT Induction on behalf of Devon County Council, we are well placed to provide support to NQTs across all educational establishments. Having a core number of NQTs supported for DCC in maintained schools, we are able to provide this service at a highly competitive rate. In addition to this, the support provided is able to draw on the range of expertise across Babcock LDP and offer additional benefits including reduced prices for access to training, products and online resources and development. NQTs are able to build networks with other new and recently qualified teachers and engage in meaningful professional dialogue with a range of other NQTs and experienced teachers and leaders.

Core Package

Registration and administration

- NQT registration with the Teaching Regulation Agency
- Administration through an online system which will give both NQTs and NQT induction tutors real time information relating to current progress, management of the process and support to meet the required standards
- Monitoring of assessment forms for both the NQT and named induction tutor
- On-line and telephone support through a dedicated contact
- NQT Handbook

On-going NQT Induction Support

- Assessment visits as required
- Initial support for struggling NQTs and support to identify NQT's specific needs to succeed
- Direct support for NQTs
- Direct support for NQT induction tutors

Support and Development for NQTs and NQT mentors

- Training for new NQT tutors
- Attendance at NQT/RQT network meetings
- Attendance at one conference from the range of Babcock conferences
- Access to NQT development programme and CPD offer
- Reduced rates on a range of products and services provided by Babcock

Additional support not included in the core package

- The opportunity to access the wide range of CPD events and training to support the development of NQTs and school mentors
- A school/academy who has not worked with an NQT in the last 3 years - a half-day visit from a Specialist Induction Consultant to quality assure the school's procedures for carrying out the induction arrangements in accordance with the Statutory Regulations
- Significant issues are identified with a school's induction programme that require us to support the school to ensure that statutory requirements are met and risks to the school and NQT are minimised
- An NQT's progress suggests that they may not be able to meet the requirements for the satisfactory completion of the induction period and the school requests support

New for 2019 - Support for recently qualified teachers

Building on the successful completion of their NQT year Babcock LDP have developed a bespoke package of support for recently qualified teachers.

This will include:

- Option 1: attendance at NQT / RQT networks
- Option 2: attendance at CPD events
- Option 3: Termly 1.5 hour mentoring

Costs

Core Package

There is a single administration charge of **£299** per NQT (full-time or part-time)

Where schools/MATs are registering 4 or more NQTs there is a single administration charge of **£269** per NQT

Costs

DCC maintained schools receive the Core Package funded by DCC

Devon
Maintained
schools ONLY

Costs

Option 1: £165 per person / **£150** per person (where 4 or more RQTs attend from school/MAT)

Option 2: £225 per person / **£195** per person (where 4 or more RQTs attend from school/MAT)

Option 3: via teleconferencing £400 per person / face-to-face **£530** per person

Option 3: (via teleconferencing £360 per person / face-to-face **£480** (where 4 or more RQTs attend from school/MAT)

All 3 Options:

£700 (via teleconferencing option 3) per person

£630 (via teleconferencing option 3) per person (where 4 or more RQTs attend from school/MAT)

£930 (face-to-face option 3) per person

£820 (face-to-face option 3) per person (where 4 or more RQTs attend from school/MAT)

School Improvement Consultancy (primary and secondary - mainstream and special)

With changes in inspection and external accountability, our visits provide all of the challenge and insight that headteachers and senior leaders value, but offer you the opportunity to set the agenda, ensuring that the focus will be on supporting your school to achieve your goals.

Bespoke Consultancy

Bespoke consultancy provided by experienced advisers and associate advisers. The focus of visits is negotiated with school leaders to best meet the school's needs.

Support may include all or some of the following

- External quality assurance of the school self-evaluation and improvement plan
- Guidance on how to identify key data trends and identification of key lines of enquiry
- Preparing the monitoring and evaluation evidence base and analysis to include teaching, learning and curriculum
- Preparing SLT and Governors for leadership interviews

(see page 46 for more detail)

Headteacher Performance Management (see page 47)

Support to the governing board for headteacher appraisal. The four-and-a-half hour session provides: pre-visit preparation; on-site meetings with the headteacher and appointed governors and support to facilitate the review meeting and objective setting; post-visit drafting of review statement and agreed objectives.

Headteacher coaching, mentoring and supervision

This programme offers an opportunity for leaders to access much needed personal support as well as providing ways to move forward and feel empowered to do their best.

Preparing for Inspection Review (see page 59)

Are you ready for your inspection?

This review is designed to support all schools and settings in preparing for their Ofsted visit and can be tailored to address your school's needs, to ensure that your school is Ofsted ready!

Benefits

- Work with tried and tested adviser and associate adviser colleagues, with whom you have an established relationship
- Ensure excellent value starting from a shared understanding of your school's context
- Consultancy tailored to your school's needs
- Support your own school's evidence base with our professional visit notes
- Enhance the quality of teaching and learning in your school
- Improve or sustain your Ofsted rating
- Quality assure your self-evaluation
- Develop the leadership capacity of your staff

"Many thanks for yesterday's visit and for the very positive report. We are all delighted with the outcome which has given everyone a well-deserved boost and increased confidence that we're all on the right track. We welcome your advice and will be making good use of the 'challenges' outlined in the report as we continue our school improvement."

Headteacher, The Manor Primary School

"Thank you very much for your training session yesterday, we all found your expertise and knowledge inspiring and most helpful to us all."

Chair of Governors, Dartington Primary School

"As always you were supportive and challenging in equal measure - thank you!"

Headteacher, White Rock Primary School

Costs

Multiples of 6hrs: **£621**

Headteacher Performance Management: **£522**

Preparing for Inspection Review:

< 200 pupils **£1242**

> 200 pupils **£2484**

Daily rate: **£621**

SEND – Strategic Support (mainstream and special)

Schools must be confident that school policy, provision and practice is in line with relevant legislation including the Children and Families Act 2014, Equality Act 2010 and SEND Code of Practice 2015.

Ensure your school is able to demonstrate clearly the progress and achievement of this key vulnerable pupil group. SEND Strategic Leadership Support will ensure you have the latest knowledge, information and practical strategies to develop and improve your SEND provision.

Our team has an extensive range of experience in the field of SEND, school leadership and improving schools. We can provide bespoke support, advice and development to schools, settings, colleges, employers, training providers and organisations that work with children and young people with SEND.

SEND Review

A rigorous review of the setting's SEND policy, practice and provision, including leadership and governance of SEND. The review is personalised to the school's requirements and is a two-day package which includes: observations of learning and scrutiny of work, students' achievement, data analysis, curriculum provision, school improvement priorities, self-evaluation tools, learning walks and discussions with headteachers, staff, pupils and governors. (see page 9)

Bespoke SEND Strategic Leadership Consultancy

Our team can provide a wide range of specialist training, support and professional challenge in order to develop individual and whole-school/organisational provision and improvement. The needs of schools and organisations vary significantly so our team is able to create tailored packages according to your individual requirements. This may include:

- Embedding a clear graduated approach to meeting SEN and disabilities (including using Devon's Graduated Response Tools)
- Develop your school's ability to demonstrate your Early Help offer and ensure appropriate multi-agency working
- Analysing and using data to target interventions and evaluate outcomes
- Curriculum support
- Preparation for Ofsted
- SENCo role (including leadership development, effective provision target setting, monitoring impact and outcomes, communicating with parents and services, running effective meetings)
- Advising on statutory compliance
- Developing the role of the SEND governor
- Effective development of support staff
- Understanding SEN funding
- Reviewing procedures and statutory responsibilities for pupils with SEND
- Programmes of bespoke training
- SEND school improvement for all primary, secondary and special schools

Benefits

- Improve outcomes for pupils with SEND
- Support the improvement of high-quality inclusive teaching
- Ensure a broad and balanced curriculum that allows progression for all pupils
- Ensure school compliance
- Quality assure your school self-evaluation and effective preparation for Ofsted

"I recently attended Babcock SEND training and arrived very daunted by my role and responsibilities as this lead governor. The training was just a morning and during that time I learned so much, not just about SEND, but about what difference I could make as a governor. Both the trainer and training were excellent, very easy to understand, very interactive and very useful group discussion time. I now feel much more equipped to carry out this role more effectively and would highly recommend attending this training."

St Luke's Science and Sports College

Leadership of SEND

Four-day professional development programme which focuses on how to be an effective and skilled leader of SEND within a changing educational landscape.

Benefits

- Clear understanding of SEN funding and its place within the wider context of school budgets and planning
- Developing strategic planning across settings including multi-academy trusts and federations
- Understanding how effective monitoring and evaluation of outcomes impacts on improving the quality of provision

Costs

Multiples of six hours' delivery and support: **£621** per six hours

SEND Review: **£1242**

Leadership of SEND: **£2484**

Improving Schools and Settings Reviews



Reviews

Curriculum Review (primary and special)

The delivery of a meaningful and appropriately designed curriculum can be the driving force that accelerates the achievements of disadvantaged and vulnerable pupils, so they can achieve their full potential alongside their peers.

The aim of this review tool is to support you to reflect on the design and effectiveness of your school's curriculum, taking into account its impact on outcomes achieved by your pupils, the uniqueness of your school context, your community ambition, and your school's vision.

The purpose of the whole school review undertaken by external expertise is to:

- Provide an external overview of your current strengths and areas for development, using our Curriculum Review Tool
- Be a developmental process, which aims to provide school leaders, including governors, with clear guidance on next steps
- Fit with the cycle of continuous school improvement. The review can be repeated within the cycle of self-evaluation by school leaders. An Education Adviser can also facilitate later follow up reviews
- Provide a clear way to measure progress in effective curriculum development for school leaders

Basic Review Package

- Preparation for visit based on discussion with the head of school, data scrutiny and contextual information gathering
- On site visit to complete review focusing on key areas identified through preparation process
- Summary of findings report indicating clear areas of strength and areas for development

Cost <200 pupils **£595**
>200 pupils **£750**

Data Review

A review of current arrangements and suggested improvements to ensure that the best use is being made of data systems and reports such as ASP, Key to Success, Perspective Lite, IDSR and any commercially available systems used in your school.

Explore how reports, analysis and data systems can be used to inform discussions with senior leaders, other schools, Ofsted, LA advisors, Governors and parents, and can be used to frame questions which can go on to influence school improvement priorities.

Recommendations will be made to ensure that all relevant systems are available and being used effectively and suggestions made in relation to follow up work and more in-depth analysis that could be carried out to benefit the school.

Cost **£130**

Governance Review (standard)

How effective is your School Governance?

This wide-ranging review covers:

- Assessing the effectiveness of the leadership of your governing board including the constitution and governance instruments
- How effectively your governing board understands its strategic role and can demonstrate evidence of this
- How clearly the governing board understands the strengths and weaknesses of the school
- How effectively the governing board holds the headteacher to account for the performance of the school, and how well the practice of 'support and challenge' is demonstrated
- The efficiency of the clerking arrangements
- The effectiveness of governing board meetings
- The effectiveness of delegation and the working of committees and/or lead governors

What's involved?

During a one day visit an experienced governance adviser will spend time talking to the head, the chair of governors, the clerk and at least one recently appointed governor. A range of paperwork will also be examined and scrutinised. Within ten working days of the visit you will receive a report with the findings of this review.

Who should consider booking a Governance Review?

The Governance Review is suitable for any governing board and will provide an invaluable assessment of strengths and weaknesses regardless of where you are on the 'Ofsted cycle'.

Cost **£609**

Governance Review (enhanced)

The enhanced review will build on the information acquired through the standard review, and will allow additional time for the adviser to work with the governing board on developing an Governance Improvement Plan to address the key priorities for improvement in governance.

2.5 days of governance adviser time to review current governance practice and work with the board to address areas for improvement. This will enable the board to move forward rapidly and focus on the key strategic priorities.

Benefits:

- Identification of areas for improvement
- Clear suggested next steps and recommended strategies and support solutions
- Time to work together with the adviser to co-construct a governance improvement plan
- Effective practice identified and shared leading to a focus on best use of time to allow rapid improvement
- Strengthening governance within the leadership team

Cost **£928**

Governance Website Review Service

Individual school review:

This service for governing boards will review the information available on your school website to ensure that the minimum statutory requirements are being met. The DfE has a list of information, policies and documents which it expects schools to publish on their website. Ofsted will look at and scrutinise the content of your website before they visit and will comment on non-compliance in their report. The review will:

- Look at the information and documents you published to ensure that the school is meeting the statutory criteria
- Identify gaps in criteria, with signposting and advice on how any oversights can be addressed
- Identify information which should not be on your website, or is out of date
- Check information relating to governors/trustees/directors/members and the governance of the school to ensure it meets the minimum levels required under DfE guidance and/or legislation
- Check links to ensure that they work properly and that they take the user to current information

We will produce a RAG rated report, identifying the findings of the review, highlighting any areas of immediate concern, together with suggestions for future action.

Cost **£415** (Schools subscribing to Governance Consultancy will qualify for a subsidised rate of **£359**)

Federations and Multi-Academy Trusts:

If you require a bespoke service for several websites within your organisation more time may be required, please get in touch for further information and a quote. Where generic content across the sites is the same there will be no additional time required. Further information:

Fiona Collier, Governance Adviser, Babcock LDP
Fiona.collier2@babcockinternational.com

Governance Policies Review Service

This review will scrutinise the statutory policies for which the governing board is responsible. The review will check that the policies:

- Are up-to-date, reflecting current statutory requirements and best practice
- Have been reviewed within the statutory timeframe
- Are being approved/adopted at the appropriate level within the board
- That the school has the statutory policies required to meet their obligations

A written report will be prepared, identifying areas to be addressed, highlighting any areas of immediate concern, together with suggestions for future action. Where appropriate, model policies will be provided and/or links to guidance to support policy preparation.

