



Professional Development Handbook 2026-2027



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Professional Development Offer 2026–27

Welcome

At Waterton Academy Trust, we believe that success is a shared experience. We are at our strongest when we learn together, support one another, and draw upon the collective expertise that exists across our Trust. Our people are at the heart of everything we do, and we remain committed to creating a culture where every colleague feels valued, empowered and inspired to develop both personally and professionally.

Over the past year, our Trust has continued to grow, welcoming new schools and colleagues into the Waterton family. This growth brings exciting opportunities - not only to share our own expertise, but also to learn from the experiences, strengths and perspectives that our new schools bring. As a learning organisation, we recognise that professional development is most powerful when it is collaborative, and when everyone has something to contribute as well as something to learn.

Our 2026–27 Professional Development Offer reflects this commitment. Designed to support the priorities of our schools and the Trust, it provides a wide range of opportunities for colleagues at every stage of their career. Whether you are taking your first steps in education, developing expertise in your current role, aspiring to leadership, or looking to broaden your professional knowledge, we aim to provide meaningful and high-quality development opportunities that support your growth and impact.

Alongside role-specific training, our offer includes leadership development, professional networks, apprenticeship pathways, wellbeing support and opportunities to collaborate with colleagues across the Trust and beyond. Through these opportunities, we seek to nurture talent, build capacity and ensure that every member of staff can flourish.

As we look ahead to another year, we are excited about the opportunities that lie before us. Together, we will continue to learn, innovate and improve, drawing strength from our shared purpose and our collective commitment to providing the very best outcomes for the children and communities we serve.

Thank you for the contribution you make to Waterton Academy Trust. We look forward to another year of learning, collaboration and shared success.



Dave Dickinson
Chief Executive Officer



Marie-Claire Bretherton
Deputy - Chief Executive Officer

External Professional Development: Learning Beyond the Trust

At Waterton Academy Trust, we believe that professional growth is strengthened through collaboration, reflection and a commitment to continuous improvement. Our extensive internal professional development offer provides colleagues with access to high-quality training, networks and development opportunities that are closely aligned to our Trust priorities and the needs of our schools.

At the same time, we recognise the significant value that external professional development can bring. Engaging with colleagues, organisations and experts beyond our Trust can provide fresh perspectives, new ideas and opportunities to further enhance practice. As a growing Trust, we are committed to learning from a wide range of sources and experiences, both within and beyond our own organisation.

To ensure that external professional development opportunities complement our strategic priorities, represent best value and contribute to a coherent professional learning journey, we ask colleagues to discuss any external CPD opportunities with Dave and Marie-Claire before committing.

This enables us to:

- Ensure opportunities align with school and Trust priorities
- Support colleagues in planning purposeful and impactful professional development pathways
- Maximise opportunities to share learning and expertise across the Trust
- Maintain oversight of professional development activity and investment across our schools

We are proud of the culture of learning that exists across Waterton Academy Trust and remain committed to investing in our people. By thoughtfully combining internal expertise with carefully selected external opportunities, we can continue to learn from one another, strengthen our collective practice and ensure that success remains a shared experience for all.



Mandatory Training and Professional Learning Resources

At Waterton Academy Trust, we are committed to providing a safe, compliant and supportive environment for our pupils, colleagues and wider communities. To support this commitment, all staff are required to complete a core programme of mandatory training covering key areas such as safeguarding, data protection, health and safety, and other statutory requirements.

Mandatory training is delivered through Flick Learning, our accredited e-learning platform. The platform provides flexible, on-demand access to training, allowing colleagues to complete modules at a time and pace that works around their professional responsibilities. Training can be paused and resumed as needed, making learning both accessible and manageable.

Whilst some modules are mandatory, colleagues are encouraged to explore the wider range of professional learning available through Flick Learning to support their own development, broaden their knowledge and enhance their practice.

Training completion is monitored centrally and reported to key leaders across the Trust and within schools. This ensures compliance requirements are met, supports quality assurance processes and provides a robust audit trail where required.

Flick Learning



Upon logging into Flick Learning, colleagues will be presented with a personalised learning journey that identifies the training and development activities relevant to their role. Each course is designed to be user-friendly and, upon successful completion, certificates can be downloaded and retained as evidence of learning.