Personnel policies will not be reviewed, but will be checked to identify if they reflect the most recent version available. Policies will be accessed from the school website, or may be sent electronically; there is no requirement to visit the school.

Cost **£415** (Schools subscribing to Governance Consultancy will qualify for a subsidised rate of **£359**)

Online Safety Review

We will review policies, plans and both desirable and required documents, as well as discussion with pupils, teachers, SLT, governors and parents. The visit will include both curriculum and hardware/software considerations, as well as refer to findings from the latest recommended and statutory papers.

The review will culminate with a report and could include an optional follow-up presentation to parents or staff.

Cost **£621**

Performance Management (primary)

How effective is the performance management of staff in your school?

High-quality performance management is the key school improvement strategy. It is the mechanism that engages staff and secures effective professional development. Schools will be judged on the impact of their performance management by Ofsted through the following questions:

- How robust are your procedures for monitoring the quality of teaching and learning?
- How strong is the link between performance management, appraisal and salary progression in your school?
- How effective is professional development at delivering improved outcomes for students?
- To what extent is professional development based on the identified needs of staff and the needs of newly qualified teachers and teachers at an early stage of their career?
- How is best practice identified and modelled?

Babcock LDP can help you to develop performance management within your school by working with you to:

- Design and facilitate an internal review of the impact of current performance management and professional development processes to ensure that you are always 'Inspection Ready'
- Develop models for needs analysis and impact analysis
- Develop an internal training and development programme for governors, Senior Leadership Team, reviewers and staff to build individual skills and improve the quality of performance management and appraisal processes

Cost **£953**

Reviews

Preparing for Inspection Review

Are you ready for your first or next inspection?

This review is designed to support all schools and settings in preparing for their Ofsted visit and can be tailored to address your school's needs, to ensure that your school is Ofsted ready!

Support may include all or some of the following:

- External quality assurance of the school self-evaluation and improvement plan
- Guidance on how to identify key data trends and identification of key lines of enquiry
- Preparing the monitoring and evaluation evidence base and analysis
- Preparing SLT and Governors for leadership interviews

Further support for Governors including the Chair/Vice Chair and Committee chairs involved in the process can be accessed through the Governor CPD Training programme (including bespoke training) and/or through Governor Consultancy via the Governance Consultancy e-store:

- Coaching support for middle leaders to review evidence base and analysis and prepare for leadership interviews
- School website and policy compliance reviews
- Managing communications for parents and carers

Cost < 200 pupils **£1242**
> 200 pupils **£2484**

Additional support can be purchased to undertake:

- Safeguarding Review
- Attendance Review
- Behaviour Review
- Post Inspection Support

Post Inspection Action Plan

Following your Ofsted inspection, we offer a post inspection action plan (PIAP) process where a school improvement specialist will support you to draft your post inspection action/improvement plan(s).

- whole-school
- phase
- subject
- focus plans

Cost based on day rates

Governance Improvement Plan

Following inspection or a review of governance, we offer a Governance Improvement / Action planning service where you will receive personalised consultancy to support governors to respond themselves to the school inspection report, so they can demonstrate the actions they are taking, and how these will contribute to improving the quality of education provided.

Cost based on day rates

Be a better governor



What governors and clerks need to know, when they need to know it

Full access to all written articles on Better Governor is free of charge to all registered users. For access to webinars, podcasts, screencasts and much more, why not take out a subscription for just £199 per annum, per school.

register now at: www.bettergovernor.co.uk



Undertake a Pupil Premium Review to maximise the impact of your Pupil Premium

Schools in the UK receive around £2.5bn in funding through the Pupil Premium; £935 (Secondary) or £1,320 (Primary) per child entitled to free school meals or £2,300 for those in care.

Schools can make their own decisions on how to spend their Pupil Premium funding, but it has become increasingly apparent that a school will not receive a positive Ofsted judgement, unless they can demonstrate they are focused on improving outcomes for eligible pupils and show a definite commitment to closing the attainment gap, even if the proportion of disadvantaged pupils in the school is very small.

In 2016, only 43% of disadvantaged pupils nationally achieved the Basics measure at Key Stage 4 compared with 69% of other pupils. Although research carried out by the National Foundation for Educational Research (NFER) shows that some schools are overcoming the barriers to attainment faced by their disadvantaged pupils, **the lack of progress in many other schools suggests they are not using their Pupil Premium funding effectively.**

This review is applicable to all schools receiving funding and now will be open to Special Schools and Specialist Provisions. **The focus remains on supporting disadvantaged pupils' achievement although the unique nature of these provisions will be taken into consideration.**

How Babcock can help your school

- Ensure you harness pupil premium funding and develop innovative ways to use it to deliver maximum impact
- Drive aspirational outcomes, accelerate progress and narrow the achievement gap between disadvantaged pupils and their peers
- Report effectively on the impact of pupil premium funding and activity
- At your next Ofsted inspection, help ensure a positive commentary on 'the progress made by disadvantaged pupils from their starting points' in your overall judgement

Undertake a Pupil Premium Review

The purpose of the review is to improve your school's pupil premium strategy.

It will:

- Review and evaluate existing provision, with a focus on data
- Help you to explore new ways of supporting the progress of disadvantaged pupils
- Identify key strategies and interventions that help to close the attainment gap
- Identify training needs
- Support you in reporting on the impact of pupil premium funding and activity

Don't forget...

The Pupil Premium Review itself is an effective and legitimate use of Pupil Premium funds

PRICE	LEVEL 1	£621
Includes: <ul style="list-style-type: none"> Preparation for visit based on review document and data scrutiny Half-day (3 hours) in school focusing on key areas identified Report outlining strengths and areas for development 		
PRICE	LEVEL 2	£953
Recommended for larger schools or those with more than one site. Same as Level 1 but with a whole-day (6 hours) in school		

To arrange a review contact:
BabcockEducationSW@babcockinternational.com
 or call: **07568 102728**



PUPIL PREMIUM SUCCESS

Undertake a Primary PE and Sport Premium Review to maximise the impact of your funding

Schools with 16 or fewer eligible pupils receive £1,000 per pupil. Schools with 17 or more eligible pupils receive £16,000 and an additional payment of £10 per pupil.

Schools must use the funding to make additional and sustainable improvements to the quality of PE and sport.

This means that you should use the premium to:

- Develop or add to the PE and sport activities that your school already offers
- Build capacity and capability within the school to ensure that improvements made now will benefit pupils joining the school in future years

There are 5 key indicators that schools should expect to see improvement across:

- 1 The engagement of all pupils in regular physical activity - the Chief Medical Officer guidelines recommend that all children and young people aged 5 to 18 engage in at least 60 minutes of physical activity a day, of which 30 minutes should be in school
- 2 The profile of PE and sport is raised across the school as a tool for whole-school improvement
- 3 Increased confidence, knowledge and skills of all staff in teaching PE and sport
- 4 Broader experience of a range of sports and activities offered to all pupils
- 5 Increased participation in competitive sport

How Babcock can help your school

- Undertake a Sport Premium Review. The purpose of the review is to improve your school's sport premium strategy.
- Review and evaluate existing provision, with a focus on how you've spent or will spend the funding for this year, and the effect it has had on pupils' PE and sport participation and attainment.
- Review published information to ensure that under the Ofsted Schools Inspection Framework, it supports the school to demonstrate to inspectors that leaders use the premium effectively and can measure its impact on pupils' PE and sport participation and attainment.

Undertake a Sport Premium Review to achieve self-sustaining improvement in the quality of PE and sport in primary schools. It will:

- Review and evaluate existing provision
- Help you support planning for your provision and budgeting for the coming year to ensure that:
 - All pupils engage in regular physical activity – kick-starting healthy active lifestyles
 - The profile of PE and sport is raised across the school as a tool for whole-school improvement
 - Knowledge, skills and confidence of all staff in teaching PE and sport increases
 - The school offers a broader experience of a range of sports and activities offered to all pupils
 - There is increased participation in competitive sport

PRICE	LEVEL 1	£621
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Includes:

- Preparation for visit based on review document and data scrutiny
- Half-day (3 hours) in school focusing on key areas identified
- Report outlining strengths and areas for development

PRICE	LEVEL 2	£953
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Recommended for larger schools or those with more than one site.

Same as Level 1 but with a whole-day (6 hours) in school

Physical Education – Subject Leader Network Briefings

Three termly briefings to focus on curriculum development, safer practice and outstanding teaching and learning ideas. (1 place per school/federation/MAT).

Costs

3 meetings per year **£168**

Briefings and Network Meetings



Briefings and Network Meetings

At Babcock LDP we pride ourselves in supporting schools to have the latest and most relevant information relating to the national and local picture. Our briefings, update events and subject leader sessions are a fantastic and cost effective way for your school to keep on top of the ever changing educational landscape and hear about the latest information from the DfE, Ofsted and other national bodies as well as updates on current thinking, research and pedagogical developments relevant to a particular area. These sessions link to age phases, specific roles, curriculum subjects or key areas of teaching and learning.

These opportunities are intended to provide focussed input across a range of current topics and issues to enable schools to make informed decisions regarding their own development and improvements.

They will provide an opportunity for schools to ask questions and share key issues with colleagues. Each event is specifically designed to meet the needs of the audience and will be delivered by experts in each area.

Headteacher Hub Briefings

Hub briefings are designed for headteachers, senior leaders and chairs of governors to hear the latest news and information from Babcock School Improvement Advisers. We share current thinking, practice and advice about a wide variety of issues that directly impact on schools in a short, focused session lasting approximately 1.5 hours. Information is provided by a range of advisers including from the English, Mathematics and Early Years teams.

English and Mathematics (primary)

Subject Leader Network Meetings

Package 1

Attendance at termly half-day subject leader network meetings in English and Mathematics (three meetings in each subject across the year – one place per package)

Package 2

Attendance at local cluster subject leader network meetings MAT/federation/LLC etc in English and Mathematics (as per package 1) – venue and refreshments provided by the cluster for a maximum of 20 people

Science (primary)

Subject Leader Network Meetings

Package 1

Attendance at termly half-day subject leader network meetings in science (three meetings in each subject across the year - one place per package)

Package 2

Attendance at local cluster subject leader network meetings MAT/federation/LLC etc in science (as per package 1) – venue and refreshments provided by the cluster for a maximum of 20 people

English, Mathematics and Science (secondary)

Head of Department Network Meetings

Attendance at termly full-day subject leader network meetings (three meetings across the year – one place per school/federation/MAT)

EYFS Briefings

Keep up-to-date with current Early Years issues, developments and new initiatives and network with colleagues.

Physical Education (primary)

Subject Leader Network Meetings

Package 1

Attendance at termly half-day subject leader network meetings in physical education (three meetings in each subject across the year – one place per package)

Package 2

Attendance at local cluster subject leader network meetings MAT/federation/LLC etc in physical education (as per package 1) – venue and refreshments provided by the cluster for a maximum of 20 people

Educational Visits Co-ordinator Network Meetings

To comply with Health & Safety at Work legislation, Visit Leaders must be 'competent' to carry out their duties. To that end Visit Leaders should be trained either by the school's own Educational Visits Coordinator or by the Adviser for Outdoor Education. New EVCs/Heads should attend a one day training course and then attend our EVC regional network briefings at least once a year.

Computing

The subject leader update meetings are a timely and efficient way for subject leaders to gain knowledge of current thinking in the industry, new resources sites and services, both free and commercial, as well as gain and evaluate material to support the planning, assessment and delivery of the Computing curriculum across both KS1 and KS2.

Costs

English and Mathematics (primary)

Package 1: **£305** (per delegate)

Package 2: **£3180** (up to 20 delegates)

Science, EYFS, PE and Computing

Package 1: **£171** (per delegate)

Package 2: **£1590** (up to 20 delegates)

English, Mathematics and Science (secondary)

Package 1: **£305** (per delegate)

Package 2: **£3180** (up to 20 delegates)



Early Years Foundation Stage

The Early Years Consultancy team can support your school and governor-run settings, to develop effective provision through our high-quality and aspirational consultancy, training and professional development services. The Early Years team is a highly qualified and experienced team of early years specialists. We have a range of knowledge across the broad EYFS curriculum and an understanding of the unique pedagogical approaches of early years teaching and learning to provide you with the most current thinking and creative approaches to meeting the needs of all children.

Bespoke Consultancy

Bespoke consultancy provided by an experienced Early Years Consultant. The focus of the visit is negotiated with school leaders and EYFS teaching staff to best meet the school's needs to support EYFS.

Termly EYFS Briefings

These well-established EYFS briefings delivered by Babcock Early Years Consultants enable EYFS Leads and practitioners to keep up-to-date with current Early Years issues, developments or new initiatives as well as providing invaluable networking opportunities.

Autumn Term Briefing: EYFS Profile Data (GLD) is provided at national, local and individual school level (Emerging, Expected and Exceeding). Each delegate will receive one data pack for their school/federation/trust. There is a charge of £10 for each additional data pack provided for schools within federations/trusts etc.

Spring Term Moderation Briefing: Headteachers are responsible for ensuring that any of their practitioners who are involved in making assessments have the opportunity to participate in moderation meetings with practitioners from other providers. The experienced Babcock Early Years Moderation Team will lead moderation discussions with small groups of delegates during the session.

Summer Term Briefing: The focus of this briefing changes from year to year in response to current EYFS developments e.g. Baseline /ELG Pilot.

Termly Teaching Assistant Briefings

Attendance for TAs at Teaching Assistant Briefings. Two briefings annually focusing on supporting TAs to work effectively in the EYFS and support children's learning and development.

Bespoke Consultancy

- School improvement using EYFSP data
- EYFS transition (interpreting profile data to link into KS1 assessment and inform Year 1 practice)
- Managing and leading the EYFS
- Provision of an inclusive learning environment
- Use of the pupil premium
- Observation of teaching and learning
- Observation of the environment and organisation of the day
- Action planning/Learning walk with EYFS leader/Senior Leadership Team (SLT)
- Planning support with EYFS staff

Benefits

- Enhance the quality of teaching and learning in your Foundation Stage
- Understand the expectations under the Common Inspection Framework
- Quality assurance of your self-evaluation
- Development of the leadership capacity of your staff
- Improved provision of inclusive educational opportunities
- Add knowledge of effective analysis of assessment information to monitor progress and outcomes
- Ideas and interventions to support the use of EY pupil premium
- Confidence that the school is providing high-quality two-year-old provision
- Staff are confident about how to move children on from their starting points

"I found the EYC team very accessible, knowledgeable and supportive, they have really enhanced my understanding of the areas relating to the EYFS and they have been an invaluable source of support and advice."

HT at Halberton and Uplowman

"We cannot thank you enough for all your support and positivity on the day. The setting is growing in confidence and the impact is huge on the pupils - so thank you."

Head of Pre-Prep and Junior School, St Peters Lymstone

Costs

EYFS Briefings: 1 place per school/federation: **£171**

There is a charge of £10 for each additional data pack provided for schools within federations/trusts
For groups: **£1590** (up to 20 delegates)

TA Briefings: 1 place per school/federation: **£112**
For groups: **£1061**

Consultancy: **£445** per six hours

Early Years – Lighting up Learning

The Government continue to have a focus on outcomes for all children, especially those who are disadvantaged. In response to this, the Babcock Early Years team are developing an approach which will support schools that face significant challenges in improving outcomes for all children and diminishing the difference for our most disadvantaged.

The Lighting up Learning approach is led by national Early Years experts relating to the key focus of the project. The project will enable your school or setting to work with other practitioners to develop young children's language and literacy skills with a particular focus on vocabulary and becoming a writer. It will help develop a shared understanding across the EYFS by improving partnership working and strengthening transition at all points of EYFS and into KS1. There will be focus on improving outcomes for disadvantaged children so they receive high-quality support across the EYFS.

Lighting up Learning will focus on improving practice to ensure staff

- Develop the skills and knowledge in improving communication, language and literacy outcomes for all children
- Understand the broad view of disadvantage and identify children who are at risk of under achieving
- Quickly identify the areas of need relating to individual children and groups of children
- Plan and deliver effective interventions to improve children's outcomes

The programme will provide

- An initial training day to explore key messages relating to disadvantage with a focus on schools priorities for development
- A planning session to identify training/development needs and what training is to be delivered in house
- Visits to the setting by the Early Years Consultant to support embedding practice
- Assessment, tracking and moderation sessions with other schools and settings including data analysis
- Opportunities to share practice, learn from each other, and review good practice case studies

This will focus on

- Developing effective practice through training, securing staff skills, knowledge and quality first teaching
- Ensuring robust systems for assessment, tracking and monitoring progress
- Improving identification of and interventions for children who are achieving less well than their peers and ensure they 'catch up quickly'
- Sharing assessment and moderating judgements at all points of EYFS
- Opportunities to network, learn from others and develop learning communities that promote effective EYFS

Core Package

- Attendance at initial training event with expert speaker
- Access to 4 training sessions responding to schools/ settings needs
- 3 half-day visits over the course of the project by an EYC
- Attendance at celebration event (optional)

Benefits

- Staff will develop the skills and knowledge to meet the needs of all children to improve their literacy skills
- Increase the number of children achieving GLD and being ready for Y1
- Staff can evidence the impact of the interventions that they provide to show how they are making a difference
- Develop effective partnership working with other EYFS providers, other services and families to support the child
- Information shared with other providers and at transition points is robust and accurate

Costs

£509 per practitioner (minimum 10 people)

£918 per school up to 3 practitioners (minimum 5 schools)

English and Mathematics (primary)

The English and Mathematics teams offer up-to-date guidance and support to enable schools to develop and enhance their understanding of how children learn and the most effective ways to support learning. The work of the advisers is underpinned by current research and the teams are actively involved in research projects and publication.

One of the characteristics of effective CPD, which has an impact on pupils, has been identified as being the use of specialist, external expertise (*Understanding What Enables High-quality Professional Learning Centre: A report on the research evidence CUREE 2012*). The English and Mathematics teams provide this specialist expertise in a number of areas.

Subject Leader Network Meetings

Package 1

Attendance at termly half-day subject leader network meetings in English and Mathematics (three meetings in each subject across the year - one place per package)

Package 2

Attendance at local cluster subject leader network meetings MAT/federation/LLC etc in English and Mathematics (as per package 1) – venue and refreshments provided by the cluster for a maximum of 20 people.

Subject Leader Development Programme

An extended professional development programme across four sessions. Each of the sessions is designed to stimulate leadership thinking and develop leadership capacity to support and challenge, in order to secure school improvement in English/Mathematics and develop personal career potential.

Subject Reviews

The advisers can provide reviews of provision in Mathematics or English.

- Give headteachers, subject leaders and governors confidence and reassurance about the teaching and learning of Mathematics or English throughout the school
- Support the identification of priorities and planning how to address them

Subject and Pedagogical Knowledge and Understanding

All of our primary English and Mathematics courses can be offered for schools or groups of schools. Currently, courses on offer include:

Mathematics

- Developing reasoning
- Subject leader development programme
- Meaningful Assessment
- Making sense of mastery
- Developing Early Number Sense
- New to KS1: exploring key ideas in mathematics
- New to KS2: exploring key ideas in mathematics
- Supporting children who struggle in mathematics package (for subject leaders and SENDCos)
- Supporting children in mathematics lessons (for teaching assistants)
- Improving mathematics results at KS2

English

- Early reading and phonics
- Spelling Y2-Y6
- Getting Going with Teaching Sequences/Moving on with Teaching Sequences
- Re-Think Reading/Reciprocal Reading
- Grammar subject knowledge
- Proof reading in the Primary Curriculum
- Developing vocabulary
- Making good use of No Nonsense Spelling/No Nonsense Grammar

Research Projects

The English and Mathematics teams have experience of leading research projects and can support school-led projects in terms of project management, external expertise and evaluation. Recent research projects led by the teams include 'Supporting children to be active and influential participants in Mathematics lessons through effective use of assigning competence and pre-teaching' and 'Transition KS2/3 for disadvantaged pupils in English'.

Intervention

The English and Mathematics teams are accredited to run a number of nationally recognised intervention programmes and have written and produced training packages to support flexible interventions, developed with teachers and teaching assistants through action research. The training for these interventions can be delivered for individual schools or clusters of schools.

Programmes currently offered include:

Mathematics:

- Numbers Count Y1 to Y8
- Success at Arithmetic: number sense Y3 – Y6
- Success at Arithmetic: calculation Y5 – Y9
- Talk 4 Number Y3 – Y4
- From Counting to Calculating Y2 – Y6
- Making a Difference: developing additive reasoning Y3 – Y8
- Fair and Equal: developing multiplicative reasoning Y3 – Y9

English and Mathematics (primary)

English:

- Reading Recovery: A one-to-one reading and writing intervention for Y1 (teacher led)
- Project X Code Y2-5
- First Class@ Writing: Writing intervention for Y3, and 5
- FFT wave 3 Y1-6
- Inference Training KS2/3
- Boosting Reading Potential FS-Y6
- Talking Partners FS-Y6
- Write Away Together: For Y1-6

In addition advisers can provide:

- Support to review provision for individual pupils, identifying gaps and misconceptions through detailed diagnostic assessments which can inform a personalised learning programme
- Reviews of intervention provision and outcomes

Assessment

The English and Mathematics teams provide a range of support and training covering statutory assessment in Y2 and Y6 and in-school assessment for all year groups. This includes:

- Training for Y2 and Y6 annually to meet statutory expectations
- Supported moderation for Y2 and Y6 statutory teacher assessment
- Moderation support for schools and clusters of schools in any year group

Bespoke Training and Consultancy

The teams provide support tailored to meet the needs of groups of schools, individual schools and individuals within schools. The advisers are experienced at working with all those involved in learning and teaching at the primary level – children, teachers, teaching assistants, subject leaders, senior leadership teams, headteachers, governors and parents – and provide professional development in all aspects of primary Mathematics and English.

Collaborative lesson research (Japanese Lesson Study)

The Mathematics team is experienced in supporting lesson study underpinned by the principles of the practice in Japan. Members of the team have worked closely with Japanese experts and members of the collaborative lesson research community in England. The team can provide support for groups of teachers and whole schools who are interested in engaging with this powerful form of professional development.

The Mathematics team holds the NCETM (National Centre for Excellence in Teaching of Mathematics) National CPD Standard and are NCETM Professional Development Accredited Leads. The team works closely with the two local Maths hubs; the team lead is the primary mastery lead for the Jurassic hub.

The English team are accredited KS1 and 2 writing moderators.



Publications and on-line resources

The Mathematics and English teams produce high-quality resources. Current resources available include:

- **The No Nonsense suite of teaching resources** (Spelling, Grammar, Number Facts and Literacy)
- **Re-think Reading** guided reading lesson plans
- **Wand Spelling** interactive online spelling resource
- **Children as Evidence** assessing understanding in mathematics by talking to children
- **M³ : Making Multiplication Memorable** supporting children to know and understand multiplication facts

Shop at: www.babcock-education.co.uk/shop

Benefits

- Keep up-to-date with developments and research
- Access external expertise
- Support to raise attainment and increase progress in priority areas
- Enhance the quality of teaching and learning in your school
- Improve or sustain your Ofsted rating
- Develop the leadership capacity of your staff and quality assure your self-evaluation Improved confidence of staff to teach areas outside of their specialism or area of expertise
- Improve the learning climate

"I had a lovely letter from a parent to say what a difference the way I taught maths made to her child after your input; it truly changed the way I helped those children with anxiety about maths so you deserve the praise!"

SENCo Devon Primary School – parental feedback

"The recent work on vocabulary and GPAS continues to impact on our reading and writing and last year's KS2 results, which were really positive for both attainment and progress. A massive thanks from all of us for the help you have given us on these areas over the last few years."

Devon Primary School

"Just to send you my sincerest thanks for the preparation, perseverance and perfect pitch of this morning's call. You set the tone perfectly- we all felt enthused and inspired by your work."

NCETM assistant director following remote presentation

Costs

Subject Leader Network Meetings

Package 1: **£305**

Package 2: **£3180**

Daily rate: **£530**

English (secondary)

The English secondary team offers up-to-date guidance and support to enable departments to develop their provision and practice.

One of the characteristics of effective CPD, which has an impact on pupils, has been identified as being the use of specialist, external expertise (*Understanding What Enables High-quality Professional Learning Centre: A report on the research evidence CUREE 2012*). Babcock provides this specialist expertise in a number of areas.

Department Leadership

Head of Department Network Meetings

Attendance at termly full-day subject leader network meetings in English (three meetings across the year – one place per school/federation/MAT)

Subject Review

- Give headteachers, heads of department, and governors a thorough understanding about the teaching and learning and outcomes for pupils in English throughout the school
- Support the identification of priorities and planning how to address them

Subject and Pedagogical Knowledge and Understanding

All of our secondary courses can be offered for schools or groups of schools. Currently, courses on offer include:

- Supporting non-specialist English Teachers in understanding progression in English and how best to structure learning for progress
- Developing Leadership skills: a view to leadership within English teams
- What's new about Literature? Understanding that Literature is a new subject for the majority of Year 7 learners and considering the implications of this for our KS3-5 Literature Curriculum
- Nipping 'the gap' in the bud: understanding the learning environment that helped our most vulnerable learners to thrive in their primary education so that we can build a more successful transition in English
- Integrated and engaging grammar: how can we teach grammar through our texts and texts through their grammar?
- Teaching vocabulary: what and how in the Secondary English classroom

Research Projects

The English advisers have experience of leading research projects and can support school-led projects in terms of project management, external expertise and evaluation. The team is particularly skilled at and experienced in supporting collaborative lesson research (lesson study). Recent research led by the team includes KS2/3 transition for disadvantaged pupils in English.

This year the focus of school based projects will be:

- Investigating how progress in writing is affected by transition from Key Stage 2-3 and removing these barriers to progress.
- Vocabulary - narrowing the word gap between word-rich and word-poor pupils

Developing Leadership

The English team has extensive experience in working alongside English postholders to develop capacity for Leadership within the subject and management of departments. Advisers work as coaches alongside leaders on an aspect of department development, supporting robust reflection and providing challenge.