To support ongoing compliance and workforce development, Senior Administrative Officers and school leaders are able to access completion reports and monitor progress across their teams.

If you require access to Flick Learning or have not yet received your login details, please contact hr@watertonacademytrust.org.

The Waterton Staffroom

The Waterton Staffroom is our dedicated digital hub for collaboration, communication and professional learning across the Trust. Hosted through Microsoft Teams and SharePoint, it provides colleagues with easy access to key information, resources and opportunities to connect with others across our schools.

Within the Staffroom, colleagues can access Trust policies, templates, guidance documents, calendars, professional development materials and a range of practical resources to support their work. It also serves as a space to celebrate achievements, share updates and showcase the excellent work taking place across the Trust.

Microsoft Teams plays a central role in facilitating communication and collaboration throughout Waterton Academy Trust. It is used extensively for professional networks, project groups, school-to-school collaboration and Trust-wide communications. To remain informed and connected, colleagues are encouraged to keep Teams active and regularly engage with updates shared through the platform.

As a growing Trust, the Waterton Staffroom helps us to strengthen connections, share expertise and learn from one another, ensuring that success continues to be a shared experience across all of our schools.

National Professional Qualifications (NPQs)

At Waterton Academy Trust, we are committed to developing expertise at every stage of a colleague's career. National Professional Qualifications (NPQs) form an important part of our leadership and professional development offer, providing nationally recognised programmes for teachers and leaders who are looking to deepen their knowledge, strengthen their practice and increase their impact.

NPQs are evidence-informed qualifications designed to support teachers and leaders in driving sustainable improvement within their classrooms, teams and schools. They provide high-quality professional learning that can be undertaken alongside existing professional responsibilities and are structured to offer flexibility for busy educators.

NPQs support colleagues to:

- Develop specialist knowledge and expertise in their area of practice or leadership
- Strengthen their ability to lead improvement and positively influence outcomes for children and young people
- Access high-quality professional learning grounded in the latest educational research and evidence
- Engage in professional reflection and collaboration with colleagues from across the education sector
- Progress their career and prepare for future leadership opportunities

As a Trust, we actively encourage colleagues to consider NPQs as part of their professional development journey and are committed to supporting staff in identifying the programmes that best align with their aspirations, strengths and future career goals.

NPQ Funding and Delivery

Waterton Academy Trust works closely with The Exchange Teaching Hub to support colleagues in accessing National Professional Qualifications (NPQs) and wider leadership development opportunities. Through this partnership, staff are able to benefit from high-quality, evidence-informed professional learning delivered by experienced facilitators and sector experts.

The Department for Education has confirmed that NPQ Cohort 10 will commence in Autumn 2026, with a single national intake.

The following NPQs will be fully funded for eligible participants:

- NPQ for Senior Leadership (NPQSL)
- NPQ for Early Years Leadership (NPQEYL)
- NPQ for Headship (NPQH)
- NPQ for SENCOs (NPQSENCO)

For all other NPQs, fully funded places will be available to schools that fall within the highest 50% of pupil premium eligibility nationally, in line with Department for Education funding criteria.

We encourage colleagues who are interested in undertaking an NPQ to discuss this with their Headteacher or line manager. As part of our commitment to developing talent and supporting career progression, we are keen to help colleagues identify the most appropriate professional development pathways to support their current role and future aspirations.



To find out more about the NPQ programmes available through our partner, The Exchange Teaching Hub, please visit their website using the link below or scan the QR code.

[Exchange Teaching Hub - Barnsley, Doncaster, Selby and Wakefield](#)



SCAN ME

If you are interested in applying for an NPQ, please complete the Expression of Interest form using the link provided. Please note that there will be a single national intake for Cohort 10, commencing in Autumn 2026. We therefore encourage colleagues to submit their Expression of Interest as early as possible to ensure sufficient time for discussions, approvals and enrolment.

[Exchange Teaching Hub - Expression of Interest form for NPQs in Autumn 2026 - 2027](#)



SCAN ME

Developing Talent Through Apprenticeships

At Waterton Academy Trust, we are proud to be an Ofsted Outstanding apprenticeship provider, committed to developing the next generation of education professionals. Apprenticeships form an important part of our wider people strategy, providing colleagues with the opportunity to gain recognised qualifications, develop professional expertise and progress their careers whilst working in a supportive educational environment.

Our apprenticeship programmes combine practical workplace experience with high-quality training, expert guidance and personalised support. Designed around the needs of schools and learners, our programmes enable colleagues to develop the knowledge, skills and behaviours required to make a meaningful impact on the children and communities we serve.

Our current apprenticeship offer includes:

- Level 3 Teaching Assistant Apprenticeship
- Level 5 Specialist Teaching Assistant Apprenticeship
- Level 3 Early Years Educator Apprenticeship

Level 3 Teaching Assistant Apprenticeship

The Level 3 Teaching Assistant Apprenticeship is ideal for colleagues who are new to education or those wishing to formalise and enhance their existing experience. Delivered by Waterton Academy Trust, the programme develops the essential knowledge, skills and behaviours required to effectively support teaching, learning and pupil development.

The programme combines face-to-face training, online learning and practical workplace experience. Learners benefit from personalised support from experienced tutors and mentors and build a portfolio of evidence through activities such as case studies, reflective practice, professional discussions and observations. Successful completion provides a strong foundation for career progression within education.

Level 5 Specialist Teaching Assistant Apprenticeship

The Level 5 Specialist Teaching Assistant Apprenticeship is designed for experienced Teaching Assistants seeking to further develop their expertise and impact. It is particularly well suited to colleagues who wish to take on greater responsibility, support pupils with additional needs, or explore future pathways into teaching and leadership.

The programme develops advanced knowledge and specialist skills through a blend of face-to-face training, online learning and workplace-based application. Learners are supported by experienced tutors and mentors throughout the programme and complete a portfolio of evidence that demonstrates their professional growth and contribution to pupil outcomes.

Level 3 Early Years Educator Apprenticeship

The Level 3 Early Years Educator Apprenticeship is designed for colleagues working within nurseries, pre-schools and school-based Early Years settings who wish to deepen their professional knowledge and strengthen their practice.

This evidence-informed programme incorporates the latest educational research and best practice in Early Years education. Delivered over eight half terms, it combines online learning, face-to-face training, workplace application and dedicated mentoring from experienced Early Years professionals. Learners build a portfolio of evidence through practical activities including observations, reflective practice and case studies, all of which contribute towards successful completion of the apprenticeship.

Interested in Finding Out More?

If you are interested in undertaking an apprenticeship or would like to explore how an apprenticeship could support your professional development, please contact the Apprenticeships Team at: apprenticeships@watertonacademytrust.org



Train to Teach at Waterton

Initial Teacher Training Lead: Sally Walsh

Audience: Future Teachers

Course Overview

Waterton Academy Trust offers a PGCE Initial Teacher Training delivery route, in Partnership with Leeds Trinity University. The advantage of this route is that the greatest proportion of time is spent within our schools. All training is delivered bespoke to Waterton, by our school leaders and current practitioners, at either our Centre for Excellence at Walton or inhouse at our trust schools. This is in line with the Initial Teacher Training and Early Career Framework (ITTECF). Our mentors receive quality, mandatory training delivered by Leeds Trinity University during each placement phase, to ensure compliance, consistency and the highest of standards to support our trainees.

Entry Requirements

Here at Waterton, we are responsible for the process of interviewing and selecting candidates, which is Quality Assured by Leeds Trinity University. All our Initial Teacher Trainee candidates must meet the standard entry requirements:

- First degree from a UK Higher Education Institution at 2:2 or above, or equivalent qualification
- A standard equivalent to a grade 4 (or C accepted equivalent) in the GCSE examinations of English Language, Mathematics and Science
- A good and current understanding of education

Early Career Teacher Training - ECT

Training Facilitator: Sally Walsh **Audience:** Early Career Teachers

Our ECTs work together in a Waterton cohort for the Early Career Framework Professional Development Programme (ITTECFPDP). The legally required assessment process is via the Exchange Teaching Hub and their Appropriate Body (AB) Services. This is a two-year programme of study. As aforementioned, it is offered via Exchange Teaching Hub who work in partnership with UCL, a DfE-accredited Lead Provider.