Assessment

- Understanding progression Levels 1-9 in English at KS3 and 4
- Training for Y2 and Y6 annually to meet statutory expectations
- Supported moderation for Y2 and Y6 statutory teacher assessment
- Moderation support for schools and clusters of schools in any year group
- Publication: Assessment of Writing as part of No Nonsense Literacy and web based resources

Bespoke Training and Consultancy

The team provides support tailored to meet the needs of departments, groups of schools and individuals within schools. The advisers are experienced at working with all those involved in learning and teaching at KS3, 4 and 5 pupils, teachers, teaching assistants, subject leaders, senior leadership teams, headteachers, governors and parents – and provide professional development in all aspects of English.

Benefits

- Experienced practitioners, with recent classroom experience, leading high-quality continuing professional development
- Opportunities to network

Costs

Package 1: Head of Department Network Meetings: Per delegate **£305**

Package 2: Group cost **£1590** (up to a maximum of 20 delegates)

Daily rate: **£530**

Mathematics (secondary)

The Mathematics secondary team offer up-to-date guidance and support to enable departments to develop their provision and practice.

One of the characteristics of effective CPD, which has an impact on pupils, has been identified as being the use of specialist, external expertise (*Understanding What Enables High-quality Professional Learning Centre: A report on the research evidence CUREE 2012*). Babcock provides this specialist expertise in a number of areas.

Department Leadership

Subject Leader Network Meetings:

Attendance at termly full-day subject leader network meetings in Mathematics (three meetings across the year – one place per school/federation/MAT).

Subject Review

- Give headteachers, heads of department, and governors a thorough understanding about the teaching and learning and outcomes for pupils in Mathematics throughout the school
- Support the identification of priorities and planning how to address them

Subject and Pedagogical Knowledge and Understanding

All of our secondary Mathematics courses can be offered for schools or groups of schools. Currently, courses on offer include:

- Developing reasoning in KS3/KS4
- Making sense of mastery in KS3/KS4
- Understanding mastery for teaching assistants
- Meaningful assessment in Mathematics
- Developing proportional reasoning in KS3
- Improving KS4 Maths results
- Supporting NQTs and Early Careers teachers in their continuing subject development in Mathematics
- Teaching the most able in Mathematics: the road to a Level 9
- Supporting non-specialist Mathematics teachers in understanding progression in Mathematics and how best to structure learning for progress
- Developing Leadership skills: a view to leadership within Mathematics teams

Intervention

The Mathematics team is accredited to run a number of nationally recognised intervention programmes and has written and produced training packages to support flexible interventions, developed with teachers and teaching assistants through action research. The training for these interventions can be delivered for individual schools or clusters of schools. Please contact us for further details on specific programmes and costs.

Programmes currently offered include:

- Numbers Count Year 7 and 8
- Success at Arithmetic: calculation Key Stage 3
- Making a Difference: developing additive reasoning Year 7 and 8
- Fair and Equal: developing multiplicative reasoning Key Stage 3

In addition advisers can provide:

- Support to review provision for individual pupils, identifying gaps and misconceptions through detailed diagnostic assessments which can inform a personalised learning programme
- Reviews of intervention provision and outcomes

Bespoke Training and Consultancy

The team provides support tailored to meet the needs of departments, groups of schools and individuals within schools. The advisers are experienced at working with all those involved in learning and teaching at KS3 and 4 – pupils, teachers, teaching assistants, subject leaders, senior leadership teams, headteachers, governors and parents – and provide professional development in all aspects of Mathematics.

The Mathematics team holds the NCETM (National Centre for Excellence in Teaching of Mathematics) National CPD Standard and are NCETM Professional Development Accredited. The team works closely with the two local Maths hubs. The secondary consultant is mastery lead for Jurassic and CODE Maths Hubs



Costs

Package 1: Head of Department Network Meetings
£305 per delegate

Package 2: For groups **£1590** (up to a maximum of 20 delegates)

Daily rate: **£530**

Re-think Reading!

Re-think Reading! is a collection of lesson plans for teaching reading based on high-quality texts, and could provide a spine of reading teaching across the school or within a class/phase. In each phase there is a mixture of fiction, non-fiction and poetry.

Each text plan contains:

- an overview of the text
- suggestions of linked texts
- national curriculum objectives
- at least two teaching sessions
- pre- and post-task activities
- other ideas for independent activities

The resource has been written primarily to support guided reading, but could also easily be adapted to use for whole-class reading sessions.

The plans are organised into phases, in line with national curriculum programmes of study, with a minimum of 12 texts in each phase: Y1; Y2; Y3/4; Y5/6

Re-think Reading! can be purchased flexibly depending on your needs.

Lesson plans can be bought:

- individually for **£3**
- by phase for **£30**
- or the whole resource for **£100**

prices exclude VAT

To download free samples please visit: www.babcockldp.co.uk/rethinkreading

To purchase, visit the shop: www.babcock-education.co.uk/shop

M³

Making Multiplication Memorable

M³ is available for each of the multiplication tables from 2 to 12

M³ supports the learning of multiplication facts with understanding, using different representations (symbols, language, contexts and images) to focus on structure and connections. Understanding structure and connections is key to developing fluency and to knowing how to use known facts to solve problems. Knowing and understanding mathematical facts and how to use them is part of being a mathematician.

With the multiplication tables check becoming statutory in England from 2020, there is a pressure on teachers to ensure children know multiplication facts. Children also need to understand these facts if they are to be useful when solving problems and developing further multiplicative reasoning: M³ is designed to provide opportunities to build known facts with understanding.

Each set includes:

- 130 printable cards containing pictures, mathematical images, symbols and words related to multiplication and division including non-example/error cards
- a guide book which sets out the thinking behind the cards, the way that understanding connections are supported by the cards and how they support understanding of the structures of multiplication and division
- 15 activities and games with variations, providing a rich range of ideas for making the best use of the cards
- prepared slides making the activities instantly accessible for the whole class

M³ multiplication sets can be bought:

- individually for £15
- whole set of 2-12 multiplication tables for £135 (prices exclude VAT)

To download free samples please visit: www.babcockldp.co.uk/m-cubed

To purchase, visit the shop: www.babcock-education.co.uk/shop

For further information and to find out about our M³ training contact:
BabcockEducationSW@babcockinternational.com

Science (primary and secondary)

Science – Primary

To review your school's current Science provision and pedagogical approach and determine how best we can support subject leaders and teachers to provide an excellent Science education across the primary phase.

Bespoke Consultancy

- Effective advice and support for implementing and embedding the primary Science curriculum
- We can help to review your existing provision and ensure that policies, schemes of work, progression, assessment and effective Science teaching and learning are securely embedded at your school. Additionally, we can support with developing strategic direction for the subject, forward planning and guidance to help you move forward. Monitoring and evaluation of impact on pupils' learning could be offered as part of our support

Science – Secondary

All students have to study some Science up to the age of 16. The key stage 4 Science curriculum is compulsory in maintained schools, and academies are required to provide a broad and balanced curriculum up to the age of 16. New Science GCSEs became available for teaching from September 2016, with the first examinations in summer 2018 so it is crucial that you remain abreast of current developments in Science, a subject of significant importance nationally and internationally that has key status within the STEM agenda.

Bespoke Consultancy

Schools can choose from a range of bespoke support visits to include:

- Improving progress and attainment
- Closing the gap between the performance of pupil premium students and their peers
- Improving teaching and learning: moving from good to outstanding
- Supporting and challenging heads of department
- Improving the provision for and attainment of able pupils
- Mentoring new, struggling or non-specialist teachers
- Developing questioning

Subject Leader (primary) and Head of Department (secondary) Network Meetings

Head of Department Network Meetings Attendance at termly full-day subject leader network meetings in Science (three meetings across the year - one place per school/federation/MAT).

Subject Review

- Give headteachers, heads of department, and governors a thorough understanding about the teaching and learning and outcomes for pupils in English throughout the school
- Support the identification of priorities and planning how to address them

Benefits

- Ensure the Science provision in your school reflects the requirements of the national curriculum, so that your pupils experience a truly excellent Science education
- Advice and guidance from our Science team on improving current practice to enable effective progression in key scientific concepts
- Staff competence and confidence in the Science curriculum through support with subject knowledge and effective interactive teaching and learning opportunities
- Our Science team can offer coaching to help improve practice or bespoke CPD to meet specific needs of your school
- Secure progression between year groups and assessment procedures including appropriate recording, analysis and evaluation of data
- Effective Science policies and procedures in place to support your school in delivering the primary Science curriculum
- Up-to-date health and safety advice

Costs

Multiples of six hours' delivery and support **£621**

Head of Department Network Meetings:

Package 1: Primary per delegate: **£171**

Package 1: Secondary per delegate: **£305**

Package 2: Group cost: **£1590**

(up to a maximum of 20 delegates)

Science, Technology, Engineering and Maths (STEM)

STEM stands for science, technology, engineering, and mathematics and is everywhere in the world around us. 21st century, scientific, technological and engineering innovations have become increasingly important as they continuously expand into every aspect of our lives and mathematics is in every occupation.

Developing STEM skills at an early age and giving students the opportunity to explore STEM related learning will maximise their career opportunities for the 21st century. This includes the creative industries and all other areas of employment where project management, design and technological skills are critical. Whether you're a scientist, a nurse, a games designer, a boat builder, a care assistant or an engineering apprentice, a foundation in STEM learning will help to develop your employability skills.

The experiential learning that students receive opens up a new way of understanding science, technology, engineering and mathematics. Practical experiential learning helps students to connect with the subjects and builds a passion for STEM qualifications and highly skilled, well paid STEM careers.

Whether you are looking for **STEM consultancy** support, a fun **interactive STEM workshop** or a **STEM after school programme** we have the solution to meet your needs.

STEM related learning will help to develop the following critical competencies:

- curiosity, innovation and creativity
- interpretation and evaluation
- observation and enquiry
- critical thinking and problem solving skills
- technical and technological knowledge
- maths, financial literacy, data and statistical confidence
- strategic thinking
- team work and collaboration



Interactive STEM Workshops

Interactive Science, Technology, Engineering and Maths (STEM) workshops aligned to the curriculum at each key stage.

Experiential workshops reinforce core STEM subjects in a fun way. The workshops also build upon problem solving, critical thinking skills, creativity and innovation.

Please note we can tailor workshops and the prices will vary depending upon the consumables used and travel and subsistence. Please contact us for a quote; indicative prices are provided:

Costs

Half-day workshop (up to 30 students)	from £325
Half-day workshop (up to 60 students)	from £520
Whole day workshop (up to 30 students)	from £552
Whole day workshop (up to 60 students)	from £858

Science Shows

High-energy, fast-paced, interactive science shows for large groups of students suitable for assemblies and science shows.

Please note we can tailor workshops and the prices will vary depending upon the consumables used and travel and subsistence. Please contact us for a quote; indicative prices are provided.

Costs

One hour science show	from £364
Two hour science show	from £546

Teacher CPD

Workshop designed to provide teachers with the skills and confidence to deliver interactive STEM experiments in the class room, aligned to the curriculum.

Please note we can tailor workshops and the prices will vary depending upon the consumables used and travel and subsistence. Please contact us for a quote; indicative prices are provided.

Costs

Half-day workshop	from £364
Whole day workshop	from £546

STEM Club

After school STEM clubs are a powerful way to engage young people with science, technology, engineering and maths (STEM) subjects in a fun and exciting way.

Please note we can tailor workshops and the prices will vary depending upon the consumables used and travel and subsistence. Please contact us for a quote; indicative prices are provided.

Costs

1 hour after school club: **£4.16** per child per week (minimum 20 students for 1 school term)

Computing and Online Safety

Embedding computing across the curriculum through consultancy, training and CPD to:

- **Support computer science and digital literacy**
- **Align curriculum requirements to your school improvement plan**
- **Ensure everything is in place for inspection**

School Online Safety Review

The online safety review is a means for schools to perform self-evaluation led by a visiting auditor.

The review will encompass review of policies, plans and both desirable and required documents, as well as discussion with pupils, teachers, SLT, governors and parents. It is intended to help triangulate areas of strength and weakness in the provision of the school and identify how well the content of the policies are understood by each of the stakeholder groups within the school.

The visit will include both curriculum and hardware/software considerations, as well as refer to findings from the latest recommended and statutory papers.

The review will culminate with a report that will include recommendations, as well as an optional follow up visit. This can be either a parent presentation or staff CPD opportunity; the content of which will be agreed in consultation with the school, based on the findings of the review.

Subject Leader Update Meetings (primary)

The subject leader update meetings are a timely and efficient way for subject leaders to gain knowledge of current thinking in the industry, new resources sites and services, both free and commercial, as well as gain and evaluate material to support the planning, assessment and delivery of the Computing curriculum across both KS1 and 2. News and information about new hardware, devices and the apps and programmes that are available across different operating systems such as iOS, Android and Windows are included. Networking opportunities are also highly valued with chances to discuss with other subject leads, share expertise and pose questions.

Bespoke Consultancy

Consultancy time can be used to review both hardware and software provisions, curriculum content and schemes of work, and make recommendations for each. Curriculum review and design can be incorporated into any visit, as well as a consideration for strategic planning and target setting. Visits can be as specific as a focus on a certain area of the computing curriculum, or as broad as a look at the school's use of IT across the whole organisation.

Benefits

- Provide a strategic approach to the development of computing in the school in line with the national and school requirements
- Empower subject leaders in computing
- Focus on raising student attainment in computing
- Specialist support for computing/ICT training and consultancy

Costs

School Online Safety Review (1 day) **£621**

Subject Leader Update Meetings (3 per year) **£171**

For groups of up to 20 delegates (3 meetings per year) **£1590**

Did you know...

See our Safeguarding page 32 for our Safeguarding Review, consultancy and support.

PSHE, Health and Wellbeing

Our consultants for PSHE, Health and Wellbeing (including Relationships and Sex Education (RSE) and Drug Education), Healthy Eating and Emotional Health and Wellbeing (EHWB) provide bespoke support, advice and training for schools and agencies supporting children and young people in all areas. With extensive experience of working to support positive outcomes for children and young people, we have a proven track record built upon quality, expertise, trust and reliability.

Bespoke Consultancy

- Ensure PSHE, Relationships and Sex Education (RSE) and Drug Education policies are robust and support your school's values:
 - The spiritual, moral, social and cultural development of pupils
 - Anti-bullying
 - Safeguarding
 - Behaviour management
- Establish a positive climate for learning, including the management of sensitive and controversial issues including bereavement and loss, mental health awareness, staff health and wellbeing and anti-bullying
- Ensure that pupil voice informs the school decision making processes effectively
- Increased confidence that effective pedagogy and assessment is used within all areas of health and wellbeing

Benefits

- Raised knowledge, skills and understanding of staff in all areas of PSHE, Health and Wellbeing
- Improved confidence of staff to teach areas outside of their specialism or area of expertise
 - Improve the learning climate

"Very satisfied with the course content; fantastic 'tools' made available from Babcock which were easy, usable and relevant."

Primary Teacher

Costs

Daily rate: **£621**

Additional Curriculum Support

Babcock LDP associate consultants and advisers, with support from Specialist Leaders of Education from our local Teaching Schools, provide subject specific advice and training.

Bespoke Consultancy

Subject Improvement

- Supporting heads of department to be effective leaders
- Pedagogical support and improvement
- Targeted subject development
- Learning technology enhancements
- Mentoring new or struggling teachers
- Developing assessment in specific subject areas

Curriculum Programme Development

- Curriculum design and improvement
- Subject coaching and teacher support
- Teacher CPD

Consultancy and Support Services

- Interim departmental management
- Facility design consultancy
- In-school research and evaluation

Benefits

- Enhance the quality of teaching in your school
- Improve the proportion of pupils that achieve the EBACC in your school
- Enrich learning across the curriculum
- Develop the leadership capacity of your school to monitor, resource and raise standards

"The visit was extremely helpful both in terms of backing my judgement about what I thought was good and gave me some excellent ways to improve."

Primary Teacher

Contact

BabcockEducationSW@babcockinternational.com

Outdoor Education: Advice and Support

The service assists schools and settings to manage their responsibilities, and those of the LA, for the health, safety and wellbeing of children and young people when engaged in off-site visits and activities.

Subscription

The purchase of a subscription provides extensive support for the management and delivery of outdoor education, visits and off-site activities from the Adviser for Outdoor Education.

This includes:

- Specialist advice from the Adviser for Outdoor Education on behalf of the Local Authority
- Use of the Devon County Council Outdoor Education, Visits and Off Site Activities Health & Safety Policy
- Use of Evolve software to plan and record visits
- Endorsement of school visits on behalf of the Local Authority
- Use of supporting documents adapted to school needs
- Half-day Adviser visit to school for training/support
- Attendance of EVC at twice yearly EVC briefings
- On-going support through telephone or email

Additional support may be purchased on a pay-to-use basis at daily rates.

Training

To comply with Health & Safety at Work legislation, Visit Leaders must be 'competent' to carry out their duties. To that end Visit Leaders should be trained either by the school's own Educational Visits Coordinator or by the Adviser for Outdoor Education.

In order to be competent new EVCs/Heads should attend a one day training course and then attend one of the EVC regional network briefings at least once a year.

Attendance at half day briefings are included within the subscription for 1 place per school. Schools and settings are required to pay for attendance at EVC training courses.

Bookings for training and briefings can be made at; <https://www.babcockeducation.co.uk/ldp/courses/bookings/>

Benefits

- Address more substantial and specific school-based issues related to the management of visits and off-site activities
- Ensure the Head, EVC and staff are competent to carry out their duties
- Provide school specific advice, support and practical solutions
- Help staff to understand their legal responsibilities

"I appreciate all of the help and advice you have given me throughout the year – you really have been great support and I couldn't have got through the year without your guidance."

Education visits co-ordinator, Devon Secondary school

"It is really reassuring knowing your advice is so readily available!"

Education visits co-ordinator, Devon Secondary school

Costs

Daily rate: **£423**

Sub 1: Primary (small) Up to 100 pupils	£200
Sub 2: Primary (medium) 100-300 pupils	£302
Sub 3: Primary (large) 301+ pupils	£453
Sub 4: Secondary (small) Up to 900 pupils	£624
Sub 5: Secondary (medium) 901-1800 pupils	£1081
Sub 6: Secondary (large) 1801+ pupils	£1629
Sub 7: Special school	£624

Outdoor Education: Advice and Support

The service assists schools and settings to manage their responsibilities, and those of the LA, for the health, safety and wellbeing of children and young people when engaged in off-site visits and activities.

Services provided by the Local Authority

Devon maintained schools receive access to the Evolve system for planning and recording educational visits. In addition, category B (adventurous) and category C (overseas) visits are endorsed by the Adviser for Outdoor Education on behalf of the Local Authority. The service provided by the Local Authority also includes email and telephone support to schools from the Adviser.

Bespoke Consultancy

To comply with Health & Safety at Work legislation, Visit Leaders must be 'competent' to carry out their duties. To that end Visit Leaders should be trained either by the school's own Educational Visits Coordinator or by the Adviser for Outdoor Education.

The Adviser can come to your school and train the Head, SLT, EVC and Visit Leaders in the proper planning and risk management of educational visits through a 1.5 hr school INSET session. Price approximately £250 depending on travel.

Training

New EVCs/Heads should attend a one day training course and then attend an EVC regional network briefings at least once a year.

Schools and settings are required to pay for attendance at courses including EVC training and EVC briefings.

Bookings for training and briefings can be made at; <https://www.babcock-education.co.uk/ldp/courses/bookings/>

Benefits

- Ensure the Head, EVC and staff are competent to carry out their duties
- Provide school specific advice, support and practical solutions
- Help staff to understand their legal responsibilities

"I appreciate all of the help and advice you have given me throughout the year – you really have been great support and I couldn't have got through the year without your guidance."

Education visits co-ordinator, Devon Secondary school

"It is really reassuring knowing your advice is so readily available!"

Education visits co-ordinator, Devon Secondary school

Costs

Daily rate: **£423**

No Nonsense Resources - Training Sessions

Up to a 3 hour session
delivered via WebEx
direct into your school
or setting
(for up to 20 delegates)
£279 + VAT

The NO NONSENSE resources have been devised to offer teachers a comprehensive yet accessible progression in the teaching of spelling, grammar, literacy and number facts. To complement the NO NONSENSE teaching resources, we have developed a range of training sessions to help you get the most out of your resources. (Note: These publications may be purchased from www.raintree.co.uk)



This training will introduce delegates to the materials, concepts and approaches used in the No Nonsense Spelling programme. The training will cover:

- Principles of teaching and learning in spelling
- Teaching the lessons: spelling content and spelling strategies
- Adapting the resource to your children
- Routines and resources for independent learning and ownership

No Nonsense Spelling

This training will introduce staff to the materials in the resource and will cover:

- The organisation of the resource
- Effective pedagogy for teaching grammar
- Strategies for adapting the resource in your classroom
- Core subject knowledge

No Nonsense Grammar

This training will introduce delegates to the materials, concepts and approaches used in No Nonsense Number Facts. The training will cover:

- Principles of teaching and learning underpinning No Nonsense Number Facts
- Organisation of the resource
- The teaching sessions – understanding the thinking behind the activities and exploring some of the mathematics
- Adapting the resource to meet the needs of your children

No Nonsense Number Facts

This training session is an introduction to No Nonsense Literacy and will:

- Introduce No Nonsense Literacy and support schools with effective implementation
- Develop clear understanding of the progression through a teaching sequence
- Identify the range of possible uses of Assessment for Writing

No Nonsense Literacy

Benefits of our accessible and affordable training – delivered to you via WebEx (video conferencing and screen sharing)

- delivered at a time suitable to you and your staff e.g. twilight session or during Inset
- session exclusively delivered to your school or setting
- cost-effective and no need for you to incur travel costs
- real-time interaction with the trainers and authors of the No Nonsense resources

Technical requirements: screen/whiteboard, internet connected computer, microphone.
Full technical specifications can be found at
<https://www.webex.co.uk/support/support-system-requirements.html>

Contact us direct to find out more or to book your session:

No Nonsense Spelling, Grammar and Literacy training:
Rebecca.Cosgrave@babcockinternational.com
No Nonsense Number Facts training:
Ruth.Trundley@babcockinternational.com



The Data and Assessment team supports schools to provide effective advice and guidance on all elements of statutory national curriculum assessment, recording and reporting requirements across all key stages.

The team provides advice and support for schools on the new General Data Protection Regulation (GDPR) legislation which came into force in the UK on 25 May 2018.

The team continues to provide comprehensive information in relation to pupil performance data issues in schools and colleges, working with a number of external data providers to ensure that Devon schools have access to up-to-date information, advice and guidance in a period of fast moving educational developments.

In addition, the team are able to support bespoke training and guidance drawing on the most recent legislation and information to meet the needs of the educational community in Devon.

Data Collection Training and Support

Web-based training and other materials to support school administrators and teachers involved in data collection.

Data Review

A review of current arrangements and suggested improvements to ensure that your school is making the best use of data systems such as ASP, IDSR, FFT, Perspective Lite, and other proprietary data systems. (see page 58)

Bespoke Consultancy

Specialist staff offer a range of bespoke data and assessment services and training to meet the needs of school-based staff, governors and groups of schools. Working closely with individuals and groups we are able to provide flexible solutions to meet identified needs including interpreting school and pupil data and the latest assessment requirements.

Benefits

- Bespoke support to ensure shared understanding and effective responses to new and existing legislation, including GDPR
- Access up-to-date advice, guidance and information from across the education community to inform school processes
- Co-ordinated input that draws on knowledge from across the organisation to ensure best value and focused support

"Just to say a very big thank you for leading the session on Wednesday. It was really useful and gave us lots of ideas. I always love your positivity!"

Headteacher, Devon Primary school

Costs

Data Review: **£130** per school (3 hrs including preparation work)

For federations/groups/MATs please contact us for bespoke prices.

Please enquire for bespoke consultancy rates.

Data Protection Officer
(outsourced cover service)

Subscription RENEWAL and
New Subscriptions

See page 39



GDPR
In Schools

Data and Assessment

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In addition, the team are able to support bespoke training and guidance drawing on the most recent legislation and information to meet the needs of the educational community in Devon.

Core Subscription

- Advice, guidance and support for all elements of the statutory assessment, recording and reporting requirements as detailed by government legislation
- Helpline services for headteachers, teachers, governors and parents on all matters relating to National Curriculum assessment
- Access to support for all elements of statutory National Curriculum monitoring and moderation requirements
- Administration of and helpline support for statutory data collection procedures
- Helpline support for school-based staff in all areas relating to pupil performance data and National Curriculum assessment requirements
- Additional school-level reports and analysis available within Perspective Lite

Data Collection Training and Support

Web-based training and other materials to support school administrators and teachers involved in data collection.

Data Review

A review of current arrangements and suggested improvements to ensure that your school is making the best use of data systems such as ASP, IDSR, FFT, Perspective Lite, and other proprietary data systems. (see page 58)

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"Just to say a very big thank you for leading the session on Wednesday. It was really useful and gave us lots of ideas. I always love your positivity!"
Headteacher, Devon Primary school

Costs

Core Subscription:
Sub 1 Primary: **£624**
Sub 2 Secondary: **£364**
Sub 3 Special: **£364**
Sub 4 All Through: **£795**

Data Review: **£130** per school (3 hrs including preparation work)

For federations/groups/MATs please contact us for bespoke prices.

Please enquire for bespoke consultancy rates.

Data Protection Officer
(outsourced cover service)

Subscription RENEWAL and
New Subscriptions

See page 39



Moderation and Teacher Assessment

Support for schools to fully understand the statutory requirements for teacher assessment with reference to information from the Standards and Testing Agency (STA).

This service enables schools to secure improved consistency in making judgements of pupil attainment.

Key features

Advice and guidance on all elements of statutory national curriculum teacher assessment leading to accurate end of year data.

- Access to up-to-date advice and guidance in relation to national changes
- Coordinated subject input that draws on knowledge from across the organisation to ensure best value and focused support (English and Maths)
- The opportunity to discuss and moderate judgements on pupil performance against the requirements of the interim TA frameworks

Moderation Subscription

All Primary Academies are required to purchase support for statutory moderation, monitoring and data collection in line with the terms of individual DfE funding agreements. Unlike data collection, Academies may purchase moderation support from any LA and will be required to confirm that arrangements are in place with the DfE Standards and Testing Agency annually. This reduced subscription is based on a pay as required arrangement as moderation requirements are based on a four year cycle and statutory monitoring less frequently.