Curriculum

The UCL programme components draw on multiple pedagogies of teacher education to effectively develop teachers as skilled professionals. Learning activities are targeted to the developmental needs of the early career teachers and the nature of content in each module. The programme is delivered through a blended learning approach to create flexible and social learning environments that support early career teachers' development. Mentors are fully prepared for their role in the programme through targeted training which addresses both the content of the Early Career Framework and the highly skilled practice of mentoring.

The Programme

ECT self-study sessions are completed weekly in the first year and fortnightly during the second. Modules within the programme are presented in a suggested sequence, which can be adapted to suit local needs, where appropriate. Module summary guides provide a clear overview of sessions in each module, including preparation required and key learning activities. Mentors and ECTs can use this to target session selection and sequencing to learning needs, their school calendar and other commitments with which the programme must dovetail. Mentors and ECTs complete module content audits which clearly indicates where to target and personalise activity within and across sessions so that it best addresses the needs of each ECT.

Assessment

The Exchange Teaching Hub is the registered Appropriate Body provider for Waterton. The in-school induction lead is responsible for the ECT assessment in conjunction with the appropriate body. They will assess the ECT against the teacher standards. This will involve completing observations, progress reviews and formal reports. Support for all ECTs within school and monitor engagement of mentors and ECTs with the ECF programme.

Key Assessment Points

Progress reviews at the end of term 1, term 2, term 4 and term 5. Formal assessments at the end of term 3 and term 6.

Training Locations

Our training, networks, and other meetings usually take place at either [The Centre for Excellence](#), [The Learning Lab](#) or at [The Business Village Cudworth](#). These locations either share a site with a Waterton School or a Waterton office base. Address and parking information can be found below.



Centre for Excellence

On the site of Walton Primary Academy
The Grove
Walton
WF2 6LD

Parking for visitors is at the nearby sports and social club, a 2 minute walk from the school site (WF2 6LA)



The Learning Lab

On the site of Normanton Junior Academy
Church Lane
Normanton
WF6 1EY

Parking for visitors is on street. There are a number of streets around the school site which have plentiful and clearly marked parking spaces.



The Business Village Cudworth

25 Snyderdale Road
Cudworth
Barnsley
S72 8RP

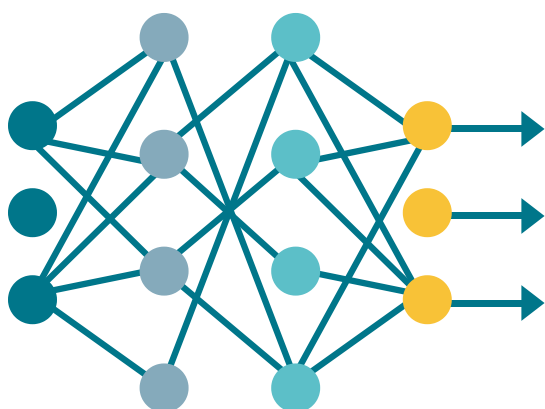
There is ample parking at the Business Village. Please be aware that there are 2 branches of the Business Village, for meeting and network purposes only the Cudworth site is used.

Accessibility

We ask that attendees with mobility needs contact the central admin team in advance to discuss details of the location, accessibility and parking arrangements so that we can ensure that all are supported to participate.

Networks

At Waterton Academy Trust, our professional networks are a key driver of collaboration, development, and shared excellence. They provide a vital platform for colleagues across the Trust to come together, learn from one another, and shape practice that has real impact in our schools.



Essential Networks

These are core to Trust-wide strategy and school improvement, and attendance should be prioritised wherever possible.

SENCO

The Learning Lab

- Wednesday 21st Oct 26 | 13:00-15:00
- Wednesday 2nd Dec 26 | 13:00-15:00
- Wednesday 10th Feb 27 | 13:00-15:00
- Wednesday 28th April 27 | 13:00-15:00
- Wednesday 30th June 27 | 13:00-15:00

Maths Network

Centre for Excellence

- Tuesday 20th Oct 26 | 16:15 - 17:15
- Tuesday 9th Feb 27 | 16:15 - 17:15
- Tuesday 25th May 27 | 16:15 - 17:15

DSL Network

Centre for Excellence

- Monday 19th Oct 26 | 13:00 - 16:00
- Monday 11th Jan 27 | 13:00 - 16:00
- Monday 24th May 27 | 13:00 - 16:00

Attendance Network

***Centre for Excellence other than April

- Tuesday 6th Oct 26 | 13:00 - 15:00
- Tuesday 24th Nov 26 | 13:00 - 15:00
- Tuesday 26th Jan 27 | 13:00 - 15:00
- Tuesday 13th April 27 | 13:00 - 15:00
****The Learning Lab, NJA****
- Tuesday 29th June 27 | 13:00 - 15:00

Ed Tech Network

- Friday 9th Oct 26 | 8:30- 15:30 (full day)
The Learning Lab
- Monday 25th Jan 27 | 16:15- 17:15
Centre for Excellence
- Monday 12th April 27 | 16:15 - 17:15
Centre for Excellence

English Network

Learning Lab

- Tuesday 3rd Nov 26 | 16:15 – 17:15
- Tuesday 23rd Feb 27 | 16:15 – 17:15
- Monday 12th July 27 | 13:00 – 16:00

Science Network

Centre for Excellence

- Tuesday 17th Nov 26 | 16:15 – 17:15
- Tuesday 19th Jan 27 | 16:15 – 17:15
- Tuesday 23rd March 27 | 16:15 – 17:15

EHT / HOS Network

Centre for Excellence unless indicated

- Monday 14th Sept 26 | 15:00 – 17:00
- Friday 27th Nov 26 | 13:00 – 14:00
****Online
- Monday 18th Jan 27 | 15:00 – 17:00
- Friday 19th March 27 | 13:00 – 14:00
****Online
- Monday 26th April 27 | 15:00 – 17:00

Assessment Network

Centre for Excellence

- Tuesday 29th Sept 26 | 16:00 – 17:30
- Tuesday 12th Jan 27 | 16:00 – 17:30
- Tuesday 20th April 27 | 16:00 – 17:30

Early Years Leader Network

The Centre for Excellence

- Wednesday 30th Sept 26 | 16:00-17:15
- Tuesday 9th March 27 | 16:00-17:15
- Tuesday 4th May 27 | 16:00-17:15

Early Years SEND Network

The Centre for Excellence

- Tuesday 13th Oct 26 | 16:00-17:15
- Tuesday 2nd Feb 27 | 16:00-17:15
- Tuesday 18th May 27 | 16:00-17:15

ELSA

The Centre for Excellence

- Wednesday 14th Oct 26 | 13:00-15:00
- Wednesday 16th Dec 26 | 13:00-15:00
- Wednesday 24th Feb 27 | 13:00-15:00
- Wednesday 26th May 27 | 13:00-15:00

Waterton Specialist

The Centre for Excellence

- Wednesday 18th Nov 26 | 13:00-15:00
- Wednesday 10th March 27 | 13:00-15:00
- Wednesday 14th July 27 | 13:00-15:00

Desirable Networks

These offer high-value opportunities for CPD and collaboration, and we encourage schools to engage where capacity allows.

PE Organisation

Online

- Monday 7th Sept 26 | 16:00 – 16:30
- Monday 4th January 27 | 16.00-16.30
- Monday 19th April 27 | 16:00 – 16:30

Sports Leaders network

The Centre for Excellence

- Monday 2nd Nov 26 | 16:15 – 17:15
- Monday 22nd Feb 27 | 16:15 – 17:15
- Monday 7th June 27 | 16:15 – 17:15

****NEW THIS YEAR****

History network

The Centre for Excellence

- Wednesday 23rd Sept 26 | 16:15 – 17:15
- Wednesday 27th Jan 27 | 16:15 – 17:15
- Wednesday 28th April 27 | 16:15 – 17:15

DHT/AHT network

The Centre For Excellence

- Thursday 8th Oct 26 | 16:15 – 17:15
- Thursday 21st Jan 27 | 16:15 – 17:15
- Thursday 27th May 27 | 16:15 – 17:15

RQT network

The Centre for Excellence

- 2nd December 2026 | 16:15 – 17:15
- 10th March 2027 | 16:15 – 17:15
- 30th June 2027 | 16:15 – 17:15