Minimum support element

- Advice, guidance and support to ensure completion of statutory data collection at the end of EYFSP, Phonics and end of KS1
- Inclusion in end of KS1 moderation at least once in each four yearly cycle. Moderation may be appropriate more frequently as per local authority moderation requirements
- Advice, guidance and helpline support available to schools to ensure successful completion of moderation requirements. Moderation is completed by an individual school visit
- Inclusion in end of KS2 moderation is at least once in each four yearly cycle. The exact requirements for KS2 moderation in 2019 have not been specified but are likely to be similar to those completed in previous years
- Inclusion in statutory monitoring checks during either KS2 test week or Year 1 phonics screening check window

Benefits

- Keep up-to-date with national changes

"We feel that having moderation this year has enabled us to be more secure in our judgements and given clarity on areas we need to develop, to ensure all evidence is available at the time of moderation."

Headteacher, Devon Primary School

Costs

Book at: www.babcock-education.co.uk/ldp/cpd
Moderation Subscription: **£POA**

Costs

DCC maintained schools receive the Moderation Subscription funded by DCC

**Devon
Maintained
schools ONLY**

Improving Schools and Settings

School Support Services



School Library Service – Comprehensive Service

Refresh your library stock

We will:

- Help you to choose a new deposit collection equivalent to 2 books per pupil
- Work with you to provide a managed book exchange service in subsequent years
- Enable you to refresh your stock from our Library Centre or Mobile Library
- Choose new books through Reading Roundabout

Advisory Service

Working hand-in-hand with your librarian and school staff we will:

- Evaluate your school library stock
- Help you develop a library and whole-school reading plan
- Provide opportunities for staff and pupil training
- Provide talks to parents and governors
- Provide computer management system support

Skill up your pupils to become School Librarians

- Offering advice and training to develop information literacy skills
- Why not bring your student librarians with you to select your exchange titles?

Assemblies

- Promote the latest 'hot reads'
- Inspire reading beyond school

Accelerated Reading and Book Banding

Accelerated Reading books

- Available to purchase or add to your library stock through exchanges
- Books referencing AR quiz, point value, and reading level

Book Banding

- A large collection of Book Banding books from pink to lime are available
- Schools may purchase, add to stock through exchanges or borrow in topic collections

The value of our Comprehensive Service

Compare the cost of buying each element of the Comprehensive Service separately and see how much a primary school with 250 pupils could save:

- Deposit collection of 500 books with an average value of **£4500**
- Each year this collection is refreshed by exchanging 360 books valued at **£3240**
- Unlimited topics – a school of this size would on average borrow around 60 topics during the academic year valued at **£10,800**. Topics include author studies, books for SEN and Gifted and Talented pupils, all delivered to your door
- Advisory support in school which includes preparation and visit notes – 3 days work approx. **£1000**
- Online advice for individual staff: **£510**
- Network meetings and professional support for staff with library responsibility (3 times per year): **£138** (Secondary) **£106** (Primary)
- **Additional Support:** Hot Read book list (3 times per year) • Website and Facebook support • School library advisor allocated to school • Support with AR stock • Guided reading sets • Mobile library visit / AR boxed exchange / Reading Roundabout • Pupil librarian training • Attendance at parent's evening to offer ideas and guidance **£1020**

This school
saved over
£15,000

Cost of purchasing each element separately **£21,314** | Cost of buying into our Comprehensive Service **£5423**
£5423 (price calculated on number of pupils – this example is based on 250 pupils).

School Library Service – Comprehensive Service

Topic Boxes

Tailored to your needs, our topic boxes:

- Support teaching in the classroom saving your teaching staff time
- Contain up to 20 books per box covering current curriculum themes
- Are delivered to school free of charge

Makeover your library and classroom book corners

Our Library Advisors can:

- Advise you on how to refresh your library with a makeover
- Support you with your new library design
- Offer guidance and ideas for creating inspiring reading corners

Termly Network and Support Meetings

- Keep up with the latest news and developments in the school library world
- Share good practice with colleagues from other schools

Website Access to Subscription Content

Online Support and Telephone Helpline

'Book for Life' scheme

- We can help you purchase 'shelf ready' books with a generous price discount
- Subscribing schools can include these purchased books as part of their library exchange and swap old books for brand new ones

Costs

Comprehensive Service

Annual subscription:

Primary and Special: **£1088** plus **£17.34** per pupil

Secondary: **£2007** plus **£5.92** per pupil

Additional Support

Daily rate: **£348**

School Library Service is continued on the next page

School Library Service

In addition to the Comprehensive School Library Service, we are able to offer some elements as stand-alone services.

Termly Network and Support Meetings

- Keep up with the latest news and developments in the school library world
- Share good practice with colleagues from other schools

Accelerated Reading and Book Banding

- AR books available to purchase
- Books referencing AR quiz, point value and reading level
- A large collection of Book Banding books from pink to lime are available to purchase

Reading for Pleasure: £383

- Book resource / Library 'Health Check' with suggestions for developing the book stock in your school.
- 1 'Reading Roundabout' for staff or pupils with an option to purchase stock – at a 15% discount
- No report

One day advisory plus Hot Read lists. Work with school's Literacy Co-ordinator and staff responsible for library: £383

- Planning
- Reading focus
- Look at how the library is working in your school
- No report

Reading Roundabout – please contact Head of Service for more details and costs

- Reading Roundabout introduces children to books by authors that they would not normally see or choose for themselves in line with Ofsted expectations
- An opportunity for teachers to update their book-stock knowledge. We can adapt it for a staff INSET

Book Shop

- All schools may purchase books through our service – please contact Head of Service for more details
- LDP-SchoolsLibraryServiceCentral@babcockinternational.com

Benefits

- Complete peace of mind that your library maintains a fresh, up-to-date selection of titles
- Full support for you and your school staff by an experienced specialist library advisor
- Saving you time and money

"We wanted to improve our library as the books we had available were not engaging our children. Our school had come out of the library services years previously and though there were lots of books in the library, we hadn't managed to keep the quality high enough or range wide enough. We looked at simply buying books and furniture ourselves but when we calculated staff costs for this work, we realised that we would be getting good value from renewing our subscription to the library service. We haven't been disappointed. Library Service staff have helped us think through design, have tailored our collection to our children's interests, have provided staff and pupil training and have put us in contact with a range of experts. We are very pleased with the service that they have provided."

Headteacher, Sherwell Valley School, Torquay

Choosing your exchange at SLS centre

- *AR stock excellent – lots of lovely new books.* Paignton Community and Sports Academy
- *Always impressed with friendly service.* South Molton CC
- *The library stock is very good. Too much choice!* Southbrook School

Costs

Refresh your library stock (deposit books and exchange service) – now includes advisory support – topics may be hired as an extra

Primary and Special: **£778** plus **£14.74** per pupil
Secondary: **£1697** Plus **£5.20** per pupil

Topic Boxes

Primary and Special: **£832** plus **£13.08** per pupil

Termly Network and Support Meetings

Secondary: **£138**

Primary: **£106**

Accelerated Reading

3-day service to help set up system: **£903**

Additional Support

Daily rate: **£348**

School Library Service

Pergamon Mu

A new computer management system designed for primary school libraries



Pergamon Mu is a simple but powerful system from Esferico. It is easy to install, reliable and a very cost-effective option for primary schools looking for the basic library functions of issuing and returning books, a searchable library catalogue, sending out overdue reminders and generating statistical reports. The software can be installed as a stand-alone on one machine or networked through your school server. A cloud-based system is in development.

Pergamon Mu offers streamlined access to:

- Readers
- Catalogue
- Circulation
- Reporting
- Import and Export

Pricing Structure:

Contact
BabcockEducationSW@babcockinternational.com
for further information

Music Service

Instrument Hire from Babcock LDP Music Service

Alto Saxophone • Baritone • Bassoon • Cello • Clarinet • Cornet • Double Bass • Euphonium • Flugelhorn • Flute • French Horn • Guitar • Mini Horn • Mini Tuba • Mini-bassoon • Oboe • Pocket Trumpet • Short-Reach Bassoon • Tenor Horn • Tenor Saxophone • Trombone • Trumpet • Tuba • Viola • Violin

We offer a wide variety of musical instruments to hire on a termly basis for pupils attending school in Devon. Hire rates are heavily subsidised and start at just £30.00 a year for Pupil Premium students.

Instruments can be requested by parents or schools to hire on behalf of students. Instruments can be collected from our Willand or Exeter offices by arrangement.

Call us on 01392 287235 or visit www.dmeh.org
DevonMusicServiceInstruments@babcockinternational.com



**Devon Music
Education Hub**

Dartmoor Centres

It is well recognised that residential and adventurous activities contribute towards a successful school's curriculum and the opportunity to take part greatly enhances a child's success at school and in later life.

Our Outdoor Learning Centres provide good quality, value for money, residential accommodation and adventurous activities at two sites in the unique landscape of Dartmoor: Pixies Holt and The Dartmoor Training Centre.

Adventurous Activities

- Bushcraft and Shelter Building
- Outdoor Cooking
- Archery
- Moorland Exploration
- Orienteering
- Working Well Together
- Mountain Biking
- Caving
- Climbing/Scrambling/Weaselling/ Abseiling
- Search and Rescue
- Night Walk

In addition, our team has many years' experience designing and providing leadership training and CPD events for teachers, leaders and volunteers who work in schools, Youth Groups and Outdoor Learning.

Outdoor Leadership and CPD Courses

- Camp Fire Management Award
- Hill and Moorland Leader Training and Leader Assessment
- Summer Moorland Walking Leader Training and Leader Assessment
- Summer Moorland Camping Leader Training and Leader Assessment
- Coastal and Countryside Leadership Training and Assessment with Camping Endorsement
- Winter Moorland Walking Leader Training and Leader Assessment
- First Aid for the Outdoors
- First Aid at Work

Visit our website for more information:
babcockldp.co.uk/dartmoorcentres

Benefits

- Over 30 years' experience of providing outdoor and residential education
- Transfer your own school culture to our settings, made possible with sole occupancy
- Be reassured that all our highly qualified staff have full DBS checks and our vehicles are subject to rigorous maintenance and safety checks
- AALA licence no L9953/R0616

"The comfortable residential setting and the high-quality activity sessions led by the centre tutors allow for real-life problem-solving, team work and citizenship. This builds co-operation and social responsibility beyond what we can offer in a classroom."

Teacher, St Leonard's C of E Primary

"Taking the children to Pixies Holt encourages co-operation and independence and further develops the group skills we teach in school. It gives them the opportunity to forge different relationships, and challenges the children to try activities and food that they might not normally have access to. We are very fortunate to live in an amazing part of the world and the children get to explore one of our national treasures."

Primary Academy

Costs

5 day residential with activities:
Fully catered from **£245**
Self-catered from **£181** per child
Part weeks and weekends available



Devon Music Service

A sustainable solution enabling inclusive music education across your school community.

The benefits of regular music-making in schools has been highlighted in study after study. There is funding available to support each and every child's entitlement to music education, and to empower every school to play their part in delivering the National Plan for Music Education. This new subscription will enable your school to access resources, instruments and high-quality training that will upskill your staff and empower them to deliver high-quality music education both in the classroom and across the wider community.

Our most comprehensive Level 3 subscription includes:

- DMEH newsletter
- Receive Music Mark Membership for Schools
- Access to a free class set of WCET instruments for the year
- Access to on-going support and advice from area Music Leads to help support the development and implementation of your School Music Education Plan
- Free access to one area music celebration hosted in North, East, South or West Devon featuring Whole Class Ensemble experiences and massed singing
- The opportunity to input into music and cultural education strategies through the Devon Music Education Hub stakeholder network
- Complimentary places at three twilight Whole Class Ensemble Teaching CPD sessions targeting First Access, Next Steps and progression into mixed class based ensembles (available countywide)
- Complimentary places at three 'Vocalize Your Style' CPD sessions (available countywide)
- An annual review of music provision across your school with a DMEH Music Lead Associate to address the synergy between your music development needs and school improvement plan, QA, curriculum music and your extra-curricular offer

Benefits

Music Service input can support school improvement by:

- Helping to raise standards and narrow the achievement gap
- Targeting specific priorities such as transition, peer assessment, personalised learning and/or peer mentoring, engaging hard to reach groups
- Supporting creative cross-curricular learning experiences
- Creating opportunities for 'deep' learning

Bespoke Consultancy

- Specialist Music Leads offer support and advice
- Bespoke packages designed around specific identified needs
- Developing musical leadership in your school staff in the areas of:
 - First Access: Music Leads can support you in the delivery of whole-class instrumental tuition
 - Singing: Bespoke days or longer term programmes of support for all levels of vocal development
 - Progression: Next steps and enrichment opportunities for young people
 - An array of ensemble development programmes for schools and communities

"The help with music this year has been amazing and we have a much more vibrant and engaged group of three schools because of your work with us."