Music Network

The Centre for Excellence

- 14th December 2026 | 16:15 – 17:15
- 22nd March 2027 | 16:15 – 17:15
- 5th July 2027 | 16:15 – 17:15

Headteacher Development Days and Update Meetings

HT Update Meeting (am) and HT Development (pm) | The Learning Lab

17th September 2026 9:00-16:00

HT Update Meeting | The Centre for Excellence

19th November 2026 9:00-12:00

HT Development Meeting | TBC

3rd December 2026 8:30-16:00

HT Update Meeting | The Learning Lab

21st January 2027 9:00-12:00

HT Development Meeting | TBC

11th February 2027 8:30-16:00

HT Update Meeting | The BIC

11th March 2027 9:00-12:00

HT Development Meeting | TBC

23rd March 2027 8:30-16:00

HT Update Meeting | The BIC

22nd April 2027 9:00-12:00

HT Development Meeting | TBC

6th May 2027 8:30-16:00

HT Update Meeting | The Learning Lab

24th June 2027 9:00-12:00

HT Development Meeting | TBC

8th July 2027 8:30-16:00

Mark Millar Pupil Premium Waterton Strategy Day

Date: 1st October 2026

Time: 9:00 – 16:00

Venue: The Learning Lab

Attendance: Mandatory for all Headteachers

Waterton Spotlight on Oracy - Mandatory training for Headteachers and teachers

As we begin our **Waterton Spotlight on Oracy**, we will be introducing a programme of mandatory online professional development throughout the academic year.

This programme forms part of our annual professional development offer and is delivered through disaggregated INSET time. Rather than allocating all professional development to INSET days, some of this time has been scheduled as twilight sessions across the academic year to support sustained learning, implementation and collaboration.

The programme will consist of six one-hour live twilight sessions, delivered via Microsoft Teams throughout the academic year.

In addition to the live sessions, there will be a further six hours of follow-up activities for you and your school to complete between sessions. These activities are designed to support the implementation and development of effective oracy practice within your setting.

This programme is mandatory for all Headteachers and teachers.

Each live session will be recorded to support part-time colleagues or those who are unable to attend due to exceptional circumstances (for example, an Ofsted inspection). We encourage all participants to attend the live sessions wherever possible to maximise opportunities for discussion, collaboration and shared learning.

All meetings take place on TEAMS 16:00-17:00

Date	Meeting
Tuesday 8th September 2026	Spotlight on Oracy Twilight 1
Thursday 22nd October 2026	Spotlight on Oracy Twilight 2
Monday 23rd November 2026	Spotlight on Oracy Twilight 3
Tuesday 5th January 2027	Spotlight on Oracy Twilight 4
Wednesday 14th April 2027	Spotlight on Oracy Twilight 5
Monday 21st June 2027	Spotlight on Oracy Twilight 6

Lift Off for SATs

Lift Off for SATs: Reading

Build on what works. Refine what matters. Improve outcomes.

Date: Thursday 24th September 2026

Time: 1:15 - 16.00

Venue: The Learning Lab

This session will focus on the teaching strategies that have the greatest impact on reading outcomes. Using analysis from the 2026 SATs Reading paper and insights gained through work with the Standards and Testing Agency, we will explore how to develop pupils' reading fluency, improve reading speed and comprehension, and explicitly teach strategies for skimming, scanning and exhausting the evidence for each question.

The session will also challenge the temptation to 'get through the paper', instead focusing on slowing learning down, reducing the quantity of questions taught and explicitly teaching the skills that enable pupils to accelerate through texts with greater confidence and accuracy as the year progresses.

Lift Off for SATs: Mathematics

Secure the fundamentals. Be forensic. Maximise every opportunity.

Date: Thursday 26th November 2026

Time: 1:15pm - 16.00pm

Venue: The Learning Lab

This session will focus on the teaching strategies that have the greatest impact on mathematics outcomes. We will explore how securing arithmetic fluency, efficient calculation strategies and mathematical reasoning provides the foundation for success across all three SATs papers. Drawing on the 2026 SATs analysis, we will identify the key knowledge and question types that require the greatest attention, alongside sharing resources and approaches that have demonstrated clear impact.

The session will also focus on making the most of the time available: using Power BI reports to analyse performance with precision at whole-class, group and individual level, targeting intervention effectively, and considering how Multiplication Tables Check (MTC) outcomes can be used to strengthen mathematics achievement by the end of Key Stage 2.

Lift Off for SATs: GPS and Writing

Secure the foundations. Teach with precision. Raise outcomes.

Date: Thursday 7th January 2027

Time: 1:15pm - 16.00pm

Venue: The Learning Lab

This session will focus on the teaching strategies that have the greatest impact on GPS and writing outcomes. Building on the 2026 SATs analysis and effective practice across the Trust, we will explore how to maximise learning within the key grammar, punctuation and spelling content domains through precise teaching, intelligent sequencing and purposeful application within writing.

The session will also focus on making the most of curriculum time: prioritising quality over quantity, restructuring lessons to secure the foundational skills before extending pupils towards Greater Depth, and using assessment to target teaching with precision and maximise progress for every pupil.

Maths Collaboration Meetings

Our Maths Collaboration Meetings are designed to strengthen curriculum coherence, support teacher development, and improve outcomes for all pupils across the Trust.

They provide a focused space to align pedagogy, share effective practice, and engage in professional dialogue that supports both subject knowledge and classroom delivery.

All teachers from the specified year group are expected to attend their relevant session.

If teaching a mixed-age class, please attend the mixed-age session.

All meetings take place at The Learning Lab 16:15-17:15

KS1	Lower KS2	Upper KS2	Mixed Year
Monday 12 th October 2026	Tuesday 13 th October 2026	Wednesday 14 th October 2026	Thursday 15 th October 2026
KS1	Lower KS2	Upper KS2	Mixed Year
Monday 1 st February 2027	Tuesday 2 nd February 2027	Wednesday 3 rd February 2027	Thursday 4 th February 2027
KS1	Lower KS2	Upper KS2	Mixed Year
Monday 17 th May 2027	Tuesday 18 th May 2027	Wednesday 19 th May 2027	Thursday 20 th May 2027

Aspiring to Deputy Head Teacher Programme

Ideal for: Senior Leaders Ready to Step into Whole-School Leadership.

This focused and practical training programme is designed for senior leaders looking to take the next step into assistant headship or deputy headship. Across five high-impact sessions, participants will develop the strategic, people, curriculum, and resilience skills essential for successful leadership. You will be provided with Waterton-aligned resources, and real-world case studies. This is a powerful opportunity to grow your leadership and prepare confidently for the challenges and opportunities of these roles.

Whilst this programme started last academic year, we do have some spaces to join the cohort part way through. If you are interested in booking a space, please speak to your Head Teacher and then email Lauren Nicoll.

Session 2	Session 3	Session 4	Session 5
The Centre for Excellence	The Centre for Excellence	The Centre for Excellence	The Centre for Excellence
25th September 2026 9:00-16:00	20 th November 2026 9:00-16:00	12 th March 2027 9:00-16:00	25 th June 2027 9:00-16:00

Moderation

Early Years Moderation The Centre for Excellence	
Tuesday 8th December 16:00 - 17.15	Tuesday 16 th March 16:00 - 17.15

Summer Early Years Moderation (For Reception staff only) The Centre for Excellence			
Please note, colleagues will not need to attend all 4 dates. Sarah Wareing will be in touch closer to the time, inviting colleagues to one date at either 9.30-11.30 or 13.00-15.00.			
Tuesday 8 th June 9:30 - 15:00	Wednesday 9 th June 9:30 - 15:00	Tuesday 15 th June 9:30 - 15:00	Wednesday 16 th June 9:30 - 15:00

KS1 & KS2 Moderation The Learning Lab			
Year 1 & 2	Lower KS2	Upper KS2	TBC
Monday 7 th December 16:00-17:30	Tuesday 8th December 16:00-17:30	Wednesday 9th December 16:00-17:30	Thursday 10 th December 16:00-17:30
Year 1 & 2	Lower KS2	Upper KS2	TBC
Monday 15 th March 16:00-17:30	Tuesday 16 th March 16:00-17:30	Wednesday 17 th March 16:00-17:30	Thursday 18th March 16:00-17:30

Booking Required

The programmes featured in the final pages require colleagues to book a place in advance. This enables us to charge schools where there is a cost associated with the programme and allows facilitators to plan sessions according to participant numbers. Please use the QR code on the final pages to book your place.