Music Subject Lead from a primary federation

Costs

Subscription (see below)
Instrument Hire from **£30**
Class sets available **£POA**
Daily rate **£445**

	Level 1	Level 2	Level 3
DMEH Newsletters, invitation to Stakeholder meetings & Music Mark Membership	✓	✓	✓
Free class set of WCET instruments for the year	✓	✓	✓
Support from area Music Leads to support School Music Education plan	✓	✓	✓
Access to an area based music event celebrating whole-class ensemble music-making & massed singing	✓	✓	✓
Delegate places at three twilight WCET CPD sessions targeting First Access, Next Steps and progression into mixed ensembles		✓	✓
Delegate places at three 'Vocalize Your Style' CPD sessions		✓	✓
Annual review of your music education needs and synergy with school improvement plan, QA & extra-curricular offer			✓
All prices exclude VAT	Funded through DMEH	£250	£399

Online Shop for Digital Resources

Shop at: www.babcock-education.co.uk/shop

Re-think Reading!

A collection of lesson plans for teaching reading based on high-quality texts, provide a spine of reading teaching across the school or within a class/phase. In each phase there is a mixture of fiction, non-fiction and poetry.

Each plan contains:

- An overview of the text
- Suggestions of linked texts
- National curriculum objectives
- At least two teaching sessions
- Pre- and post-task activities
- Other ideas for independent activities

Wand Spelling – annual subscription

This interactive online resource supplements the teaching of spelling from Y2 to Y6. The resource enables children to practise spelling content learnt in lessons, and it allows teachers to monitor and assess the children's success.

- Written by the authors of No Nonsense Spelling
- Fully aligned to the National Curriculum and No Nonsense Spelling Years 2-6
- Online platform providing pupil practice in class or for homework
- Comprehensive Assessment of children's knowledge and understanding
- Automatically generated reports produced at learning objective level
- Fully editable to personalise spelling practice
- Compatible with any device
- Audio included

Sign to Me: British Sign Language Signing club for primary schools

Ideal for schools, after school clubs, lunch time clubs and other groups, this resource can contribute to your Modern Foreign Language offer.

36 practical lesson plans include activities, vocabulary lists and resources.

Speech, Language and Communication Needs (SLCN)

This is a key area of Special Educational Needs. Communication skills are prominent in the National Curriculum for primary and secondary schools. These four 90-minute webinars and resources provide complete support for SLCN across the primary and secondary phases of education.

Making Multiplication Memorable : M³

Supporting the learning of multiplication facts with understanding, using different representations (symbols, language, context and images) to focus on structure and connections.

With the multiplication tables check becoming statutory in England from 2020, there is pressure on teachers to ensure children know multiplication facts.

Each set includes:

- 130 printable cards
- Guide book setting out the thinking
- 15 activities and games
- Prepared slide sets for instant, whole-class access

Children as Evidence – Assessing understanding in Mathematics by talking to children

Assessing Mathematics should involve assessing mathematical thinking, related to key mathematical ideas. Talking to children is the best way to do this, as it allows teachers to probe children's understanding, reasoning and decision making. These materials provide questions related to key mathematical ideas for each year group along with a clear indication of how to interpret responses in relation to age-related expectations.



English Teaching Sequences

The English teaching sequences are a series of detailed learning activities which are designed to practise and consolidate learning. Firing imaginations, learning new techniques and bringing colour into the classroom, they incorporate a range of stimulating, hands-on activities to develop reading, writing, speaking, listening and grammar skills.

With each sequence, you'll get:

- A high-quality suggested text that models effective and exciting writing
- A series of detailed learning activities, meeting the National Curriculum objectives
- A focus on grammar, for pupils to practise skills in a lively and engaging context

Improving Schools and Settings

Finance Consultancy



Compliance with the Schools Financial Value Standard means that effective management of the delegated budget is required – we can help you achieve this substantial task.

Services for Single Academy Trusts and Multi-Academy Trusts (MATs) with Centralised Finance

Core Package

Online Tools and Templates including:

- Salary Calculator & Budget Tools – including budget submission & cash flow
- Year End Template & Guide
- Mapping Tool to align the chart of accounts to management reports
- Asset Management Planning Tool
- Curriculum Capitation Planning Tool
- Finance Policy Template

Information, Guidance and Support, including:

- Regular Updates and Monthly Newsletters to ensure you always have the latest financial information at your fingertips
- Access to our helpdesk for telephone or email support each work day 9 -5. Call us for support on funding issues, setting up reports or accounting queries. All electronic tools are supported through the helpdesk
- Access to the members only section of our website providing access to tools, templates and further information
- Attendance at Bursar Briefings (1 place per briefing per school/MAT). Additional places can be purchased

On-site Support providing up to 2 days for:

- budgeting
- setting up management reports
- projections of funding
- setting up electronic tools and templates
- the first VAT return
- setting up the Fixed Assets Register
- preparation of cash flow reports
- supporting the production of the year end statements

Support for new Heads and School Business Managers:

- Induction Support for New Headteachers to provide an overview of the financial requirements of managing the Trust budget and provide support to understand the role of internal audit and the role of the Accounting Officer
- Induction Support for New Bursars to discuss the financial issues directly related to your academy accounts

Core Package Plus

This package provides the complete Core Package as described, plus:

- 4 further days of on-site support, making 6 days in total
- The support can be taken at any point in the academy financial year and can provide training or guidance to set up accounts or internal control processes, implement electronic tools or produce DfE returns or financial statements

This package is recommended for recently converted academies where additional support is required in the first financial year.

Core Package Light

This package provides the complete Core Package as described, except for:

- On-site support

This package is recommended for academies which have an experienced or qualified Chief Financial Officer in post and where the academy is established and has submitted at least one set of year-end financial statements.

All support is provided remotely, except for the Workshops, Professional Seminar and support for new Headteachers or Bursars.

Costs

Single Academy Trusts and MATs with Centralised Finance

Core Package **£1750**

(2 support days included)

Core Package Plus **£2863**

(6 support days included)

Core Package Light **£1193**

(no support days included)

Multi-Academy Trusts with Delegated Finance

Core Package: **£1750**

Additional Schools: **£989**

Commissioned Services

Consultancy Days: **£348**

Maintained schools

Core Package

For schools and single budget federations. Please note that schools within federations with separate budgets and finance systems will require separate SLAs **£1202**

Consultancy

Additional consultancy days may be purchased as an addition to the core subscription **£348**

Recruitment **£348**

Schools Financial Health Check **£POA**

Finance Consultancy

The core package includes consultancy and on-going support as well as the added benefit of access to our helpline, the website and a named consultant for continued support throughout the year. The SLT, Governors and Local Authority need to see an accurate picture of the school finances which starts with the budget, and the team can work with you to produce the necessary reports from the Financial Reporting Suite to monitor progress.

Services for Multi-Academy Trusts with Delegated Finance

Core Package

This service provides the following package to all schools within the MAT. The price includes the lead school with 2 days on-site support; further schools receive the package for the reduced price of **£989** with 1 day on-site support. The support can be re-directed during the year to meet the needs of the individual schools.

Online Tools and Templates including:

- Salary Calculator & Budget Tools – including budget submission & cash flow
- Year End Template & Guide
- Mapping Tool to align the chart of accounts to management reports
- Asset Management Planning Tool
- Curriculum Capitation Planning Tool
- Finance Policy Template

Information, Guidance and Support, including:

- Regular Updates and Monthly Newsletters to ensure you always have the latest financial information at your fingertips
- Access to our helpdesk for telephone or email support each work day 9 -5. Call us for support on funding issues, setting up reports or accounting queries. All electronic tools are supported through the helpdesk
- Access to the members only section of our website providing access to tools, templates and further information
- Attendance at Bursar Briefings (1 place per briefing per school/MAT). Additional places can be purchased

On-site Support providing up to 2 days for:

- budgeting
- setting up management reports
- projections of funding
- setting up electronic tools and templates
- the first VAT return
- setting up the Fixed Assets Register
- preparation of cash flow reports
- supporting the production of the year end statements

Support for new Heads and School Business Managers:

- Induction Support for New Headteachers to provide an overview of the financial requirements of managing the Trust budget and provide support to understand the role of internal audit and the role of the Accounting Officer
- Induction Support for New Bursars to discuss the financial issues directly related to your academy accounts

Services for Maintained Schools

Core Package

- Two half-day visits tailored to your requirements
- A half-day induction for new headteachers and new bursars, including a school administrators' information pack
- Access to the Finance Consultancy website and regular newsletters
- Helpdesk answerphone enquiry line
- Bursar Briefings (1 place per briefing per school/federation). Additional places will be charged.

£1202

Bespoke Consultancy (available only to subscribing schools)

Additional consultancy days can be purchased to provide support as required. Examples of support are:

- Budget preparation/review for submission to Governors using the Local Authority (LA) Budget Planning Tool
- Production of the Financial Reporting Suite reports for Governors and the LA
- Support the production of action plans/revised forecasts where there are significant variances to plan
- Set up of the new financial year including any required structure changes
- Consistent Financial Reporting (CFR) mapping and review of issues versus the LA information
- Support the Governing Body in meeting the Schools Financial Value Standard (SFVS)
- Benchmarking as part of the SFVS requirements

£348 per day

Benefits

- Ensure excellent value for money
- Ease the burden of financial management with on-going support, help at year-end and assistance with everyday financial processing
- Ensure you meet regulatory and reporting requirements
- Increase integrity of financial and management information upon which strategic decisions are made
- Boost school finance staff skill sets

"Thank you for the work you did on reviewing our Pupil Premium allocation and expenditure. Coincidentally, Ofsted arrived two days after your visit and we were able to confidently discuss our Pupil Premium expenditure and impact."

Compliance with the Schools Financial Value Standard means that effective management of the delegated budget is required – we can help you achieve this substantial task.

Additional Finance Services

Financial Health Checks as approved by the DfE

Level 1 - Review and Develop Capability

Review forecasting and planning, analysis of benchmarking and support to improve current monitoring reports.

Level 2 - Financial Recovery and Action Planning

In-depth analysis of costs and curriculum-led planning to provide three-year plans, avoid a deficit and set a sustainable budget.

Level 3 - Support and Implement Solutions

Review financial leadership, support to re-structure staffing, raise understanding of financial management and compliance, support for NTI issues and implement recommendations.

Take advantage of our free consultancy helpdesk support to determine the appropriate level of support for your school. We agree all charges before the start of any work.

EPOA (based on our standard hourly rate depending on time required)

Recruitment of Finance Staff

- Support the process
- Help with shortlisting
- Question setting for interview
- Training/Induction

£348 per day

Bursarial Service Package A

This service is designed to carry out the monthly period-end and produce initial FMRs and budget plans. The service can be tailored to support the school business manager and would include pre-planned visits to carry out:

- All period-end reconciliations
- Monthly budget monitoring
- Budget plan
- Draft budget plan (in consultation with the Headteacher or SBM)
- Allocation of budget on finance system
- Closure of the year-end accounts
- Production of the CFR
- Healthcheck on local bank account

£265 per day (based on standard day rate)

Bursarial Service Package B

Planned visits to carry out financial processing such as orders, invoices, BACS and cheque processing, account receivable and petty cash.

The service can be tailored to support the school business manager and additional time can be purchased during peak periods.

£265 per day (based on standard day rate)

Academy and MAT Conversion Services

Start-Up Service for Converters and MAT Expansion

With our support your MAT can open on day one with effective procedures and accounting structure which supports the production of year-end financial statements and all DfE submissions. This service provides:

- Conversion Planner check-list
- Finance Policy template

PLUS Two half days working with you to provide:

- Support for key budget differences
- Advice on setting up new management reports
- Support to transfer the school balances and set-up inherited assets

£668

Enhanced Conversion Service

This enhanced service provides support through the initial opening period and encompasses the following:

Start-Up Service plus:

- Support to implement the detailed conversion checklist to meet the deadlines of your Trust
- Creation of the first Budget Plan for the MAT
- Access to our Salary Calculator and Budget Tool if required
- Support to implement the agreed Finance Policy and ensure consistency of financial practice across the Trust
- Operational support to claim rates rebates, make the first VAT claim and produce the first period-end report
- Regular newsletters

PLUS An invitation to one of our academy workshops. This service is flexible to accommodate the number of schools converting and the number of on-site visits required to meet conversion deadlines. Prices are based on standard rates plus travel where incurred.

EPOA



Compliance with the Schools Financial Value Standard means that effective management of the delegated budget is required – we can help you achieve this substantial task.

Core Subscription

- Two half-day visits tailored to your requirements
- A half-day induction for new headteachers and new bursars, including a school administrators' information pack
- Access to the Finance Consultancy website and regular newsletters
- Helpdesk answerphone enquiry line
- Bursar Briefings (1 place per briefing per school/federation). Additional places will be charged

£1202

Bespoke Consultancy

Additional consultancy days can be purchased to provide support as required. Examples of support are:

- Budget preparation/review for submission to Governors using the Local Authority (LA) Budget Planning Tool
- Production of the Financial Reporting Suite reports for Governors and the LA
- Support the production of action plans/revised forecasts where there are significant variances to plan
- Set up of the new financial year including any required structure changes
- Consistent Financial Reporting (CFR) mapping and review of issues versus the LA information
- Support the Governing Body in meeting the Schools Financial Value Standard (SFVS)
- Benchmarking as part of the SFVS requirements

£348 per day

Bursar Service

- More hands-on role
- Completing the month end process working alongside school office staff

£265 per day

Start Up Service – Are you considering academisation? With our support your academy will be able to open on day one with an effective chart of accounts which reflects the required reporting structure and supports the production of year-end financial statements and all DfE submissions required in the first year. This combined service will provide:

- Electronic chart of accounts and mapping tool
- Conversion Planner checklist
- Finance Policy template

PLUS 2 half-days working with you to:

- Create user defined management reports
- Advise on funding and accounting difference for the new academy
- Account for inherited assets

£668

Recruitment of Finance Staff

- Support the process
- Help with shortlisting
- Question setting for interview
- Training/Induction

£348 per day

Benefits

- Ensure excellent value for money
- Ease the burden of financial management with on-going support, help at year-end and assistance with everyday financial processing
- Ensure you meet regulatory and reporting requirements
- Increase integrity of financial and management information upon which strategic decisions are made
- Boost school finance staff skill sets

“Thank you for the work you did on reviewing our Pupil Premium allocation and expenditure. Coincidentally, Ofsted arrived two days after your visit and we were able to confidently discuss our Pupil Premium expenditure and impact.”