Educational Visits Co-ordinator update/Refresher Training

This course will provide EVC's with key concepts and relating to educational visits and outdoor learning that have taken place since their initial training.

Date: Thursday 5th November 2026

Time: 13:00 - 16:00

Venue: The Learning Lab

20 spaces available.

Please note that, as this is an external provider, there will be a cost to this programme. The cost will be between £30 and £50, depending on numbers.

Course Content: The course covers the following aspects relating to the management of educational visits.

- Legal framework and employer systems
- Good practice
- Policies, planning and evaluation
- Specialist visits and activities
- Frequently asked questions

Year 4 Multiplication Tables Check (MTC):

Sharing Effective Practice to Improve Outcomes

Date: Wednesday 30th September 2026

Time: 13:00 - 15:00

Venue: The Learning Lab

Course Content: Designed for Year 4 teachers, maths leaders and headteachers, this practical session will explore the strategies that have contributed to significant improvements in MTC outcomes. Participants will observe how Times Tables Rock Stars (TTRS) is introduced to pupils, focusing on establishing early buy-in, positive culture and high expectations.

- Effective monitoring and tracking approaches
- Celebrating small wins
- Integrating TTRS with Mastering Number
- Supporting all pupils to achieve success
- Heatmaps
- The session will also cover:
 - Setting battles
- Using access arrangements

There will be opportunities for discussion, questions and sharing of best practice to support improved multiplication fluency and MTC performance.

Pace and the Relational Approach

Date: Monday 5th October 2026

Time: 16:00 - 17:30

Venue: The Centre for Excellence

Led by: Melanie Jopling

The session will explore how the relational approach and Dr. Dan Hughes' PACE Approach support children to feel safe and to regulate within the school environment. We will explore how we can use Playfulness, Acceptance, Curiosity, and Empathy to create a safe and responsive environment for children to express themselves and process emotions.

Using a visual approach

Date: Monday 30th November 2026

Time: 16:00 - 17:30

Venue: The Centre for Excellence

Led by: Lyn Dixon

Aims

- Autism and structure
- A greater understanding of the 'Culture of Autism'
- Understanding the focus of Structured Teaching
- Understanding of the key elements of Structured Teaching
- *Physical Structure: Visual Schedules, Work Systems, Visual Structures*
- Why Structured Teaching works

Music Interaction

Date: Thursday 14th January 2027

Time: 14:30 - 16:00

Venue: The Centre for Excellence

Led by: Jo Baker

Attention Autism

Date: Tuesday 15th April 2027

Time: 14:30 - 16:00

Venue: The Centre for Excellence

Led by: Jo Baker

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The Combined Emergency First Aid at Work and Paediatric First Aid Training

Date: Friday 11th December 2026

Time: 09.30 - 16:00

Venue: The Learning Lab

The cost of the training is £525 + VAT for up to 12 delegates, or £825 + VAT for between 13 and 24 delegates. Schools will be recharged once numbers are confirmed.

Makaton Taster

Date: Monday 8th February 2027

Time: 13:00 - 15:00

Venue: The Centre for Excellence

Led by: Sharon Wainwright

Covers a selection of signs from core vocabulary and some tips for effective signing.

Makaton Level One

Date: Monday 8th March 2027

Time: 9:30 - 15:30

Venue: The Centre for Excellence

Led by: Sharon Wainwright

Participants will complete this day with a recognised certificate - there is a cost pp for this one and the cost will be shared one bookings are made.

TEACHH

Date: Friday 2nd October 2026

Time: 14:30 - 16:00

Venue: The Centre for Excellence

Led by: Jo Baker

SEND Reforms

Date: Wednesday 23rd September 2026

Time: 14:00 - 15:30

Venue: The Centre for Excellence

Led by: Laura Thresh

Inclusion Bases - Who, What and Where?

Date: Wednesday 6th January 2027

Time: 16:15 - 17:15

Venue: The Centre for Excellence

Led by: Laura Thresh

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