Costs

Core Subscription – for schools and single budget federations

Please note that schools within federations with separate budgets and finance systems will require separate SLAs **£1202**

Consultancy

Additional Consultancy Days can be purchased only as an addition to the core subscription **£348**

Bursar Service

Additional Bursar Service Days can be purchased only as an addition to the core subscription **£265**

Recruitment

Additional Consultancy Days can be purchased as required **£348**

Start Up Service £668

Schools Financial Health Check £POA

"During a time of structural change, the Babcock LDP Finance Adviser supported our Acting Headteacher in securing stability and ensuring that the quality of finance and administration was maintained. The Finance Adviser provided a professional, first class service whilst quickly establishing effective working relationships with staff. Her personable and friendly style made her a pleasure to work with."

(Acting Headteacher, North Molton Primary School)

Bursar Cover Service

Sometimes schools need a temporary bursar to cover periods of absence, gaps in employment or to help with workload at peak times.

To help your school stay on top of the transactional elements of finance, we can provide a Bursar Cover Service for any period of time, to meet your specific needs.

If you need any bursar/finance support in your school for short-term or long-term cover, you can rest assured that you will receive a professional, quality service, tailored to your school's individual needs. Our team of Finance Advisers have extensive knowledge of working in primary and secondary schools and academies meaning we can offer a friendly, practical solution to meet your needs.

This Bursar Cover Service **does not include** our consultancy work such as

- Training office staff in financial procedures
- Budget planning
- Monthly accounting reports for management & governors
- Meeting with governors

Our Finance Advisers can provide tailored consultancy (at additional cost) to cover these additional tasks and more.

Cost: £265 + VAT per day

For further information or an informal chat contact
Karl Murphy-Barnes (Head of Finance Consultancy Team)
Karl.Murphy-Barnes@babcockinternational.com

ILM Level 4 Diploma for School Business Managers (DSBM)

Formerly known as CSBM

Develop your professional knowledge, understanding and competencies to become an effective school business manager.

The DSBM level 4 is designed for existing and aspiring school business managers. It is delivered via a blended learning pathway (face-to-face events and online) by leading experts in the field over a 12 month period and includes the following units:

Mandatory units

- Leading Support Services in a School
- Finance in a School
- Procurement in a School

Optional units (choose one)

- Supporting Human Resource Management in a School
- Supporting School Infrastructure Management
- Marketing in a School

The DSBM starting in summer 2019 costs **£1,495+VAT**.

Learn more at www.bestpracticenef.co.uk/dsbm-L4



Babcock is delighted to be working in partnership with Best Practice Network to deliver the Diploma for School Business Managers. Use code **BBCK** at registration.

Forthcoming Conferences 2019

Our conferences cover a range of topics to innovate and improve outcomes in schools and settings

Spring Term 2019

Challenging the Data: Assessment Fit for Learning
Tuesday 29th January 2019 | Exeter | 09:30 - 16:00

Curriculum Masterclass: Designing the Curriculum For The 21st Century Job Market
Monday 4th February 2019 | Exeter | 09:00 - 13:30

South West Peninsula Music Education Conference 2019
Friday 8th February 2019 | Exeter | 08:45 - 15:45

Intent! Implementation! Impact! How Does Your School Meet the Three I's?

Tuesday 26th February 2019 | Exeter | 09:00 - 12:45

Governance Masterclass: The Role of Governors in Creating Vision, Ethos and Culture

Saturday 2nd March 2019 | Exeter | 08:45 - 13:30

GDPR Masterclass: Be Compliant, Not Complacent!

Tuesday 5th March 2019 | Exeter | 09:00 - 12:30

School Attendance Conference: Understanding and Managing Absence

Wednesday 13th March 2019 | Exeter | 09:30 - 16:00

Social Media Awareness Masterclass: Promoting Good Mental Health

Friday 15th March 2019 | Exeter | 09:00 - 12:30

Primary and Secondary Pupil Premium Conference

Tuesday 19th March 2019 | Exeter | 09:30 - 15:45

Primary and Secondary NQT Masterclass: Creating Pupil Relationships

Friday 22nd March 2019 | Exeter | 09:00 - 12:30

Literacy Masterclass with James Clements: Using Great Books to Create Confident, Competent Readers

Wednesday 27th March 2019 | Exeter | 09:00 - 12:00

Summer Term 2019

Schools Administration Conference: Safeguarding Your School, Looking After You

Tuesday 30th April 2019 | Exeter | 09:30 - 16:00

Try This Teaching Masterclass with Amjad Ali

May 2019 | Exeter

Leadership Event

Wednesday 22nd May 2019 | Exeter

Annual South West SEND Conference

Thursday 6th June 2019 | Exeter | 09:00 - 16:15

Educational Psychology Conference

June 2019 | Exeter

The Mix Festival 2019

Wednesday 26th June 2019 | Dartington | 10:00 - 16:00

Safeguarding Conference: This is Us

Thursday 27th June 2019 | Exeter | 09:30 - 15:45

Curriculum as a Social Justice Masterclass

Tuesday 9th July 2019 | Exeter

Maths Conference

July 2019 | Exeter

Finance Networking Event

July 2019 | Exeter

Autumn Term 2019

Tackling Teacher Workload and Retention

October 2019 | Exeter

Vocabulary Conference with Jean Gross

Wednesday 6th November 2019 | Exeter | 09:00 - 16:00

Mental Health Masterclass

November 2019 | Exeter

PSHE Masterclass

November 2019 | Exeter

Behaviour Conference

Thursday 21st November 2019 Exeter | 09:00 - 16:00

Great Teaching with Tom Sherrington

Tuesday 26th November | Exeter | 09:00 - 16:00

Ofsted Review Masterclass

December 2019 | Exeter

For further details on our scheduled CPD events, visit: www.babcock-education.co.uk/ldp/cpd
or contact the Training and Conferences Team:
conferences@babcockinternational.com | 01392 287224



Key Priorities

Commissioned Services

Building on the strengths of previous years' Outcomes Based Framework and delivery of the Joint Venture's Implementation Plans, DCC commission four outcomes. The outcomes are focussed on delivering a clear statement of ambition on improving opportunities for learners in Devon, raising standards and quality of schools and educational.

The four outcomes are:

- Narrowing the Gap - Improved standards of attainment for all learners in maintained schools and settings and contribute to raising standards in academies
- Safeguarding – Improved attendance for children and young people of statutory school age
- SEND and Inclusion – Improved standards of attainment and closing the gap for vulnerable groups of children and young people
- Quality – Improvements in the rate of progress

Narrowing the Gap

1. Support and challenge schools and settings to build capacity to be inclusive and meet pupils' needs through raising the profile of inclusion
2. Support and challenge schools and settings to improve outcomes for disadvantaged pupils entitled to pupil premium and particularly the most able disadvantaged pupils and those with high prior attainment (HPA).
3. Raise aspirations and secure effective provision and outcomes for pupils with special educational needs
4. Support and challenge schools and settings to improve outcomes for Children in Care.
5. Fulfil the LA's requirement to meet statutory responsibilities in relation to securing effective educational provision for:
 - pupils from Gypsy Roma and Traveller backgrounds;
 - learners who have English as an additional language and/or are from an ethnic minority background, refugees and unaccompanied asylum seekers.

Safeguarding

1. All schools and settings in Devon fulfil their statutory responsibilities by provide safe and secure provision and environments for children, young people and learners.
2. Children who are missing education, excluded or on managed moves or are EHE are identified, monitored and supported back into school, where appropriate.

3. Support and challenge provided at a strategic level to every school in Devon and support at pupil level offered to maintained schools(as per the LA responsibility), to improve attendance and reduce persistent absence.
4. Ensure schools are challenged to provide appropriate provision for children with 30+ absences per half term.
5. Education makes a full contribution to the work of the DCFP and responds to parental complaints in a timely manner.

SEND and Inclusion

1. Early Years, mainstream schools and settings across 0-25 are inclusive and fulfilling their statutory requirements to provide support for children with additional needs and disabilities.
2. Effective identification, assessment, planning and measurement of outcomes for learners with Special Educational Needs and disabilities.
3. Inclusive Schools for SEND, CIC, Disadvantaged CYPs which work in partnership with all agencies to ensure a reduction in out of county placements, placement in ISP's and the demand for medical intervention places provided by the LA.
4. Direct Engagement with the Devon Inclusion Project with a focus on working with Devon schools to prevent Exclusion.
5. Consistent quality across Devon's high needs provision.

Quality

1. Increase the proportion of schools and settings judged to be good or better, with more features of outstanding practice identified.
2. Improve outcomes for all pupils so performance at all key stages is in the upper quartile compared to all LAs nationally.
3. Fulfil the LA's requirement to meet statutory responsibilities in relation to:
 - maintained schools, including through working collaboratively with partners e.g. Devon Schools Alliance, Regional Schools Commissioner, MAT sponsors, Federations and Diocese;
 - the quality of governance and financial arrangements;
 - securing leadership through the recruitment of head teachers and partnerships;
 - the induction of NQTs;
 - data, assessment and moderation.

Service Information

Babcock LDP brings together a range of professional expertise in educational improvement, enrichment and inclusion services to support improved outcomes for children and young people.

Babcock LDP works with schools and settings, Devon County Council (DCC), other local authorities (LA) and with a range of regional and national bodies. Our single integrated service enables us to understand more fully the needs of customers and to deliver the best services to meet those needs.

Our values are people, partnership and performance, which are founded on integrity and an ethos of public service.

Quality of service provision

As a provider of services to schools, we aim to:

- Ensure a high level of satisfaction throughout the term of the service
- Work in partnership with schools to develop services that are efficient, effective and valued
- Listen and respond to customer feedback

Customer feedback

We want to ensure all of our services meet the needs and expectations of schools. For this reason, we urge you to get in touch with any comments, praise or complaints you may have regarding any of our services so that we can work to continuously improve our offer. Our aim is to become the educational partner of choice for schools. For all comments, please contact Lyn Shaddick, our Head of Support Services, in the first instance, so that queries or concerns can be resolved through a single point of contact.

Lyn Shaddick, Head of Support Services
education.customercare@babcockinternational.com

Service costs and payment

Subscriptions and packages of support

Annual subscription(s) and packages can be purchased through the Babcock LDP e-store at
www.babcockeducationstore.co.uk/ldp

If you have forgotten your password, please click on 'forgotten password' on the login screen. If you have any queries please contact **BabcockEducationSW@babcockinternational.com**.

Bespoke Consultancy may be purchased from all our teams at our standard daily rates.

Daily rates are based on six hours' delivery and support.

Prices exclude VAT and travel (where applicable).

Information in this directory is correct at time of going to print.

Terms and Conditions

Terms and conditions are applicable to all orders and must be read and accepted as part of the ordering process. A copy of the terms and conditions is available upon request from **BabcockEducationSW@babcockinternational.com**.

Bespoke training

This can be delivered in a school or establishment of your choice. Maximum number of delegates will vary according to the type of training and number of trainers required. This will be clarified by the delivery team.

Academies

Schools that transfer to academy status will be contacted by a Babcock LDP Relationship Manager to discuss variations to provision.

Federations and MATS

Federations may also purchase services through the e-store. All federations and MATs have an account. If you require details of your user name and have any queries about services for your federation or MAT, please contact Katie Symons.

Additional Purchases

Schools that wish to vary their service provision, i.e. buy an additional service or increase the level of an existing service, can use the e-store to place additional orders www.babcockeducationstore.co.uk/ldp The additional services will be added to the service level agreement for the year.

Meet with us

In addition to the Directory and web-based information, we would also like to offer a Babcock LDP representative to meet with you to help inform your work and to answer questions about the Services to Schools offer. The objective is to ensure all of your Babcock LDP service requirements are efficiently commissioned. Please contact Katie Symons if you would like to arrange a suitable time and date for such a meeting.

Information about services is provided within the Directory and the e-store:

www.babcockeducationstore.co.uk/ldp

Katie Symons, Education Sales Support Adviser
BabcockEducationSW@babcockinternational.com



The logo consists of the word "babcock" in a lowercase, sans-serif font, positioned inside a white, teardrop-shaped graphic element.

Babcock LDP

Email: BabcockEducationSW@babcockinternational.com

Web: www.babcockldp.co.uk

Tel: 0800 0 90 20 90

E-store: www.babcockeducationstore.co.uk/ldp

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